



Faculty Senate Newsletter

Synopsis of the March 30, 2016 Faculty Senate Meeting

Of Particular Importance to *All* University Faculty

Fair Labor Standards Act (FLSA) Update

Carolyn Gregory, Vice President for Human Resources, provided an update on proposed modifications to the FLSA. New federal regulations propose to substantially increase the minimum salary to be earned by an employee in order for the employee to be exempt from overtime requirements. To be considered exempt, an employee would also have to meet a “duties” test. Final regulations are expected in April or May. An implementation plan will be developed so that it can be ready and implemented within 60 days of the final regulations. The new regulations are likely to have a substantial impact on the university. For more information, see the minutes from the Faculty Senate meeting once approved or contact the Office of Human Resources.

Concussions – Policy and Protocol for Student-Athletes

Upon invitation of the Senate Executive Committee, Amy Backus, Athletic Director, and other representatives from the Athletic Department and University Hospitals, spoke to the Senate about CWRU policy and protocol for student-athletes who suffer concussions. Cognitive rest is the most important factor when it comes to the healing process. This includes avoiding many of the assignments that students normally work on. Amy Backus encouraged faculty to support students during these times by following physician recommendations and allowing additional time for completion of assignments after the recovery period. It is important that this information be communicated to all students and faculty.

Other Items from the Meeting

Graduate Certificate in Maternal and Child Nutrition

The Faculty Senate voted to approve a Graduate Certificate in Maternal and Child Health from the Department of Nutrition in the School of Medicine. The Certificate had been approved by the Senate Committee on Graduate Studies also.

Research Presentation

Sue Rivera, Vice President for Research, and Lee Hoffer, chair of the Senate Committee on Research, presented results from a research survey conducted last spring.

Outcome Assessment Report

Susan Perry, University Director of Outcome Assessment, gave an update on recent activities related to outcome assessment.

More detailed information on the above items will be available in the minutes which will be posted on the Faculty Senate [website](#) once they have been approved.