

**Faculty Council Meeting**  
**Draft Meeting Minutes**  
Monday, September 19, 2022  
4:00-5:30PM – Hybrid Meeting

Timing	Agenda Item	Presenter	Summary of discussion	Action items/Motions/ Votes
4:02-4:10PM	Welcome and Chair Announcements	Darin Croft	<p>The Chair called the meeting to order at 4:02PM. All Faculty Council Meetings will be held remotely via Zoom, except for the first and last meetings of the year. Dr. Croft informed the Council that there is an opening for a Faculty Council member to serve on a new CWRU (Faculty Senate) ad hoc committee – the Committee on Shared Governance. Anyone who is interested should submit a statement of interest by Friday.</p> <p>Dr. Croft presented the Faculty Council Annual Report for 2021-2022, highlighting the accomplishments of Faculty Council and thanking everyone for their service. Pending topics for the upcoming year are the Awards and Honors Committee, Committee on Community, tenure appointments at UH, the Bylaws Committee recommendation regarding Faculty Council Chair succession, and the revised charge for the NEC.</p>	
4:10-4:12PM	Approval of June, July Faculty Council Minutes	Darin Croft	When polled, there were no corrections or additions to the June, July Faculty Council minutes.	The minutes are approved as submitted.
4:12-4:15PM	Faculty Council Steering Committee Report of Activities	Matthias Buck	Dr. Buck presented a summary report of activities for the June 13 Faculty Council Steering Committee meeting.	
4:15-4:41PM	Medical Student Admissions Committee Report	Christian Essman	Mr. Essman, the Senior Director of Admissions and Financial Aid for the MD Program, presented an overview of application statistics and demographics. Mr. Essman explained that CWRU has an email campaign that goes to students who self-describe as disadvantaged and/or URiM, that encourages them to apply. The Office of Admissions and the Office of DEI also attend national minority student conferences/meetings, and medical school fairs. CWRU will be hosting a regional minority student conference in two weeks.	

4:41-4:55PM	Committee on Appointments, Promotions and Tenure Report	Colin Drummond	Dr. Drummond, Vice-Chair of the Committee on Appointments, Promotions and Tenure (2021-2022), presented the committee's report for 2021-2022. Dr. Drummond highlighted problems the committee frequently confronts when evaluating promotion packets and provided suggestions for submitting more effective promotion packets.	
4:55-5:06PM	Faculty Senate Report	Alan Levine	Dr. Levine, who was unable to attend the Faculty Senate Meeting on September 9, provided an overview from conversations he had with Steve Eppell and Kelly Marcus. Usha Stiefel commented that the women faculty's meeting with the Provost was widely attended and the Provost was very responsive. She wanted to make the members aware that there are two open positions: Associate Provost for Graduate Education and Associate Provost for Academic Affairs. They would like to see a more diverse group, including faculty, in the Provost's Office.  Discussion of the UH Tenure policy was not on the agenda due to the absence of President Kaler and Dr. Levine.  Dr. Levine was asked to post two letters from the Committee on Women and Minority Faculty. He will contact the chair of that committee to see if he is free to do so, and if so will ask Nicole Deming to post them.  All documents from Faculty Senate Meetings are open to all faculty members. The link is: <a href="https://case.edu/facultysenate/meetings">https://case.edu/facultysenate/meetings</a>	
5:06-5:19PM	SOM PhD and MS Admissions Update	Marvin Nieman	Dr. Nieman provided an overview of the Master's, Certificates, and PhD Programs offered by CWRU. The strategic plan and goals focus on student experience (diversity, career and professional development, and measuring program outcomes).	
5:19-5:20PM	New Business		When solicited, no new business was presented.	
5:20PM	Adjourn		The chair adjourned the meeting at 5:20PM.	

**Members Present**

Robert Abouassaly  
Alicia Aguilar  
Blaine (Todd) Bafus  
Neil Bruce  
Matthias Buck  
Patrick Collier  
Darin Croft  
Margot Damaser  
Jonathan Emery  
Jessica Fesler  
Stephen Fink  
Rachael Gowen  
Peter Harte  
Amy Hise  
Jessie Jean-Claude  
Andrew Jones  
Peter K. Kaiser

Hung -Ying Kao  
Sadashiva Karnik  
Gaby Khoury  
Erin Lamb  
Alan Levine  
Dan Ma  
Tani Malhotra  
Danny Manor  
Christopher McFarland  
William Merrick  
Sam Mesiano  
Nathan Mesko  
David Mihal  
Attila Nemeth  
Arne Rietsch  
Anastasia Rowland-Seymour

Elie Anthony Saade  
Bryan Singelyn  
Courtney Smalley  
Phoebe Stewart  
Usha Stiefel  
James (Jim) Strainic  
Joseph Tagliaferro  
Sarah Tehranisa  
Daniel Tisch  
Johannes von Lintig  
Mark Walker  
Robert Wetzel  
James Wilson  
Sherry Yu  
Samina Yunus  
Raed Zuhour

**Members Absent**

Moises Auron  
Elvera L. Baron  
Corinne Bazella  
Maura Berkelhamer  
Dan Cai  
Aleece Caron  
Bryan Carroll  
Mohamad Chaaban  
Andrew Crofton  
Piet de Boer  
Meelie DebRoy  
David DiLorenzo  
Katherine DiSano  
Corinna Falck-Ytter

Robert Geertman  
Stan Gerson  
Ramy Ghayda  
Matthew Grabowski  
Alia Hdeib  
Eric W. Kaler  
Vijaya Kosaraju  
Sangeeta Krishna  
Mallika Lavakumar  
Kelly Lebak  
Shawn Li  
Lia Logio  
David Ludlow  
Mariel Manlapaz

Raman Marwaha  
Gillian Michaelson  
Rocio Moran  
Dean Nakamoto  
Cyrus Rabbani  
Tamer Said  
Linda Dalal Shiber  
Jacek Skowronski  
Ben Strowbridge  
Patricia Taylor  
Nami Tajima  
Ari Wachsman  
Leon R. White  
Wei Xiong

**Others Present**

Nicole Deming  
Colin Drummond  
Christian Essman

Joyce Helton  
Cynthia Kim  
Marvin Nieman

Ashwini Pandit  
Prasanna Sooriakumaran

# Today's agenda

1. Chair's Announcements (Darin Croft)
2. Approval of June, July Faculty Council minutes (Darin Croft)
3. Steering Committee report (Matthias Buck)
4. Medical Student Admissions Committee report (Christian Essman)
5. Committee on Appointments, Promotion & Tenure report (Colin Drummond)
6. Faculty Senate report (Alan Levine)
7. SOM PhD and MS admissions update (Marvin Nieman)
8. New Business

# Welcome new members!



**Bryan Singelyn**  
Anatomy



**Maura Berkelhamer**  
Anesthesiology and  
Perioperative Med. UHC



**Hung-Ying Kao**  
Biochemistry



**Dan Ma**  
Biomedical Engineering  
SOM



**Sherry Yu**  
Dermatology  
CCLCM



**Tamer Said**  
Family Medicine &  
Community Health



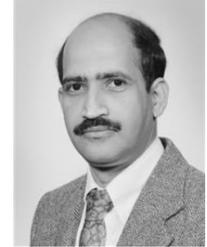
**Gaby Khoury**  
Family Medicine  
MHMC



**Christopher McFarland**  
Genetics and Genome  
Sciences



**Patrick Collier**  
Medicine  
CCLCM



**Sadashiva Karnik**  
Molecular Medicine  
CCLCM



**Ari Wachsman**  
Neurology  
MHMC



**Jessica Fesler**  
Neurology  
CCLCM



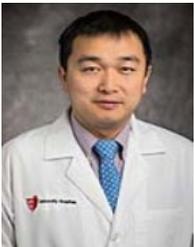
**Patricia Taylor**  
Ophthalmology and  
Visual Sciences  
UHC



**Blaine (Todd) Bafus**  
Orthopaedics  
MHMC



**Robert Wetzel**  
Orthopaedics  
UHC



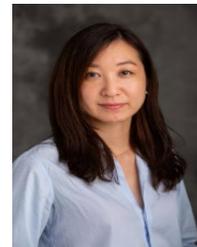
**Shawn Li**  
Otolaryngology  
HNS-UHC



**David Ludlow**  
Otolaryngology  
HNDS – MHMC



**James (Jim) Strainic**  
Pediatrics  
UHC



**Nami Tajima**  
Physiology and Biophysics



**Raman Marwaha**  
Psychiatry  
MHMC



**Raed Zuhour**  
Radiation Oncology  
UHC



**Tani Malhotra**  
Reproductive Biology  
UHC



**Meelie DebRoy**  
Surgery  
UHC



**Leon R. White**  
Surgery  
MHMC



**Ramy Ghayda**  
Urology  
UHC



**Robert Abouassaly**  
Urology  
CCLCM



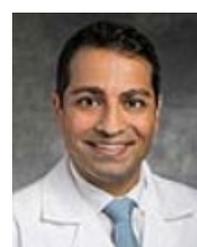
**Phoebe Stewart**  
Basic Sciences  
At-Large Representative



**Andrew Crofton**  
Basic Sciences  
At-Large Representative



**Elvera L. Baron**  
Clinical Sciences  
At-Large Representative



**Cyrus Rabbani**  
Clinical Sciences  
At-Large Representative



**Gillian Michaelson**  
Medical Student I



**Rachael Gowen**  
PhD Graduate Student



**Alicia Aguilar**  
MD/PhD Student



**CASE WESTERN RESERVE**  
**UNIVERSITY**  
SCHOOL OF MEDICINE



**University  
Hospitals**



**Cleveland Clinic**



**Metro  
Health**



**VA**

U.S. Department  
of Veterans Affairs

# Committee member needed

- The SOM needs a Faculty Council member to serve on a new CWRU (Faculty Senate) ad hoc committee: the **Committee on Shared Governance**
- All voting members of Faculty Council are eligible to serve; you should be familiar with SOM Bylaws
- Submit your statement of interest by 5 pm Friday (9/23)
  - The statement of interest form was sent by email last Thursday
  - Questions? Contact Scott Howard ([n.scott.howard@uhhospitals.org](mailto:n.scott.howard@uhhospitals.org)) or Nicole Deming ([nmd11@case.edu](mailto:nmd11@case.edu))

