



CASE WESTERN RESERVE
UNIVERSITY EST. 1826

October 2018 Faculty Senate Newsletter

This newsletter covers business conducted during the November 1, 2018 Faculty Senate meeting.

Of Particular Importance to All University Faculty

Report from the Faculty Conciliation Counselor

Professor Wilbur Leatherberry, Faculty Conciliation Counselor, provided a report on mediation and conciliation activities from July 1, 2017 through October 29, 2018. During this period, Prof. Leatherberry counseled 32 individuals and held 6 mediation sessions (1 more is anticipated). Many of the matters involved personnel practices which can be addressed through the grievance process, and several involved inter-collegial conflicts which cannot. Prof. Leatherberry reported that he is stepping down but will assist the new Conciliation Counselor as he/she begins. He thanked the administration for their support and said that while not all matters can be resolved through agreement, the counseling and mediation function remains a valuable service to both faculty and administrators. President Snyder thanked Prof. Leatherberry for his years of excellent service.

Appointment of New Conciliation Counselor

At the October 1st Faculty Senate meeting, Provost Vinson had asked faculty senators for nominations of colleagues (current or Emeriti faculty) who would be interested in serving as Prof. Leatherberry's successor. At that time, the Provost had already received one nomination but requested that any others be submitted to him by October 15th. No other nominations were received, and Provost Vinson announced that Jonathan Entin, David L. Brennan Professor Emeritus of Law, had been appointed. Several senators spoke in his favor and the Senate voted to concur with the appointment of Prof. Entin as the new Conciliation Counselor.

Strategic Planning Process Update

Provost Vinson summarized responses from faculty, staff and students in surveys and comments made in town halls conducted to inform the upcoming strategic planning process (in excess of 2300 participants overall). The Provost expressed particular concern about responses from staff that they often felt like second-class citizens compared to faculty. The Provost asked that faculty take this into consideration as they work with staff so that relationships can be improved.

The next step in the process is the formation of a strategic planning committee that will include representatives from many different constituent groups. A senator asked whether the College and the schools could begin their individual planning processes but the Provost requested that they hold off for a bit longer.

Reorganization of Provost Office - Faculty Affairs

Provost Vinson said that as of October 1st, Deputy Provost Lynn Singer has returned to teaching in the School of Medicine. Going forward, faculty-related issues (including promotion and tenure) will be the responsibility of Vice Provosts Don Feke and Chuck Rozek. To learn which Vice Provost is responsible for faculty affairs in the College, or in a particular school or department, see the Provost's report on the Faculty Senate Google site.

Pharmacy Benefit Transition Update

Carolyn Gregory, Vice President of Human Resources, and Jamie Ryan, Senior Director, gave an update on the pharmacy benefit transition. They have noticed an improvement in employees' interactions with Direct Scripts, but there are still a number of functional issues with the Direct Scripts website.

Three options were presented for moving forward and feedback was sought from the Senate. The three options were:

1. Maintain existing model
2. Maintain existing model but provide employees with an option to pick up maintenance medications at CVS Pharmacy
3. Replace Direct Scripts with another mail-order option and provide employees with the option to pick up maintenance medications at CVS Pharmacy

There are pros and cons to each, and once they have obtained all relevant information, the Office of Human Resources will request feedback from employees through a survey.

Report on Faculty Development and UCITE Offices

Professor Matthew Garrett, interim director of the University Center on Innovation in Teaching and Education (UCITE), and Professor Sarah de Swart, director of the Office of Faculty Development, provided information on the services and programs of their respective offices. A faculty senator commented on the importance of the programming in both offices because it brings faculty together from different disciplines that wouldn't otherwise get to know each other. A list of services and programs is contained in the PowerPoint presentations posted to the Senate Google site.

Participation in Faculty Governance

Professor Leena Palomo, chair of the Faculty Senate Nominating Committee, said that the charge of the Committee is to fill vacancies on Senate standing committees and to nominate candidates for chair-elect of the Senate. Prof. Palomo encouraged all senators to reach out to their faculty and to encourage them to participate. She emphasized that service benefits faculty members because they gain a better understanding of the working of the university, and their service benefits the institution as well.

More detailed information on all items included in this newsletter are available on the Google site at <https://goo.gl/PKbNcH>. Once the minutes have been approved (at the following Faculty Senate meeting), they will be posted on the Senate website along with all related documents.