

CASE WESTERN RESERVE UNIVERSITY  
**Faculty Senate Executive Committee**  
Meeting of November 4, 2003 at 8 a.m.  
Room 352, Adelbert

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### **Request to Modify Graduate Studies Committee Representation and By-laws**

The student Senator from a professional school, Jason Shuba, School of Law, has written to request representation on the Graduate Studies Committee. A MOTION was passed, after some discussion of several options, directing the Graduate Studies Committee to consider how best to accommodate this and to then forward the item to the By-laws Committee. The rationale for this was that the charge to this committee was extended last year to oversight of professional school programs.

### **Discussion of New Policy on Individual Health Care Coverage**

Anthony Kinslow and Carolyn Gregory presented information on the various options available to all employees for health care coverage, the costs of each, percentages of participation in each available plan, and the increases in cost this year. They discussed the various options for the university in response to the continuing double digit cost increases based on our group's usage:

- increases in the co-payments in each of the three categories of prescription drugs
- adding an employee contribution of 10% to the cost of the "employee-only" category of health care insurance where the university formerly paid 100%; other categories of coverage remain at 25% paid by employee and 75% by university
- employees who opt out of getting their health coverage from the university will now receive \$142 per month, which is a reduction from \$228 in 2003.

The committee members discussed various ways to get this important information out to the university community. The Faculty Senate Compensation Committee has had the opportunity to view this statistics already. An article in *Campus News* was suggested as a good vehicle for disseminating the information. Some additional optional plans will be studied for next year and it was suggested that the Compensation Committee bring those to the full Senate in the spring.

### **Question of Conflict of Interest**

Professor Gerald Saidel spoke about his concern that the university does not have a policy about conflict of interest with respect to relationships between faculty and students, or in fact, between any supervisor and those they supervise. Having such a policy, that all might be asked to sign, would raise awareness across the campus.

During the discussion, a number of such situations were suggested as being something to be disclosed and avoided. It was recommended that the issue be passed to the Personnel Committee with the request that they consult with the University's General Counsel and the Provost's Office, and return a policy statement to the Faculty Senate for consideration.

### **Approval of Agenda for Faculty Senate Meeting**

The agenda for the Faculty Senate meeting of November 18<sup>th</sup>