# Orientation slides

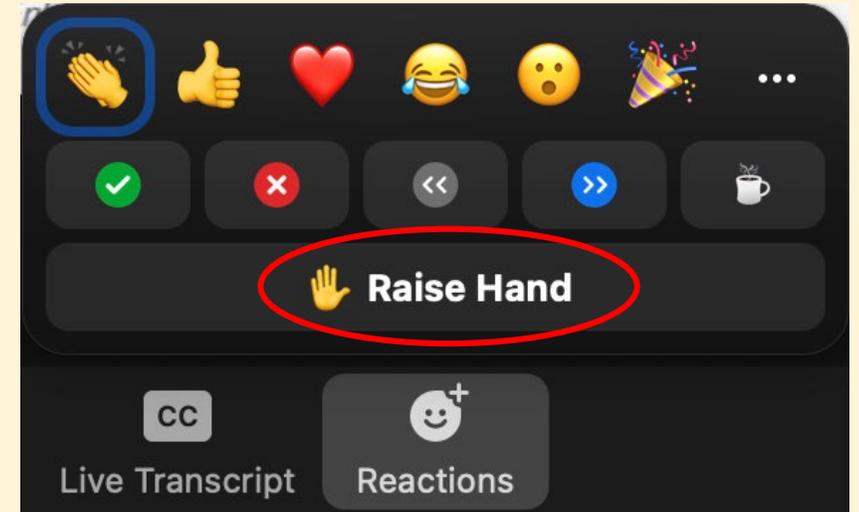
- If you didn't attend Faculty Council Orientation, the slides and recording are available on BOX:
  - > Faculty Council Orientation – August 15, 2022
- Even if you are a continuing member, you will find useful information about Faculty Council and other aspects of Faculty Governance in the SOM

# Agenda items for October FC meeting

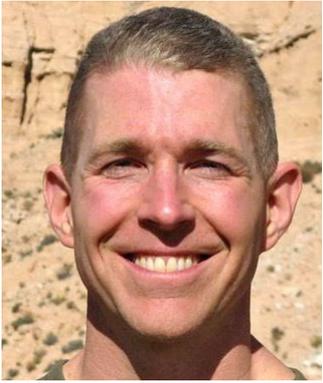
- Must be submitted by Sept. 23rd (this Friday)
  - Send to Darin Croft (dac34@case.edu) and Nicole Deming (nmd11@case.edu)
- Will be considered by the Steering Committee on Monday, October 3<sup>rd</sup> (3:30-5:00 pm)
  - Set this day/time aside for possible presentation (Zoom)
- Feel free to plan ahead and send requests for November!

# Have something to say?

- Raise your hand
  - Reactions menu in Zoom
  - Please do this in Wolstein, too!
- Wait to be acknowledged
- Be clear and to the point
- TODAY ONLY: If you are attending via Zoom, you can also type your question/comment in Chat; a designated in-person attendee will monitor and read Chat messages



# Steering Committee (2022-23)



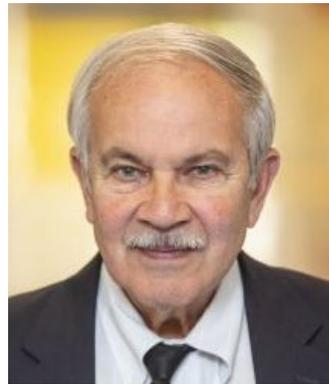
**Darin Croft, Chair**  
CWRU Basic Sciences  
Anatomy



**Matthias Buck, Chair-elect**  
CWRU Basic Sciences  
Physiology & Biophysics



**Peter Harte**  
CWRU Basic Sciences  
Genetics & Genome Sciences



**Bill Merrick**  
CWRU Basic Sciences  
Biochemistry



**Anastasia Rowland-Seymour**  
MetroHealth  
Internal Medicine



**Usha Stiefel**  
Louis Stokes Cleveland VA  
Medical Center  
Internal Medicine



**Johannes von Lintig**  
CWRU Basic Sciences  
Physiology & Biophysics

# Welcome new members



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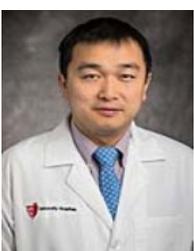
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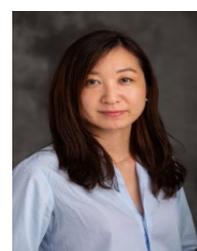
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UHC



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Surgery  
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CCLCM



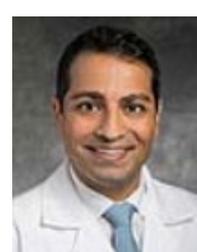
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Clinical Sciences  
At-Large Representative



**Cyrus Rabbani**  
Clinical Sciences  
At-Large Representative



**Gillian Michaelson**  
Medical Student I



**Rachael Gowen**  
PhD Graduate Student



**Alicia Aguilar**  
MD/PhD Student

# Faculty Council Annual Report of Activities 2021-22

September 19, 2022

Darin A. Croft, PhD

Chair of Faculty Council, 2022-23

# Bylaws Amendments approved

- Article 2: Faculty of Medicine
  - **Article 2.6a: Standing Committee names and descriptions**
- Article 3: Faculty Council
  - **Article 3.6b: Nomination and Elections Committee**

## Changes to committee charges approved

- Medical Student Admissions Committee
- Program Review Committee (\*newly formed committee)

## New educational programs approved

- MS in Translational Pharmaceutical Science (Pharmacology)
- MS in Biotechnology (Biochemistry, Neurosciences, Pharmacology)

# Other motions approved

- Topics for third meeting of Faculty (with Dean Gerson)
  - As the university comes out of danger of COVID-19 financial contingency, how can SOM leadership and faculty work with university leadership to increase investment in SOM personnel and infrastructure (such as building renovations, e.g., exterior of Wood) and maintain competitive salaries in the context of higher inflation rates?
  - Staffing: What is being done to ensure that Hubs and the Office of Grants and Contracts are providing necessary support services to departments and faculty when they are short-staffed?
  - Public Health: How have mental and social health landscapes changed in the City of Cleveland over the past decade and what plans are being developed by the SOM to address those changes and needs?
- Creating a contingency plan for Faculty Council Chair succession:
  - “That the Bylaws Committee draft an amendment to the School of Medicine Bylaws that details procedures for dealing with a premature vacancy in the position of Faculty Council Chair. Such considerations for termination of the Chair’s position may reflect movement to another institution, health concerns (or death) or difficulties with managing the workload. Should the Chair step down, the Chair would not serve as a Past Chair.”

# Other motions approved (continued)

- Getting more information about tenure-track appointments at UHCMC:
  - “That Faculty Council refer the matter of CWRU-UH Tenure Track/Tenured appointments to the Faculty Senate for review of their compatibility with the Faculty Handbook and consistency with policies and procedures in other schools in the university and that such findings be reported back to the SOM Faculty Council.”
- Having a hybrid Faculty Council meeting in June

# Reports of Standing Committees received

Standing Committee	Month(s)	Presenter(s)
Appointments, Promotions, & Tenure	March	Bill Schiemann
Biomedical Research	February	Tony Wynshaw-Boris
Budget, Finance, and Compensation	January	Agata Exner
Bylaws	January, February	Darin Croft, Piet de Boer
Lecture	November	Alan Tartakoff
Medical Education	November, April	Corinne Bazella
Medical Students	-	-
Medical Student Admissions	September	Lina Mehta
Nomination and Elections (FC Committee)	September, December	Danny Manor, Scott Howard
Program Review	May	Marvin Nieman
Steering (FC Committee)	(monthly)	Darin Croft, Matthias Buck
Women and Minority Faculty	November	Amy Hise

# Other presentations and updates received

- Faculty Senate (Robert Bonomo)
- Faculty Information System (Cliff Harding)
- Ad Hoc Committee on Professionalism (Todd Otteson)
- Idea for Committee on Community (Jonathan Haines)
- Cleveland Health Sciences Library (Jessica DeCaro)
- SOM Core Facilities (Chris Flask)
- Diversity, Equity, and Inclusion Initiative (Blanton Tolbert)
- Title IX (Rachel Lutner)
- Hospital research activities:
  - MetroHealth (John Chae)
  - Louis Stokes Cleveland VA Medical Center (Robert Bonomo)
  - Cleveland Clinic (Serpil Erzurum)

# Steering Committee (2021-22)

Name	Department	Office (Term)
Nicole Ward	Nutrition	Chair (July - Jan.)
Darin Croft	Anatomy	Chair-elect (July-Jan.) Chair (Jan. - June)
Matthias Buck	Physiology and Biophysics	Chair-elect (Jan. - June)
Peter Harte	Genetics & Genome Sciences	(Feb. - June)
Amy Hise	Pathology-UHC/SOM	
Alex Huang	Pediatrics-UHC	
Jennifer McBride	Surgery-CCLCM	Past chair
Elie Saade	Medicine-UHC	
Hemalatha Senthikumar	Family Medicine-MHMC	

# Pending topics for the upcoming year:

- Awards and Honors Committee
- Committee on Community
- Tenure appointments at University Hospitals
- Bylaws Committee recommendation regarding chair succession
- Revised charge for Nominations and Elections Committee

**Faculty Council Meeting**  
**Draft Meeting Minutes**  
Monday, June 13, 2022  
4:00-5:30PM – Hybrid Meeting

Timing	Agenda Item	Presenter	Summary of discussion	Action items/Motions/ Votes
4:01-4:04PM	Welcome and Chair Announcements	Darin Croft	The Chair called the meeting to order at 4:01PM. The ballot for the elections for Faculty Council and standing committees members will go out shortly. Due to a shortage of candidates for Faculty Council, write-in candidates will be permitted. Dr. Croft thanked the Faculty Council members for their participation this academic year, and to those members whose terms are ending.	
4:04-4:05PM	Approval of the May 16 Faculty Council Minutes		There were no suggested edits or corrections to the minutes.	The minutes are accepted as posted.
4:05-4:07PM	Faculty Council Steering Committee Report of Activities	Matthias Buck	Dr. Buck presented a summary report of activities for the June 6 Faculty Council Steering Committee meeting.	
4:07-4:19PM	Biotech MS Proposal	Susan Wang	Dr. Wang presented an overview of the Biotech MS proposal which focuses on hands-on training in laboratory research to prepare graduates for careers in biotechnology.	<p>A motion was proposed by a FC representative and seconded by a FC representative to approve the Biotech MS proposal.</p> <p>Vote: 29 were in favor, 1 was against, and 3 abstained. The motion is approved.</p>

4:19-4:23PM	Medical Student Admissions Committee (MSAC) Charge	Darin Croft	Dr. Croft presented a summary of the changes that have been proposed for the Program Review Committee (PRC) charge.	A motion was proposed by a FC representative and seconded by a FC representative to approve the proposed changes for the Program Review Committee (PRC) charge.  Vote: 32 were in favor, 0 were against, and 1 abstained. The motion is approved.
4:23-4:24PM	New Business		When solicited, no new business items were presented.	
4:24PM	Adjourn		The Chair adjourned the meeting at 4:24PM. All were invited to a reception to follow in the Wolstein Auditorium Lobby.	

