



CASE WESTERN RESERVE
UNIVERSITY EST. 1826

Faculty Senate Newsletter

Synopsis of the October 20th, 2016 Faculty Senate Meeting

More detailed information on all items included in this newsletter are available in the draft minutes posted on the Google site for the [October Faculty Senate meeting](#). Once the minutes have been approved by the Senate, they will be posted on the Faculty Senate website along with all relevant documents.

Of Particular Importance to All University Faculty

Proposal from Faculty Senate Committee on Graduate Studies to Modify Minimum Requirements for Master's Degrees

Chuck Rozek, Vice Provost and Dean of Graduate Studies, substituting for Committee Chair Professor Paul MacDonald, presented a Resolution to Modify the Minimum Requirements for a Master's Degree within the CWRU School of Graduate Studies. In order to comply with requirements from the State of Ohio, the CWRU School of Graduate Studies is proposing to raise the minimum requirements for a Master's degree to 30 credit hours (CWRU requires 27 hours) and the minimum grade point average for graduation to 3.0 (CWRU requires a 2.7). The new requirement would begin with the class matriculating in fall 2017. Several members of the Senate said that their schools/departments hadn't had sufficient time to consider the proposal and that making a change for students matriculating in the fall of 2017 would be difficult. Recruiting for fall 2017 is already under way. A motion was made and seconded to postpone the date of compliance to fall of 2018. The Senate voted to approve this motion with 3 members voting against it. Another motion was made and seconded to send the matter back to the Senate Executive Committee. Executive Committee school representatives should discuss the issue with their constituents. The Senate voted to approve this motion with 3 senators voting against it and 3 senators abstaining.

Proposal for Emeritus Faculty Member to Serve as a Non-Voting Member of the Faculty Senate

Professor Jay Mann, chair of the Emeriti Academy Executive Committee, presented a proposal for the chair of the Academy Executive Committee to serve as a nonvoting member of the Faculty Senate. This would allow the chair to contribute to discussions and to report back to members of the Academy. The Faculty Senate voted to approve the proposal.

Research Survey

Lee Hoffer, chair of the Senate Committee on Research, reported that a second iteration of the 2015 research survey would be sent to all faculty by the end of October. The new survey includes more questions that are relevant to non-stem faculty researchers. The goal is to increase the response rate. **Prof. Hoffer encouraged all faculty to complete the survey.**



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Report on Open Enrollment, Assisted Reproductive Therapy Coverage and FLSA Update

Carolyn Gregory, Vice President for Human Resources, reported that health insurance premiums for the university's self-insured plans have increased more than anticipated for the calendar year 2017. Higher utilization has caused the premium increase not larger claims. Premiums for dental and vision coverage have remained the same for 2017. Employees previously covered under insurance from HealthSpan will now receive their insurance through Medical Mutual CLECare, which replaced Medical Mutual SuperMed HMO.

Infertility services are being covered under the university's PPOs and high deductible plan. There is a lifetime maximum benefit of \$10,000 for this coverage. Infertility prescription drugs are excluded.

The university has negotiated a discount for CWRU employees with CVS Minute Clinics. These clinics provide lower cost, high quality care as an alternative to more-costly Urgent Care and ER visits.

The threshold salary amount for an employee to be considered exempt will increase from \$23,666 to \$47,476 as of December 1, 2016. Approximately 800 CWRU employees will be affected. Some employees will receive an increase to the new threshold amount and others will be reclassified as non-exempt and be eligible for overtime. Postdocs and research associates will be exempt and salary increases should be funded through grants. Faculty with questions should work with the Office of Research Administration. Staff who are reclassified to non-exempt will **not** lose vacation days. Vacation will now be based on salary grades rather than exempt/non-exempt status. A FLSA appeals committee has been established to consider requests for reconsideration.

Other Items from the Meeting

Revisions to CAS By-Laws

Professor Kimberly Emmons presented minor revisions to the CAS By-Laws pertaining to electronic voting. The Faculty Senate voted to approve the revisions.

Mediation and Conciliation Report

William Leatherberry, Conciliation Counselor, reported that ten faculty members were either referred to him or contacted him directly during the 2015-16 academic year. Two of the ten engaged in mediation.