



CASE WESTERN RESERVE
UNIVERSITY EST. 1826

Faculty Senate Newsletter

Synopsis of the October 21, 2015 Faculty Senate Meeting

Of Particular Importance to All University Faculty

Mediation and Conciliation Report

Professor Emeritus of Law and faculty conciliation counselor, William Leatherberry, reported that he met with 14 faculty members during the 2014-15 academic year. One faculty member was a department chair and another 10 were faculty members that had conflicts with supervisors. One adverse party was unwilling to negotiate and that case resulted in a grievance filing. Three mediations were held with good results. Chairs of departments are encouraged to deal with conflicts early so that problems don't escalate.

Faculty Climate Survey

Deputy Provost Lynn Singer was asked to discuss how the results of the Faculty Climate Survey are used to make improvements across the university. Provost Singer said that the results of the CWRU survey are compared with survey results from other AAU schools. Salary and gender information is reviewed and compared with other AAU schools. Salary differences between genders have been identified and improvements made in many of the schools. Survey results are shared with the President and Provost, the Dean's Council and the Faculty Senate Committees on Women and Faculty Personnel. A number of different initiatives have been developed based on the results of the survey. These include the Committee on Childcare, the Faculty Development Office, the department chairs group, the Asian Women Faculty Group, and the Higher Education Recruitment Consortium. Survey results are posted on the Office of Institutional Research website. Provost Singer reminded the Senate that Jean Gubbins and Josh Terchek are available to analyze sub-data

Updates to Sexual Misconduct Policy

Peter Poulos, Chief Risk Management Officer and Chief Litigation Counsel, and Darnell Parker, Associate Vice President, Student Affairs, presented updates to the university's sexual misconduct policy. The changes are required under the most recent federal guidelines and regulations and include new definitions of intimate partner violence and stalking, and hearing process enhancements. The appeals process will now include a responsive statement from the other party. Darnell Parker will be responsible for determining whether there is sufficient cause in a particular case to warrant moving forward.

IT Strategic Planning Process

Sue Workman, Vice President for Information Technology and CIO, and Jess Shoop, IT Senior Project Director, provided information on the IT strategic planning process. They introduced Professor Steven Hauck (CAS) who will serve as the faculty representative for the planning process. They are seeking input from faculty, staff and students on the university's information technology services. The input will inform the planning process. Town hall forums will be held and a campus-wide survey will be distributed in November. IT will meet with any group that requests it and input can be provided online also. They hope to have a draft of the plan in December and a review team will work on the draft early in the spring semester. IT will begin seeking approvals and endorsements of the plan during the summer of 2016. Professor Ritzmann encouraged members of the Executive Committee to inform their colleagues about this process.

Other Items from the Meeting

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

Proposed Revisions to SOM By-Laws

The Senate approved (with 2 abstentions) proposed revisions to the SOM By-Laws that had been approved by the By-Laws Committee. The By-Laws Committee and the Senate Executive Committee decided that a number of other proposed revisions (including language regarding divisions with the status of a department) needed clarification and returned these to the SOM. The Executive Committee decided to postpone review of the Petition for Anatomy until the SOM provides clarity on the sections of the By-Laws that relate to that proposal.

If you have any questions, please contact one of the senators for your school or college. The list of senators can be found on the Faculty Senate [website](#).

Be sure to add facultySenate@case.edu to your address book to make sure these messages make it to your inbox.