**Members Present**

Moises Auron  
 Robert Bonomo  
 Neil Bruce  
 Matthias Buck  
 Dan Cai  
 Mohammad Chaaban  
 Darin Croft  
 Margot Damaser  
 Jonathan Emery  
 Stephen Fink  
 Thomas Gerken  
 Amy Hise

Alex Huang  
 Andrew Jones  
 Vijaya Kosaraju  
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 Ashleigh Schaffer  
 Hemalatha Senthilkumar  
 Linda Dalal Shiber  
 Usha Stiefel  
 Ben Strowbridge  
 Daniel Tisch  
 Mark Walker  
 Susan Wang

**Members Absent**

Blaine (Todd) Bafus  
Corinne Bazella  
Melissa Bonner  
Aleece Caron  
Bryan Carroll  
Jae Sung Cho  
David DiLorenzo  
Katherine DiSano  
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Robert Geertman  
Stan Gerson  
Wendy Goodman  
Matthew Grabowski  
Peter Harte  
Alia Hdeib

Jeffrey Hopcian  
Alyssa Hubal  
Jessie Jean-Claude  
Peter K. Kaiser  
Eric W. Kalar  
Ankur Kalra  
Thomas J. Knackstedt  
Sangeeta Krishna  
Vinod Labhasetwar  
Erin Lamb  
Bill Leatherberry  
Nathan Mesko  
Rocio Moran  
Attila Nemeth  
George Ochenjele

Nimitt Patel  
Arne Rietsch  
Tamer Said  
Jacek Skowronski  
Courtney Smalley  
Joseph Tagliaferro  
Sarah Tehranisa  
Allison Vidimos  
Satish Viswanath  
Johannes von Lintig  
James Wilson  
Jamie Wood  
Wei Xiong  
Samina Yunus

**Others Present**

Nicole Deming  
Joyce Helton  
Anna Maria Hibbs  
Cynthia Kim

Allyson Kozak  
Varun Kshetry  
Ben Roitberg

Joan Schenkel  
Martin Snider  
Ray White

**Special Faculty Council Meeting**  
**Draft Meeting Minutes**  
Wednesday, July 13, 2022  
12:00-1:00PM

Timing	Agenda Item	Presenter	Summary of discussion	Action items/Motions/ Votes
12:00-12:10PM	Chair's Welcome and Introduction	Darin Croft	<p>The Chair called the meeting to order at 12:00PM. Dr. Croft welcomed the new and returning Faculty Council representatives and informed them that orientation is scheduled for August and will cover logistics, how Faculty Council works, and the duties of a Faculty Council Representative.</p> <p>The primary object of today's meeting is to update Faculty Council on what transpired at last week's Emergency Meeting of the Faculty Senate. There are two parts to this meeting: what the university has done and is in the process of doing regarding the recent supreme court decision, and to gather information and determine what we need to think about going forward. Those who were unable to attend today's meeting were asked to send a substitute so this information could be disseminated to their department.</p>	
12:10-12:15PM	Summary of Faculty Senate Meeting	Alan Levine	<p>Dr. Levine stated that a goal of today's meeting was to gather input from the Faculty of Medicine to pass onto the Faculty Senate and central administration regarding the SCOTUS decision on Dobbs overturning Roe v. Wade. A series of conversations with the President and Provost has already taken place and began in April. The University's response was to create a task force with four subgroups to make strategic recommendations on: 1) academic freedom and curriculum integrity; 2) reproductive health services access; 3) expressive activities; and 4) faculty, staff, and student retention and recruitment.</p> <p>President Kaler emphasized in his comments to the Senate that as an academic institution, all opinions count. Some feel the decision is appropriate; others are concerned. All voices must be heard and respect shown to those who do not share our viewpoint.</p>	

Continued	Summary of Faculty Senate Meeting	Alan Levine	<p>Dr. Levine shared the following comments: The decision of reproductive health no longer is guided by the federal government but now resides with state law.</p> <p>In the state of Ohio there are three laws (or potential laws) to highlight: 1) fetal heartbeat law – no elective abortion or medical activity of any kind can occur after a heartbeat is detected; 2) It is a crime to assist someone in committing an abortion; 3) a bill has been introduced in the Senate and House of Ohio that is far more restrictive with access to abortion which effectively would ban abortion in our state. If those bills are not acted upon or passed by the end of this year, they will have to be reintroduced to be considered.</p> <p>The University Administration is proceeding cautiously to protect the university. During the Faculty Senate meeting, some faculty endorsed a cautious approach while others favored taking a more explicit stance protecting reproductive rights.</p> <p>Requests were made for clear information on options for our faculty, staff and students seeking abortion services, and clear guidelines on what the university can do to support these individuals (healthcare, insurance). Currently, elective abortions are supported for faculty and staff enrolled in two of our insurance plans but not by our HMO. Students may have coverage under their families’ health plans. Students’ health care plans did not support abortion services.</p> <p>Concerns were raised that we teach surgery, pharmacology, etc. that are associated with abortion. Right now, there is no law in Ohio that speaks to that issue but some may be energized to move in that direction. To date there are no restrictions on reproductive research for reproductive health.</p>	
12:15-12:22PM	Additional Comments by SOM Faculty Senators		Faculty Senators were asked to provide additional comments. These included statements that everyone has a right to reproductive health and academic freedom must be rigorously defended. Another senator noted that there are many who are not supportive of the university speaking for them in terms of a political stance for or against this decision.	

<p>12:22-12:58PM</p>	<p>Open Discussion</p>		<p>Gabrielle Lincoff, from the General Counsel’s Office, provided information on the task force, what communications have or have not taken place, and the ways to communicate with the university. A webpage, similar to what was done for COVID and specifically for this topic, will bring together information in one place and will be accessible in a few days.</p> <p>One of the topics raised to the President was “how do we advise our students” – what can we say, cannot say. One of the goals of the task force is how to address student needs when they arrive in a month. Dean Gerson is looking into a direct university wide dialogue which is respectful but substantive discussion for SOM and university wide.</p> <p>Amy Hise, Chair of Women &amp; Minority Faculty, noted that while decisions affect all faculty, it was likely to disproportionately affect women. She encouraged the SOM and Faculty Council to consider that abortion is an aspect of health care that is important to women. The impact of these rulings is complex in terms to recruit and retain faculty.</p> <p>Currently, under Ohio law, it is not illegal to provide information, or support activity that is legal in another state. It is feared that consequences of this decision will lead to maternal deaths and bad fetal outcomes, in addition to problems with healthcare and psychological problems. Faculty Council representatives stated that as health care professionals, we are totally within our lane and not saying anything says a lot.</p> <p>Faculty Representatives asked about next steps and the decision was made to communicate with the Faculty Council via email.</p>	
<p>12:58PM</p>	<p>Adjournment</p>		<p>The chair adjourned the meeting at 12:58PM.</p>	

**Members Present**

Moises Auron  
Todd Bafus  
Elvera Baron  
Matthias Buck  
Aleece Caron  
Patrick Collier  
Darin Croft  
Piet de Boer  
Stephen Fink  
Matthew Grabowski  
Alia Hdeib  
Amy Hise

Sadashiva Karnik  
Sangeeta Krishna  
Shawn Li  
Donny Licatalosi  
Tani Malhotra  
Danny Manor  
William Merrick  
Sam Mesiano  
David Mihal  
Rocio Moran  
Attila Nemeth

Cyrus Rabbani  
Anastasia Rowland-Seymour  
Elie Saade  
Brian Singelyn  
Phoebe Stewart  
Usha Stiefel  
Daniel Tisch  
Johannes von Lintig  
Wei Xiong  
Rob Wetzel  
Raed Zuhour

**Members Absent**

Robert Abouassaly  
Corinne Bazella  
Maura Berkelhamer  
Melissa Bonner  
Neil Bruce  
Dan Cai  
Bryan Carroll  
Mohamad Chaaban  
Andrew Crofton  
Linda Dalal Shiber  
Margot Damaser  
Meelie DebRoy  
David DiLorenzo  
Katherine DiSano  
Jonathan Emery  
Corinna Falck-Ytter  
Robert Geertman  
Stan Gerson  
Ramy Ghayda

Peter Harte  
Alyssa Hubal  
Andrew Jones  
Peter K. Kaiser  
Eric W. Kaler  
Gaby Khoury  
Vijaya Kosaraju  
Erin Lamb  
Mallika Lavakumar  
Bill Leatherberry  
Kelly Lebak  
Lia Logio  
David Ludlow  
Dan Ma  
Mariel Manlapaz  
Raman Marwaha  
Nathan Mesko  
Christopher McFarland  
Gillian Michaelson

Dean Nakamoto  
Arne Rietsch  
Tamer Said  
Jacek Skowronski  
Courtney Smalley  
Sharon Stein  
James (Jim) Strainic  
Ben Strowbridge  
Joseph Tagliaferro  
Nami Tajima  
Sarah Tehranisa  
Johannes von Lintig  
Ari Wachsman  
Mark Walker  
Leon R. White  
James Wilson  
Sherry Yu  
Samina Yunus

**Others Present**

Sarah Augustine  
Amy Burkett  
Laura Cifra-Bean  
Brian Cobb  
Nicole Deming  
Katherine Dobbs  
Michael Faulx  
Jonatha Gott  
Alex Gottlieb

Joyce Helton  
Nathan Howell  
Jessie Jean-Claude  
Hung Ying Kao  
Cynthia Kim  
Alan Levine  
Gabrielle Lincoff  
Ginger Marshall  
Jennifer McBride

Marsha Michie  
Laura Mintz  
Kenneth Remy  
Tina Roan-Lining  
Hemalatha Senthilkumar  
Focco van den Akker  
Susan Wang  
Vivien Yee



Presenting  
The Entering Class  
of

20  
22



SCHOOL OF MEDICINE

CASE WESTERN RESERVE  
UNIVERSITY

Dr. Lina Mehta  
*Associate Dean for Admissions*

# Application Statistics

***Total Applications Nationally: 52,784***

***Total Applications to CWRU: 8,088***

***2022 Entering Class Size: 216***

## ***University Program***

- Applications: 6,731
- Interviews: 895
- Matriculants: 171

## ***CCLCM***

- Applications: 1,401
- Interviews: 227
- Matriculants: 32

## ***MSTP***

- Applications: 373
- Interviews: 88
- Matriculants: 13



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# 2022 Application Statistics

## Interviewees (all programs):

- 214 colleges and universities
- 45 states
- 26 countries
- Ranges - GPA: 2.73-4.00, MCAT: 504-528

