



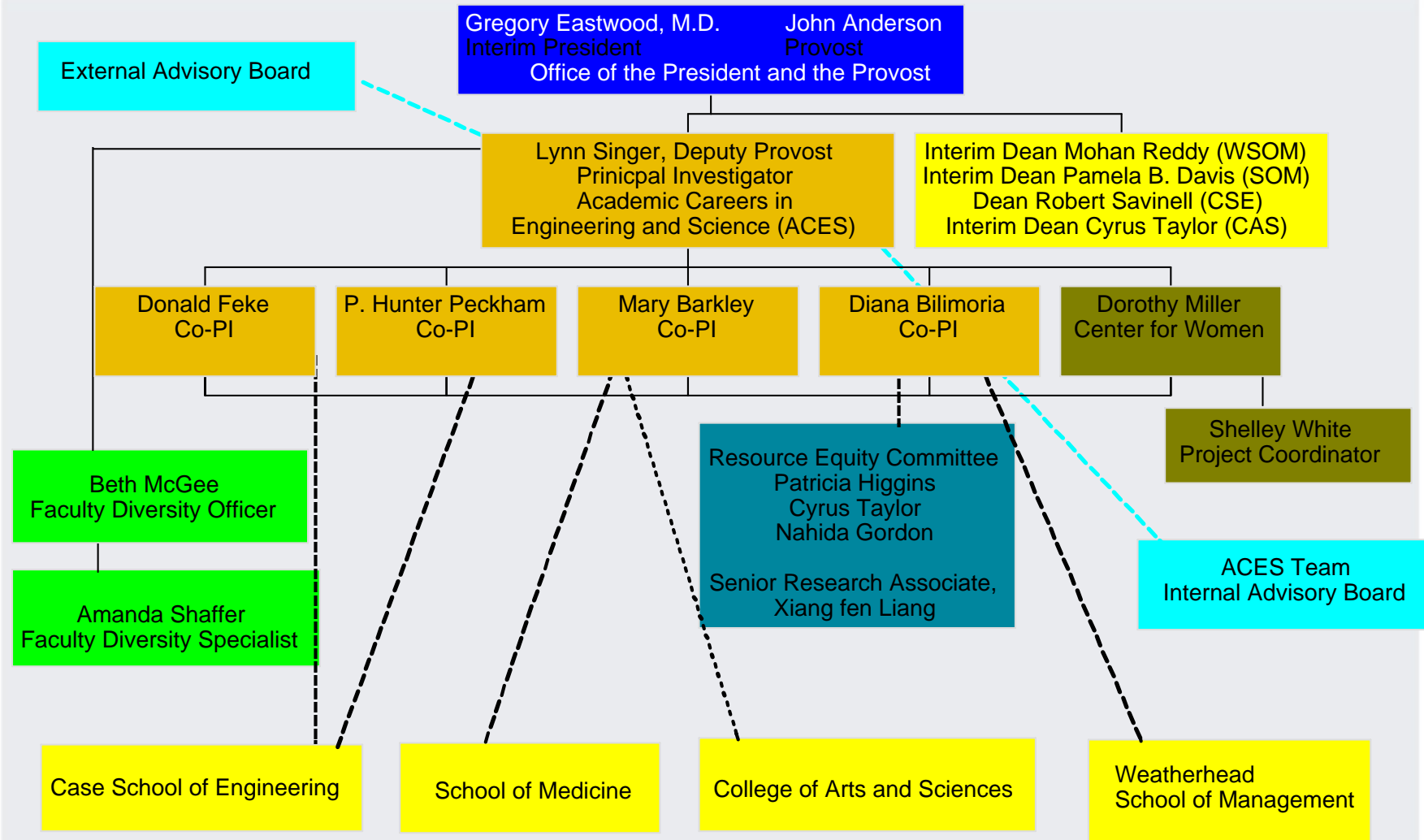
CASE

CASE WESTERN RESERVE UNIVERSITY

University-wide Transformation

- Senior Administration Support & Involvement
- New Policies and Structures Created through this Award
- Leadership Development Initiatives

Senior Administration Support and Involvement



Improved Accountability

Deans held accountable by Provost for:

- Diversity activities
- Improved processes (e.g., faculty searches)
- Diversity outcomes

School of Engineering

- Chair evaluations now include a section on diversity activities

New Policies

- Automatic Tenure Extension Policy
- Work release policy
- Partner Hiring Policy
- Domestic Partner Policy
- Mandatory review of candidate pool regarding diversity by Deans
- Cultural Competence Awareness Training mandatory for new faculty within the first fiscal year of hire
- Consensual Relations Policy
- Non-Discrimination Statement goes beyond Ohio law for LGBT and includes gender expression and identity



New Institutional Structures



- Flora Stone Mather Center for Women, 2003
- Ad hoc review committee in School of Medicine for faculty salary equity and climate concerns
- Faculty Diversity web site & LGBT website
- Annual Faculty Exit Interviews and New Faculty Satisfaction Survey
- New plans for on-campus childcare center
- New plans to convert existing women's lounges into lactation centers

University-wide Leadership Development Initiatives

- Annual Provost Leadership Retreat
- Annual “Role of Senior Leadership” workshop
- Chair Development workshops: Sponsored seven chairs to attend leadership development workshops
 - Biology, Chemistry, Chemical Engineering, Molecular Biology & Microbiology, Physics, Biochemistry, Astronomy
- Executive coaching provided to deans, associate deans, chairs and associate chairs



Institutionalized Activities/Structures

- Annual Provost's Leadership Retreat
- Faculty Diversity Specialist - permanent in Provost's Office
- Summer Undergraduate Research Program for Minority Women now part of SPUR
- Graduate Student Position – permanent in FSM Center for Women
- Leadership Workshop for new tenured and full professors
- Bryn Mawr Summer Institute for Women
- Fisk Faculty Exchange
- Expanded New Faculty Orientation
- Next Steps: Deans' Leadership Retreat