## Accepted Applicants (all programs):

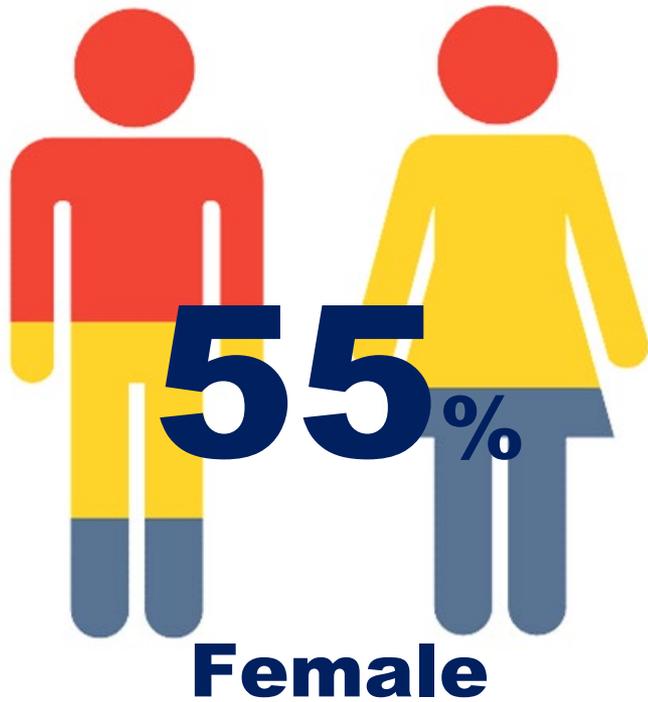
- 138 colleges and universities
- 40 states
- 18 countries
- Ranges - GPA 2.73-4.00, MCAT: 506-528



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# Demographics



**Age Range: 20-32**



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# Demographics

**“Alone”** indicates those who selected only one race/ethnicity.

**“In Combination”** indicates those who selected more than one race/ethnicity response.



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Data can include duplicate information in each category

<b>Asian</b>	Alone	<b>69</b>
	In Combination	<b>13</b>
	Alone or in Combination	<b>82</b>
<b>Black or African American</b>	Alone	<b>12</b>
	In Combination	<b>5</b>
	Alone or in Combination	<b>17</b>
<b>Hispanic, Latino, or of Spanish Origin</b>	Alone	<b>10</b>
	In Combination	<b>12</b>
	Alone or in Combination	<b>22</b>
<b>White</b>	Alone	<b>84</b>
	In Combination	<b>4</b>
	Alone or in Combination	<b>87</b>
<b>Other</b>	Alone	<b>0</b>
	In Combination	<b>8</b>
	Alone or in Combination	<b>8</b>
<b>Unknown</b>		<b>11</b>
<b>Unduplicated Total Matriculants</b>		<b>216</b>

# Underrepresented in Medicine

<b>Black or African American Alone</b>	<b>12</b>
<b>Hispanic, Latino, or Spanish Origin Alone</b>	<b>10</b>
<b>URiM in Combination</b>	<b>14</b>
<b>Total URiM</b>	<b>36</b>

“Alone” indicates those who selected only one race/ethnicity response.

“In Combination” indicates those who selected more than one race/ethnicity response, including at least one category traditionally underrepresented in medicine.

# Demographics

**LGBTQ:** 25

**First Generation College:** 18

**Rural areas of US:** 9

**Military Service:** 3

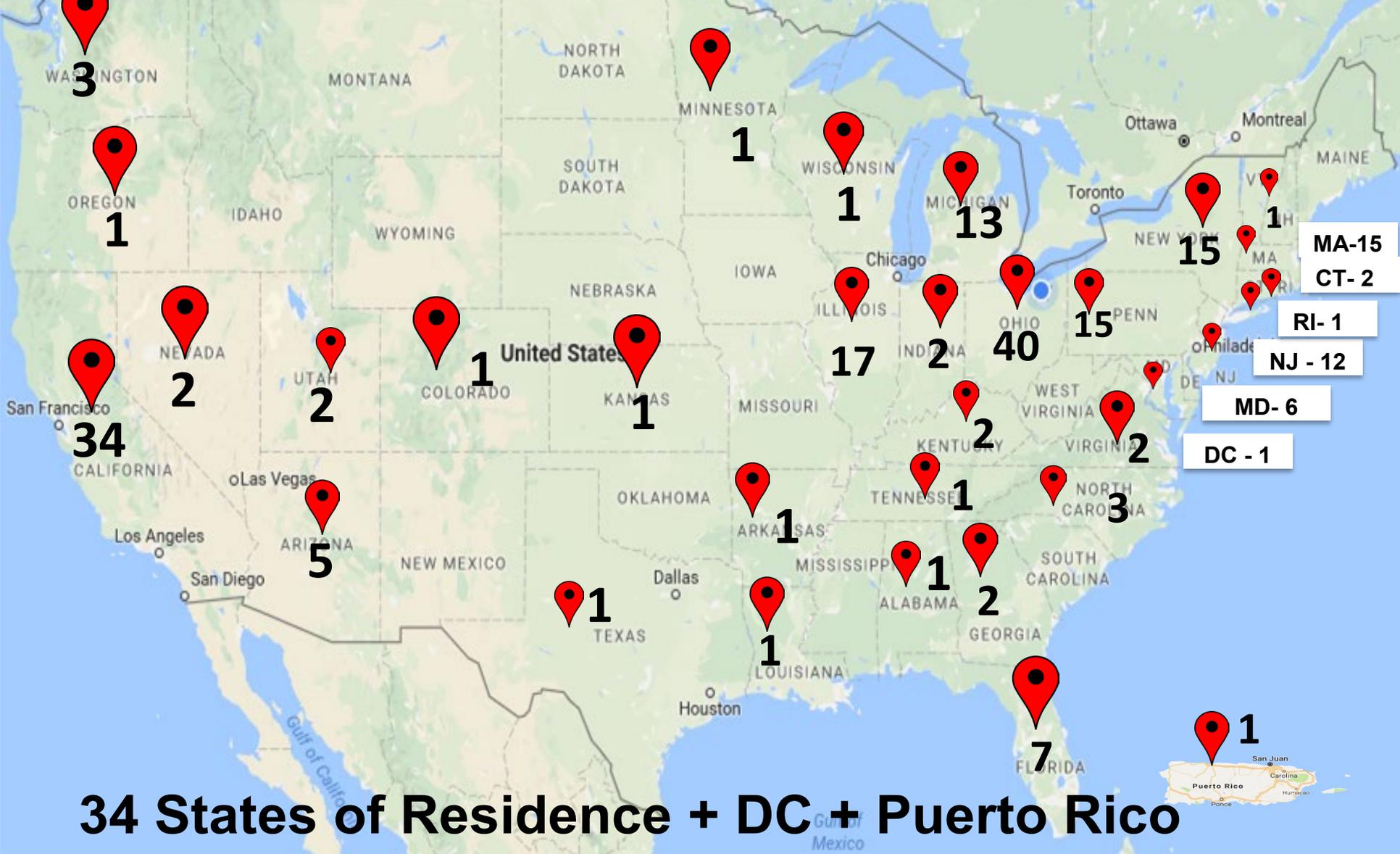
**Nontrad (> or = 25 yrs old):** 52

**Graduated from college more than 1 year ago:** 163



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**6 Countries: Canada, Zimbabwe, South Africa, Korea, China, Nigeria**

# 97 Different Colleges & Universities



**25**

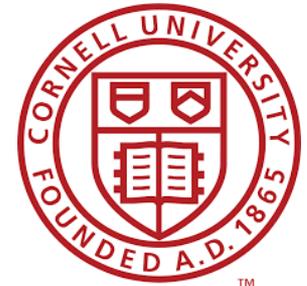


**11**



THE OHIO STATE  
UNIVERSITY

**9**



**8**



**8**



**7**

Northwestern  
University

**6**



**6**



**4**



**4**

# Complete List of Schools

Arizona State University- 3
Baldwin Wallace University- 1
Barnard College- 1
Boston University- 2
Bowdoin College- 1
Brigham Young University- 1
Brown University- 3
California Institute of Technology- 1
Campbell University- 1
Case Western Reserve University- 25
Colby College- 2
Colgate University- 1
College of William and Mary- 1
Colorado College- 1
Columbia University- 3
Cornell University- 8
Dartmouth College- 1
Duke University- 7
Emory College- 2
Florida State University- 1
Franklin & Marshall College- 1
Georgetown University- 1
Georgia Institute of Technology- 1
Harvard University- 3
Indiana Institute of Technology- 1
Indiana University-Purdue University- Indianapolis- 1
Johns Hopkins University- 11
Kenyon College- 2
Marshall University- 1
Massachusetts Institute of Technology- 1
Miami University- 2

Michigan State University- 4
New York University- 2
Northwestern University- 6
Ohio Wesleyan University- 1
Parkland College- 1
Penn State University- 2
Princeton University- 1
Providence College- 1
Purdue University- 1
Rice University- 2
Rutgers University- 2
Saint Vincent College- 1
Scripps College- 1
Shawnee State University- 1
Southern Illinois University- 1
Stanford University- 1
SUNY - Albany- 1
SUNY - Binghamton- 1
SUNY - Stonybrook - 2
Temple University- 1
The College of Wooster- 1
Ohio State University- 9
University of Montana-Missoula- 1
Tufts University- 3
Tulane University- 1
United States Air Force Academy- 1
University of California-Berkeley- 2
University of California-Irvine- 3
UCLA- 8
University of California-Riverside- 2
University of California-San Diego- 1
University of Cambridge- 1

University of Central Florida- 3
University of Chicago- 2
University of Cincinnati- 2
University of Dayton- 1
University of Florida- 2
University of Hartford- 1
University of Illinois Urbana-Champaign- 6
University of Maryland-College Park- 1
University of Massachusetts-Amherst- 1
University of Massachusetts-Boston- 1
University of Michigan- 3
University of Missouri-Kansas City- 1
University of North Carolina-Chapel Hill- 2
University of Notre Dame- 2
University of Pennsylvania- 3
University of Pittsburgh- 4
University of Puerto Rico-Rio Piedras- 1
University of Rochester- 1
University of Southern California- 1
University of Toronto- 1
University of Virginia- 2
University of Wisconsin-Madison- 3
Vanderbilt University- 2
Vassar College- 1
Villanova University- 1
Virginia Commonwealth University- 1
Wake Forest University- 1
Washington and Lee University- 1
Wellesley College- 2
Wesleyan University- 1
Whitman College- 1
Williams College- 2
Yale University- 2

# Majors and Graduate Degrees

## Undergraduate Degrees

Anthropology, Art History, Applied Mathematics, Applied Physiology, Bioengineering, Athletic Training, Physics, Nutritional Biochemistry, Biochemistry, Medical Sciences, Molecular Biology, Public Health, Biological Basis of Behavior, Biological Engineering, Economics, Biosystems Engineering, English, Behavioral Neuroscience, Nutrition, Spanish, Music, Psychology, Finance, Dance, Marketing, French, German, Geology, Education, Nursing, History, Sport Exercise Science, Finance, Philosophy, Physiology, Genetics, Gender Studies, Geography, Piano Performance, Chemical Engineering, Classics, Cultural Anthropology, Economics, Kinesiology, Political Science, Chemical Biology, Linguistics, Computer Science, Italian, Community Global Public Health, Human Evolutionary Biology, Medical Anthropology, Chemistry, Material Science and Engineering

## Graduate Degrees - 27

Biomedical Engineering  
Biomedical Science  
Biosystems Engineering  
Economics  
Engineering  
Global Medicine  
Healthcare Management  
Infectious Diseases  
Communication Management  
Health Science  
Medical Physiology  
Medical Sciences  
Public Health  
Neurobiology  
Nutrition  
Secondary Science Education



2

Cell Biology  
Biochemistry & Structural Biology

39

Double Majors



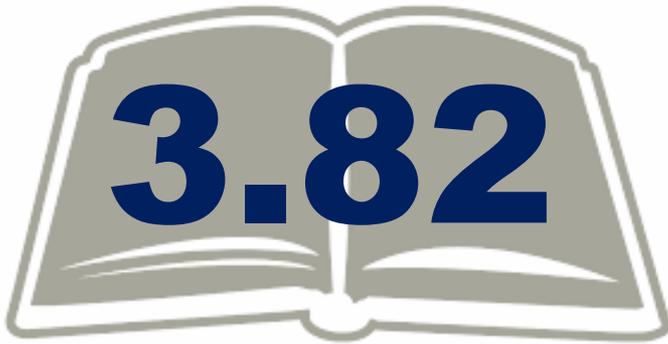
Triple Major

175

Graduated with Honors: Summa, Magna Cum Laude, or Distinction



# Academic Credentials



Average Cumulative GPA

## Cumulative Undergraduate GPA

Range: 2.88-4.0

Median: 3.87

Mode: 4.0

*National Avg. Matriculating Student Cumulative GPA (2021): 3.73*

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## Undergraduate Science GPA

Range: 2.48-4.00

Median: 3.85

Mode: 4.0



Average Science GPA

*National Avg. Matriculating Student Science GPA (2021):*

3.67



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# Academic Credentials

## MCAT

n= 205

Average: 518 (96%)

Median: 518 (96%)

Mode: 519

Range: 502-527

National Matric. Student Avg. in 2021 = 511 (81%)



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# Work/Extracurricular/Academic Activities



**198**

Research Experiences



**33**

Artistic Endeavors

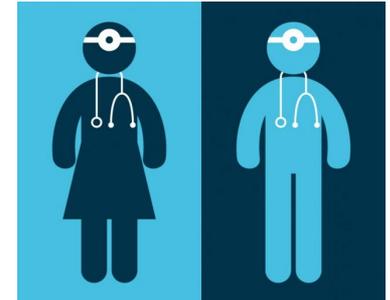


**177**

Volunteer Medical Experiences

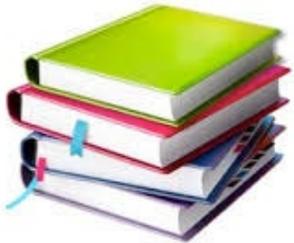
**120**

Paid Medical Experiences



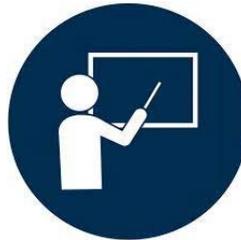
**176**

Physician Shadowing,  
Clinical Observation



**57**

Publications



**135**

Teaching/Tutoring/T  
A



**31**

Intercollegiate Athletics



**124**

Leadership Experiences

**177**

Other Volunteer  
Experiences



# Just For Fun

Global Health Advocacy Intern  
Medical Scribes  
Crisis Text Line Volunteer  
Fitness Instructors  
Coffee Brewer  
Gymnastics Coach  
Spanish Interpreters  
EMTs  
Air Force Special Agent  
Dog Fostering  
Eagle Scout  
Varsity Soccer Goalkeeper  
Sailing Team/Sailing Team Captain  
MCAT Tutors, Elementary School Tutors  
Healthcare Consultants  
Karate Instructor  
Financial Adviser/Analyst  
Planned Parenthood Volunteers  
Cat Adoption Center Volunteer  
Bible Camp Director  
D1 Volleyball Assistant Coach  
Marathon Runners  
Athletic Trainers  
Vaccine Clinic Volunteers  
Senior News Reporter  
Campus Tour Guides  
Surgical Nurse  
2020 USA Olympic Rower  
US Senate Staff Member

Chess Club  
Teach for America  
Americorps  
Hospice Workers  
Figure Skater  
Military Weather Forecaster  
Regenerative Farmer  
Chef  
Missionaries  
Pharmacy Technician  
CFO for National Non-Profit  
Homecoming Court  
Outdoor Orientation Leader  
Pottery Instructor  
Tennis Instructor  
Web Designer  
Parents, Spouses & Partners

## **Instruments Played:**

Piano  
Guitar  
Violin Oboe  
Percussion Flute  
Cello Oboe  
Ukulele  
Drums

## **Most Common...**

- **Most Popular Names:** Alexander (5), David (5) Emily (5), Matthew (3) Sophie (3)
- Most popular birthday: January 13th (3) February 10th, (3) May 14th, (3) August 12th, (3) November 11th, (3) December 23rd (3). 7/7- Katherine Beshears 7/9- Celine Cumming

Refugee & Homeless Shelter  
Volunteers  
Refugee Tutor  
Knitters  
Youtuber  
Dancers  
Culinary Specialist in South Korea Army  
Custodian  
AMSA Board President  
Fictional and Non-Fictional Author  
Home Depot Associate  
Security Guard  
Urban Farm Intern  
Arabic Teacher



<b>Summary of Committee on Appointments, Promotions, and Tenure Activities</b>		
		<b>2021-2022</b>
<b><u>PROMOTIONS AND TENURE FOR FACULTY AT CWRU SOM</u></b>		
<b><u>For Promotion to Professor (Tenured)</u></b>		
nominated		<b>8 (1F, 7M)</b>
initial positive CAPT rec		<b>7 (1F, 6M)</b>
appeals		<b>0 (0F, 0M)</b>
successful appeals		<b>0 (0F, 0M)</b>
final positive CAPT rec		<b>7 (1F, 6M)</b>
Dean's rec		<b>7 (1F, 6M)</b>
Provost & final rec		<b>7 (1F, 6M)</b>
% successful		<b>7 of 8 = 88%</b>
<b><u>For Promotion to Professor Non-Tenure Track</u></b>		
nominated		<b>37 (17 F, 20 M)</b>
initial positive CAPT rec		<b>35 (15 F, 20 M)</b>
appeals		<b>2 (2F, 0M)</b>
successful appeals		<b>2 (2F, 0M)</b>
final positive CAPT rec		<b>37 (17 F, 20 M)</b>
Dean's rec		<b>37 (17 F, 20 M)</b>
Provost & final rec		<b>37 (17 F, 20 M)</b>
% successful		<b>37 of 37 = 100%</b>
<b><u>For Award of Tenure</u></b>		
nominated		<b>6 (1F, 5M)</b>
initial positive CAPT rec		<b>6 (1F, 5M)</b>
appeals		<b>0 (0F, 0M)</b>
successful appeals		<b>0 (0F, 0M)</b>
final positive CAPT rec		<b>6 (1F, 5M)</b>
Dean's rec		<b>6 (1F, 5M)</b>
Provost & final rec		<b>6 (1F, 5M)</b>
% successful		<b>6 of 6 = 100%</b>
<b><u>For Promotion to Associate Prof in Tenure Track</u></b>		
nominated		<b>5 (2F, 3M)</b>
initial positive CAPT rec		<b>4 (2F, 2M)</b>
appeals		<b>1 (0F, 1M)</b>
successful appeals		<b>1 (0F, 1M)</b>
final positive CAPT rec		<b>5 (2F, 3M)</b>

	Dean's rec	<b>5 (2F, 3M)</b>
	Provost & final rec	<b>5 (2F, 3M)</b>
	% successful	<b>5 of 5 = 100%</b>
	<b><u>For Promotion to Associate Prof in Non-Tenure Track</u></b>	
	nominated	<b>96 (45F, 51M)</b>
	initial positive CAPT rec	<b>90 (42F, 48M)</b>
	appeals	<b>1 (1F, 0M)</b>
	successful appeals	<b>1 (1F, 0M)</b>
	final positive CAPT rec	<b>91 (43F, 48M)</b>
	Dean's rec	<b>91 (43F, 48M)</b>
	Provost & final rec	<b>91 (43F, 48M)</b>
	% successful	<b>91 of 96 = 95%</b>
	<b>Overall Promotion and Tenure</b>	<b>146 of 152 = 96%</b>
	<i>*applications withdrawn before submission to the Dean not included</i>	

2020-2021	2019-2020	2018-2019	2017-2018	2016-2017
10 (2F, 8M)	12 (5F, 7M)	6 (2F, 4M)	6 (3F, 3M)	9 (2F, 7M)
10 (2F, 6M)	10 (3F, 7M)	5 (2F, 3M)	6 (3F, 3M)	9 (2F, 7M)
1 (0F, 1M)	2 (2F, 0M)	0	0	0
1 (0F, 1M)	2 (2F, 0M)	0	0	0
10 (2F, 7M)	12 (5F, 7M)	5 (2F, 3M)	6 (3F, 3M)	9 (2F, 7M)
10 (2F, 7M)	12 (5F, 7M)	5 (2F, 3M)	6 (3F, 3M)	9 (2F, 7M)
10 (2F, 7M)	12 (5F, 7M)	5 (2F, 3M)	6 (3F, 3M)	8 (1F, 7M)
9 of 10 = 90%	12 of 12 = 100%	5 of 6 = 83%	6 of 6 = 100%	8/9 = 88.9%
35 (13 F, 22 M)	30 (7 F, 23 M)	33 (12 F, 21 M)	33 (9 F, 24 M)	32 (9 F, 23 M)
31 (13 F, 182 M)	26 (6 F, 20 M)	27 (11 F, 16 M)	30 (8 F, 22 M)	29 (7 F, 22 M)
4 (0F, 4M)	3 (1F, 2M)	3 (0F, 3M)	1 (1 F, 0 M)	1 (1 F, 0 M)
4 (0F, 4M)	3 (1F, 2M)	3 (0F, 3M)	1 (1 F, 0 M)	1 (1 F, 0 M)
35 (13 F, 22 M)	29 (7 F, 22 M)	30 (11 F, 19 M)	31 (9 F, 22 M)	30 (8 F, 22 M)
35 (13 F, 22 M)	29 (7 F, 22 M)	30 (11 F, 19 M)	31 (9 F, 22 M)	30 (8 F, 22 M)
35 (13 F, 22 M)	29 (7 F, 22 M)	30 (11 F, 19 M)	31 (9 F, 22 M)	30 (8 F, 22 M)
35 of 35 = 100%	29 of 30 = 97%	30 of 33 = 91%	31 of 33 = 94%	30/32 = 93.8%
9 (3F, 6M)	7 (1F, 6M)	6 (0F, 6M)	10 (0F, 10M)	20 (9F, 11M)
8 (3F, 5M)	7 (1F, 6M)	5 (0F, 5M)	5 (0F, 5M)	16 (6F, 10M)
1 (0F, 1M)	0	1 (0F, 1M)	4 (0F, 4M)	3 (2F, 1M)
1 (0F, 1M)	0	1 (0F, 1M)	2 (0F, 2M)	2 (1F, 1M)
9 (3F, 6M)	7 (1F, 6M)	6 (0F, 6M)	7 (0 F, 7 M)	18 (7 F, 11 M)
9 (3F, 6M)	6 (1F, 5M)	6 (0F, 6M)	7 (0 F, 7 M)	16 (6 F, 10 M)
9 (3F, 6M)	6 (1F, 5M)	6 (0F, 6M)	7 (0 F, 7 M)	16 (6 F, 10 M)
9 of 9 = 100%	6 of 7 = 86%	6 of 6 = 100%	7 of 10 = 70%	16/20 = 80%
7 (2F, 5M)	4 (2F, 2M)	9 (0F, 9M)	13 (3F, 10M)	16 (6F, 10M)
6 (2F, 4M)	4 (2F, 2M)	6 (0F, 6M)	12 (3F, 9M)	14 (5F, 9M)
1 (0F, 1M)	0	1 (0F, 1M)	1 (0F, 1M)	2 (1F, 1M)
1 (0F, 1M)	0	1 (0F, 1M)	1 (0F, 1M)	1 (1F, 0M)
7 (2F, 5M)	4 (2F, 2M)	7 (0F, 7M)	13 (3F, 10M)	15 (6F, 9M)

7 (2F, 5M)	4 (2F, 2M)	7 (0F, 7M)	13 (3F, 10M)	15 (6F, 9M)
7 (2F, 5M)	4 (2F, 2M)	7 (0F, 7M)	13 (3F, 10M)	15 (6F, 9M)
7 of 7 = 100%	4 of 4 = 100%	7 of 9 = 78%	13 of 13 = 100%	15/16 = 93.8%
68 (32F, 36M)	50 (19F, 31M)	66 (28F, 38M)	52 (28F, 24M)	42 (21F, 21M)
64 (31F, 33M)	46 (18F, 28M)	59 (25F, 34M)	48 (26F, 22M)	34 (18F, 16M)
3 (1F, 2M)	1 (0F, 1M)	4 (2F, 2M)	2 (1F, 1M)	3 (2F, 1M)
3 (1F, 2M)	0 (0F, 0M)	4 (2F, 2M)	1 (0F, 1M)	2 (2F, 0M)
67 (32F, 35M)	46 (18F, 28M)	63 (27F, 36M)	49 (26F, 23M)	36 (20F, 16M)
67 (32F, 35M)	46 (18F, 28M)	63 (27F, 36M)	49 (26F, 23M)	36 (20F, 16M)
67 (32F, 35M)	46 (18F, 28M)	63 (27F, 36M)	49 (26F, 23M)	36 (20F, 16M)
67 of 68 = 96%	46 of 50 = 92%	63 of 66 = 95%	49 of 52 = 94%	36/42 = 85.7%
127 of 129 = 98%	97 of 103 = 94%	111 of 120 = 93%	106 of 114 = 93%	96 of 110 = 87.3%

2015-2016	2014-2015
2 (1F, 1M)	8 (1F, 7M)
2 (1F, 1M)	8 (1F, 7M)
0	0
0	0
2 (1F, 1M)	8 (1F, 7M)
2 (1F, 1M)	8 (1F, 7M)
2 (1F, 1M)	8 (1F, 7M)
2 of 2 = 100%	8 of 8 = 100%
22 (3 F, 19 M)	22 (3 F, 19 M)
22 (3 F, 19 M)	21 (3F, 18M)
0	1 (0 F, 1M)
0	1 (0F, 1M)
22 (3 F, 19 M)	22 (3F, 19M)
22 (3 F, 19 M)	22 (3F, 19M)
22 (3 F, 19 M)	22 (3F, 19M)
100%	100%
9 (3F, 6M)	9 (3F, 6M)
8 (2F, 6M)	7 (3F, 4M)
1	0
1	0
9 (3F, 6M)	7 (3F, 4M)
9 (3F, 6M)	6 (3F, 3M)
9 (3F, 6M)	6 (3F, 3M)
100%	6 of 9 = 66.7%
11 (4F, 7M)	10 (4F, 6M)
11 (4F, 7M)	8 (4F, 4M)
0	0
0	0
11 (4F, 7M)	8 (4F, 4M)

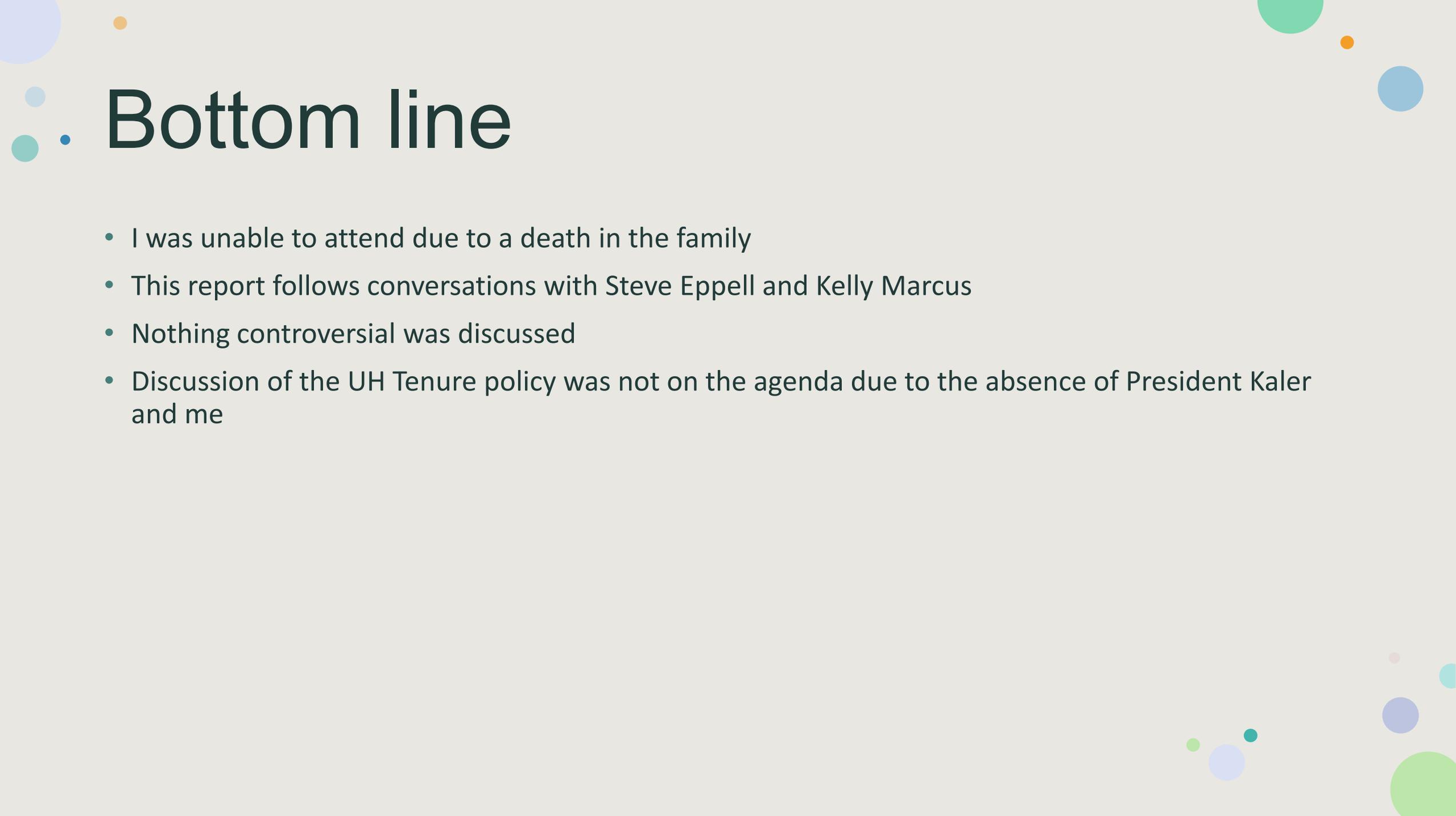
11 (4F, 7M)	8 (4F, 4M)
11 (4F, 7M)	8 (4F, 4M)
100%	80%
58 (25F, 33M)	38 (13F, 25M)
53 (23F, 30M)	35 (11F, 24M)
3 (2F, 1M)	1 (1F, 0M)
3 (2F, 1M)	1 (1F, 0M)
56 (25F, 31M)	36 (12F, 24M)
56 (25F, 31M)	36 (12F, 24M)
56 (25F, 31M)	36 (12F, 24M)
$56/58 = 96.6\%$	$36/38 = 94.7\%$
90	87

The background features a dense field of small, multi-colored triangles (green, blue, purple, orange) arranged in a pattern that resembles a forest or a digital landscape. Scattered throughout are several larger, semi-transparent circles in various colors, including blue, green, and white.

# Faculty Senate ExComm Meeting – September 9, 2022

Alan Levine

September 19, 2022

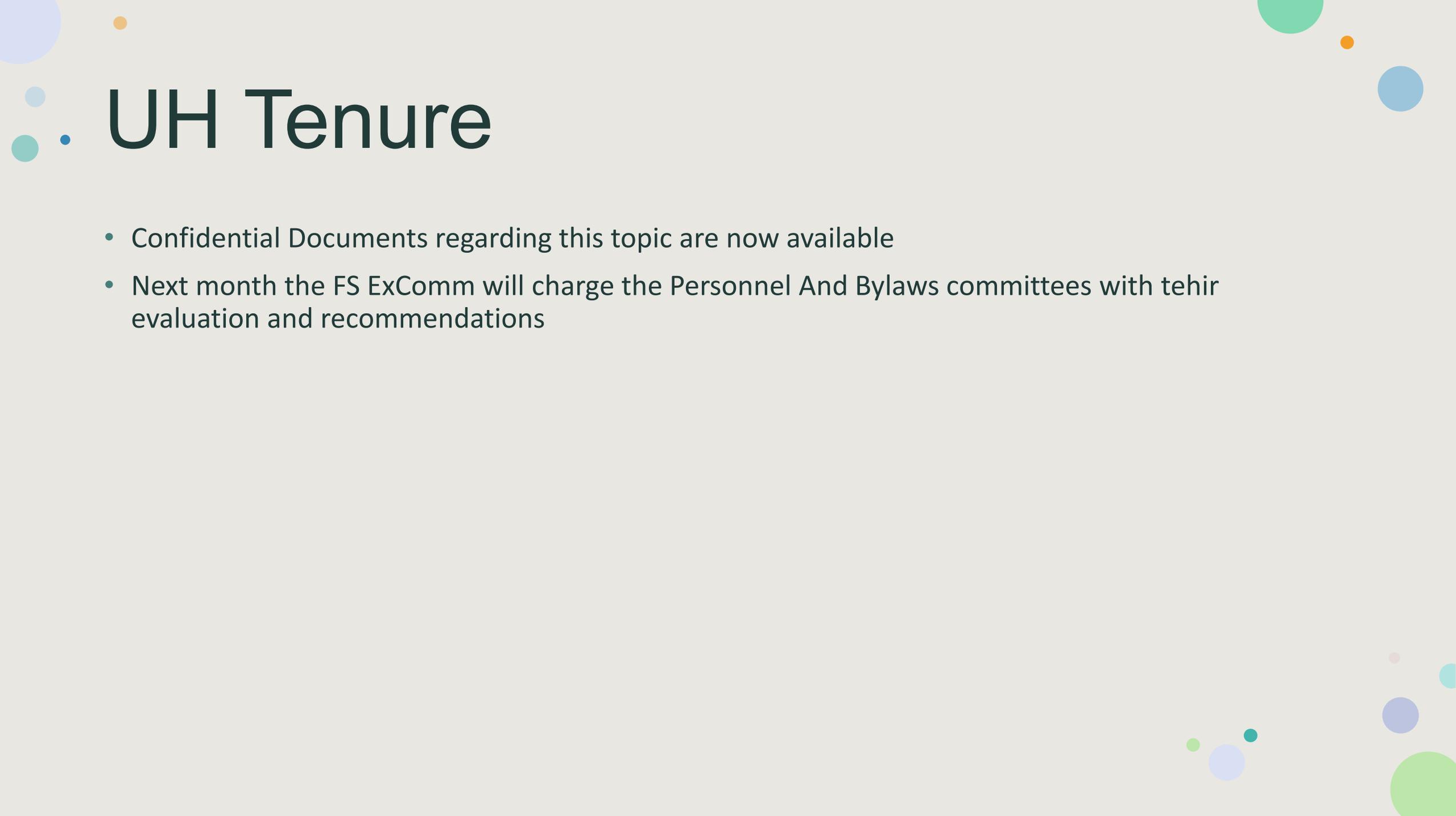
The slide features a light gray background with decorative elements consisting of several circles in shades of blue, green, and orange. These circles are scattered in the top-left and bottom-right corners, with some overlapping the edges of the slide.

# Bottom line

- I was unable to attend due to a death in the family
- This report follows conversations with Steve Eppell and Kelly Marcus
- Nothing controversial was discussed
- Discussion of the UH Tenure policy was not on the agenda due to the absence of President Kaler and me

# Action taken

- Approval of the
  - MSN-Nursing Leadership Track
  - Interschool Quantitative Biosciences, Graduate Certificate
    - Physiology & Biophysics
    - Physics
    - Biochemistry
    - Biology
    - Biomedical Engineering
    - Chemistry
    - Chemical & Biomolecular Engr
    - Computer and Data Sciences
    - Earth, Environ & Planetary Sci
    - Genetics
    - Macromolecular Science & Engr
    - Math, Appld Math & Statistics
    - Molecular Medicine
    - Neurosciences
    - Nutrition
    - Pharmacology
    - Popn & Quant Health Sci
    - Civil Engineering
    - Mechanical & Aerospace Engr
- Moving forward to full Senate from the Committee on Women Faculty
  - Lack of Women in Provost Office
  - Dobbs Decision Letter

The slide features decorative elements consisting of several circles of various colors (light blue, teal, orange, green) scattered in the top-left and bottom-right corners. The main title 'UH Tenure' is positioned in the upper left area.

# UH Tenure

- Confidential Documents regarding this topic are now available
- Next month the FS ExComm will charge the Personnel And Bylaws committees with their evaluation and recommendations

## Statement from the Faculty Senate's Committee on Women Faculty

As the Committee elected to represent the concerns of women faculty on the campus of Case Western Reserve University, the Faculty Senate Committee on Women would like to submit a statement regarding the impact of the Supreme Court's Dobbs vs Jackson decision on our faculty community.

Women faculty comprise nearly forty percent of the faculty on our campus. While all faculty, staff and students in our campus community may be affected by this ruling, the Faculty Senate Committee on Women asks the University to recognize that the reversal of Roe v Wade has a very particular impact on the professional, physical, and psychological lives of those who are able to become pregnant.

Statistics suggest that at least one in four women in the United States will have an abortion in their lifetime<sup>1</sup>. A still greater percentage will miscarry<sup>2</sup>. In recent days, the Association of American Medical Colleges<sup>3</sup>, the American Medical Association<sup>4</sup>, and the American College of Obstetricians and Gynecologists<sup>5</sup> have all released statements expressing that abortion is a private matter between a patient and a healthcare provider, is a critical component of essential reproductive healthcare, and that the Dobbs decision has especial potential to adversely impact the health and wellbeing of women, minority, and economically disadvantaged populations.

In the wake of this, the Committee on Women requests the University to recognize that for women faculty and other faculty who can experience pregnancy here at CWRU, the Dobbs decision and the consequent restrictions imposed by Ohio law may potentially have an extremely direct and adverse impact on their health, on their professional lives, and on their psychological wellbeing.

Additionally, the Committee on Women requests University leadership to recognize that secondary repercussions, including impact on curriculum and impacts on recruitment and retention of women and underrepresented faculty, are likely to occur at an institution of higher education in a state with restricted abortion. Indeed, curriculum for health professions students and trainees, as well as for psychology, social work, and other learners, has already been impacted, and the gap in their education may disadvantage them in comparison to peers from other states, may affect their ability to obtain employment, and will affect their ability to provide optimal healthcare for patients in the future. This is an extremely serious situation that may have long-lasting effects on the future professional lives of our students and trainees.

Based on the above, the Committee on Women:

- Applauds the University's timely creation of a Task Force to assess the legal landscape and disseminate relevant information to the campus community in a timely manner via an internal web platform.
- Endorses increased cooperation and collaboration between the University, all partner hospitals, and community health and social resources in crafting a joint response that will mitigate as much as possible emerging concerns regarding the future health, privacy and wellbeing of faculty, staff, students and postdoctoral trainees.
- Encourages the University to urgently develop innovative solutions that will address the preservation of a diverse faculty and student body in a health landscape that may discourage this. Such solutions should include strategic investments in salary, scholarships or benefits where

needed for recruitment and retention of diverse faculty, rapid restitution of gender-based salary or resource gaps that are extant, enhanced attention to diversity in University advertising and on websites, and remediation of curriculum gaps through external or out-of-state partnerships for students and trainees, among others.

- Agrees and strongly recommends that the voices that contribute to the creation of these strategies should continue to comprise a significant number of women and others who can become pregnant.

Respectfully yours,

The 2022-23 Members of the Faculty Senate Committee on Women Faculty.

1. Jones, R.K. and Jerman, J. Population Group Abortion Rates and Lifetime Incidence of Abortion: United States, 2008-2014. *Am J Public Health* 2017; 107(12): 1904-1909.
2. Wilcox A.J. et al. Incidence of Early Loss of Pregnancy. *New Engl J Med* 1988; 319: 189-194.
3. [AAMC Statement on Supreme Court Decision in Dobbs v. Jackson Women's Health Organization | AAMC](#)
4. [Dobbs ruling is an assault on reproductive health, safe medical practice | American Medical Association \(ama-assn.org\)](#)
5. [ACOG Statement on the Decision in Dobbs V. Jackson | ACOG](#)

# Request from the Faculty Senate Committee on Women Faculty Regarding Leadership Appointments in the Provost's Office of the University

May 25, 2022

Dear President Kaler and Provost Vinson:

As members of the Faculty Senate Committee on Women Faculty, we are writing to call your attention to the inadequate representation of senior women faculty in university-level leadership positions, particularly in the Provost's Office.

The Women's Faculty Committee recently discussed this issue as raised by Dr. Lynn Singer, a University Distinguished Professor from the School of Medicine. In her recent letter to the Committee Chair Dr. Zhang, Dr. Singer explained that "The Office of the Provost has had significant representation of senior women faculty in leadership roles for over 30 consecutive years," but currently "there is no representation (0%) of women faculty at the highest levels of the Office of the Provost." In addition, the presence of women within the Provost's Office falls well short of the overall representation of women across campus.

We, as representatives of women faculty, are deeply concerned about the matter. The recent University's data show that 40% of CWRU faculty are women and nearly a half (48%) of tenure-track faculty are female. The representation of senior women faculty in the Provost's Office matters to this large body of faculty.

The Women's Faculty Committee recognizes that the Provost and his cabinet are highly empathetic and supportive to women. We also acknowledge and support the inclusion of non-faculty women leaders in the Provost's Office. Nonetheless, our own experience and literature inform a view that women faculty bring a unique advantage when they are appointed to high-level leadership positions: They understand women faculty's experience first-hand; they connect with and are entrusted by women faculty to represent women faculty voices authentically; and they are role models for women faculty to follow. CWRU has nurtured generations of women faculty. Many are capable of and aspire for such leadership positions. Embracing senior women faculty at the highest administration level would speak volumes to women faculty, women staff, and women students about the values of diversity, equity, and inclusion that CWRU fosters.

The Women's Faculty Committee has further learned that there is a gap in the hiring process for university leadership positions that exacerbates this deficiency, even though multiple recruitment and retention efforts on attracting diverse faculty candidates have been already in place. Vice President Robert Solomon explained that the Office for Inclusion, Diversity, and Equal Opportunity (OIDEO) has been charged with

responsibilities to ensure equal opportunity during the new faculty and staff hiring process but is not formally involved in the faculty promotion process, nor in the process utilized to hire for high-level University leadership positions. It appears that the search process for high leadership positions has yet to be intentionally more inclusive under the guidance of the equal opportunity policy.

Therefore, we request the University leadership to:

1. Make a concerted effort to appoint senior women faculty members to key positions in the Provost's Office.
2. Establish a policy and transparent search process for university-level leadership positions to ensure equal opportunity, inclusion, and appointment of women faculty and faculty from underrepresented minority groups. One of the possibilities to safeguard this process is to involve OIDEO in the search process.
3. Communicate clearly with the Faculty Senate about the policy and search process for filling university-level leadership positions.

Further, to achieve diversity, equity, and inclusion over the long term, we respectfully ask that you consider appointments of women faculty and women staff in leadership roles that reflect their numbers within the campus community.

Respectfully yours,

The 2021-2022 Members of the Faculty Senate Committee on Women Faculty

# Graduate Education Office Annual Update

Faculty Council  
September 20<sup>th</sup> 2022

# Master's and Certificate Programs

- 17 different master's programs
  - Fall 2022 enrollment of 949**
- 6 full certificate programs
  - PRIME, nutrition, health informatics

# PhD Programs

- **Fall 2022 enrollment 410**  
94 new students
- **Dean supported**  
47 students  
\$3,473,864 in support

\*MS transfer, \*\*M2 transfer

Program	Total	Dean's Funding
BSTP	35	34
Epi- Bio	4	4
BHI	3	3
CTS	7	2
Bioethics	4	4
Biochem*	5	
Genetics	6	
Pathol*	1	
Physiol & Biophys*	1	
Mol Medicine	14	
MSTP**	14	
<b>Total Slots</b>	<b>94</b>	<b>47</b>

# Strategic Plan and Goals

## Focuses on student experience:

- Diversity - improving experience and increasing numbers
- Career and professional development
- Measuring program outcomes

# Engagement with Stakeholders

## Graduate Programs

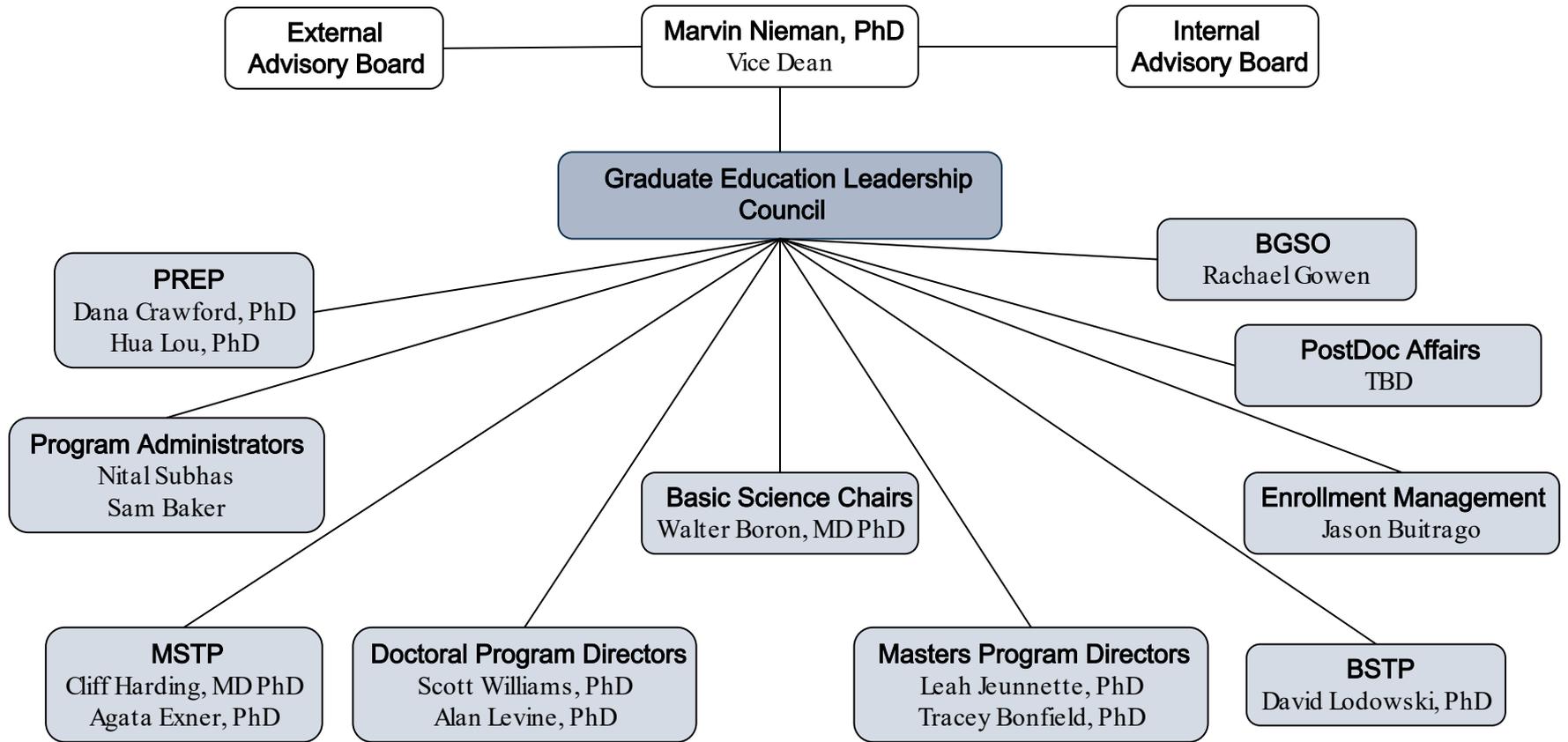
- Program Directors
  - PhD Programs
  - Master's programs
- Program Administrators
- Students

## Enrollment Management

Internal Advisory Board

External Advisory Board

Graduate Education Leadership Council



# Highlights

Organizational Infrastructure

Career and Professional Development

Core Competencies

Leveraging and optimizing Slate to improve efficiencies.

Dean's Scholars Program

**Faculty Council Meeting**  
**Draft Meeting Minutes**  
Monday, September 19, 2022  
4:00-5:30PM – Hybrid Meeting

Timing	Agenda Item	Presenter	Summary of discussion	Action items/Motions/ Votes
4:02-4:10PM	Welcome and Chair Announcements	Darin Croft	<p>The Chair called the meeting to order at 4:02PM. All Faculty Council Meetings will be held remotely via Zoom, except for the first and last meetings of the year. Dr. Croft informed the Council that there is an opening for a Faculty Council member to serve on a new CWRU (Faculty Senate) ad hoc committee – the Committee on Shared Governance. Anyone who is interested should submit a statement of interest by Friday.</p> <p>Dr. Croft presented the Faculty Council Annual Report for 2021-2022, highlighting the accomplishments of Faculty Council and thanking everyone for their service. Pending topics for the upcoming year are the Awards and Honors Committee, Committee on Community, tenure appointments at UH, the Bylaws Committee recommendation regarding Faculty Council Chair succession, and the revised charge for the NEC.</p>	
4:10-4:12PM	Approval of June, July Faculty Council Minutes	Darin Croft	When polled, there were no corrections or additions to the June, July Faculty Council minutes.	The minutes are approved as submitted.
4:12-4:15PM	Faculty Council Steering Committee Report of Activities	Matthias Buck	Dr. Buck presented a summary report of activities for the June 13 Faculty Council Steering Committee meeting.	
4:15-4:41PM	Medical Student Admissions Committee Report	Christian Essman	Mr. Essman, the Senior Director of Admissions and Financial Aid for the MD Program, presented an overview of application statistics and demographics. Mr. Essman explained that CWRU has an email campaign that goes to students who self-describe as disadvantaged and/or URiM, that encourages them to apply. The Office of Admissions and the Office of DEI also attend national minority student conferences/meetings, and medical school fairs. CWRU will be hosting a regional minority student conference in two weeks.	

4:41-4:55PM	Committee on Appointments, Promotions and Tenure Report	Colin Drummond	Dr. Drummond, Vice-Chair of the Committee on Appointments, Promotions and Tenure (2021-2022), presented the committee's report for 2021-2022. Dr. Drummond highlighted problems the committee frequently confronts when evaluating promotion packets and provided suggestions for submitting more effective promotion packets.	
4:55-5:06PM	Faculty Senate Report	Alan Levine	Dr. Levine, who was unable to attend the Faculty Senate Meeting on September 9, provided an overview from conversations he had with Steve Eppell and Kelly Marcus. Usha Stiefel commented that the women faculty's meeting with the Provost was widely attended and the Provost was very responsive. She wanted to make the members aware that there are two open positions: Associate Provost for Graduate Education and Associate Provost for Academic Affairs. They would like to see a more diverse group, including faculty, in the Provost's Office.  Discussion of the UH Tenure policy was not on the agenda due to the absence of President Kaler and Dr. Levine.  Dr. Levine was asked to post two letters from the Committee on Women and Minority Faculty. He will contact the chair of that committee to see if he is free to do so, and if so will ask Nicole Deming to post them.  All documents from Faculty Senate Meetings are open to all faculty members. The link is: <a href="https://case.edu/facultysenate/meetings">https://case.edu/facultysenate/meetings</a>	
5:06-5:19PM	SOM PhD and MS Admissions Update	Marvin Nieman	Dr. Nieman provided an overview of the Master's, Certificates, and PhD Programs offered by CWRU. The strategic plan and goals focus on student experience (diversity, career and professional development, and measuring program outcomes).	
5:19-5:20PM	New Business		When solicited, no new business was presented.	
5:20PM	Adjourn		The chair adjourned the meeting at 5:20PM.	

**Members Present**

Robert Abouassaly  
Alicia Aguilar  
Blaine (Todd) Bafus  
Neil Bruce  
Matthias Buck  
Patrick Collier  
Darin Croft  
Margot Damaser  
Jonathan Emery  
Jessica Fesler  
Stephen Fink  
Rachael Gowen  
Peter Harte  
Amy Hise  
Jessie Jean-Claude  
Andrew Jones  
Peter K. Kaiser

Hung -Ying Kao  
Sadashiva Karnik  
Gaby Khoury  
Erin Lamb  
Alan Levine  
Dan Ma  
Tani Malhotra  
Danny Manor  
Christopher McFarland  
William Merrick  
Sam Mesiano  
Nathan Mesko  
David Mihal  
Attila Nemeth  
Arne Rietsch  
Anastasia Rowland-Seymour

Elie Anthony Saade  
Bryan Singelyn  
Courtney Smalley  
Phoebe Stewart  
Usha Stiefel  
James (Jim) Strainic  
Joseph Tagliaferro  
Sarah Tehranisa  
Daniel Tisch  
Johannes von Lintig  
Mark Walker  
Robert Wetzel  
James Wilson  
Sherry Yu  
Samina Yunus  
Raed Zuhour

**Members Absent**

Moises Auron  
Elvera L. Baron  
Corinne Bazella  
Maura Berkelhamer  
Dan Cai  
Aleece Caron  
Bryan Carroll  
Mohamad Chaaban  
Andrew Crofton  
Piet de Boer  
Meelie DebRoy  
David DiLorenzo  
Katherine DiSano  
Corinna Falck-Ytter

Robert Geertman  
Stan Gerson  
Ramy Ghayda  
Matthew Grabowski  
Alia Hdeib  
Eric W. Kaler  
Vijaya Kosaraju  
Sangeeta Krishna  
Mallika Lavakumar  
Kelly Lebak  
Shawn Li  
Lia Logio  
David Ludlow  
Mariel Manlapaz

Raman Marwaha  
Gillian Michaelson  
Rocio Moran  
Dean Nakamoto  
Cyrus Rabbani  
Tamer Said  
Linda Dalal Shiber  
Jacek Skowronski  
Ben Strowbridge  
Patricia Taylor  
Nami Tajima  
Ari Wachsman  
Leon R. White  
Wei Xiong

**Others Present**

Nicole Deming  
Colin Drummond  
Christian Essman

Joyce Helton  
Cynthia Kim  
Marvin Nieman

Ashwini Pandit  
Prasanna Sooriakumaran