

Faculty Senate Meeting, 11 October 2013

MINUTES

In attendance: Tony Maria, Peter Cashel-Cordo, Linda Tribble (Registrar's Office), Sandy Frank (Registrar's Office), Shelly Blunt (Provost's Office), Garret Merriam, Frank Ward, Marilyn Ostendorf, Mark Rozewski, Rex Strange, Peter Whiting, Jason Fertig (Acting Chair), Brandon Field (Acting Secretary), James Vaughn (Shield).

3:00 meeting called to order.

- Motion to approve previous minutes: R. Strange, P. Cashel-Cordo seconded.

- Shelly Blunt: Provost's office update
 - Honorary degree awardee nominations sought.
 - A number of faculty awards, grants and fellowships are coming due soon. Encourage your colleagues to nominate someone for this.
 - Looking for two nominees for a benefits study.

- Mark Rozewski USI Budget update:
 - It is clear financially that we need to look at some of our cost structure: one of the main costs is benefits. Looking to change the underlying cost structure in the University: saving money in the future.
 - Serious cost factor problem: post-retirement health care. The average age of people in our health plan is 54. An actuary has looked into this and soon we will have more retirees than employees: the GM problem. Indiana State ended their program in 2005 for new employees and for current employees under 40. IU never had one. In order to get from where we are to where we need to be is to end the benefit for new employees. The question is which subset of current employees will be removed from the benefit. The benefit for those who have retired will not be removed, neither do we want to disadvantage senior employees who have been here for a while.
 - Employer contribution in TIAA-CREF: we are about 15%. This is by far the highest in the state, and may be in the top 10 in the country (others are 10%?). Purdue (2009), ISU (2008), and IU (recently) solved this problem

by reducing employer contribution and giving the option to take the difference either as salary or as a separate retirement fund. New hires would be put on the new contribution level. The money that would be spent toward benefits would still go along with the line, and could be used for salary.

- Support staff is on a different pension plan, run by the state of Indiana (a PERF). Looking at doing something different for new staff hires as well.
- Working group to be formed to examine and analyze the options: Benefits Study Task Force. Want these questions decided by this spring. Two people from Faculty Senate needed to be on this task force. We need to decide on two people to nominate (Council of Chairs is also putting two nominations forward). Want to make a vote at the next meeting (25 October).
- Registrar Update: Sandy and Linda. Curriculog software: Registrar's office would like our support to purchase of Curriculog.
 - Motion to send the Curriculog charge to the Curriculum Committee. Motion by B. Field, second by P. Whiting. Passed unanimously.
- Core 39 policies 13 and 14: Large number of Senators missing. Tabled these policies until the next meeting.
- Campus parking charge:
 - Motion to reject and send back to originator to revise, maybe focusing on student parking lot restrictions (maybe limit to night time/ day time hours?). R. Strange, seconded P. Cashel-Cordo. Passed unanimously.
- Per diem charge:
 - Motion to send to Economic Benefits. P. Cashel-Cordo, seconded by G. Merriam. Passed unanimously.
- Salary compression charge:
 - Motion to send to Economic Benefits by P. Cashel-Cordo, seconded by R. Strange. Passed.

- Day Care charge:
 - Thought we had said that we would invite Scott Gordon to discuss this, since he oversees the Center. Tabled.
- Tenure and promotion charge: Initial position was non-tenured, what happens to years of service if position is converted to tenure track.
 - This seems to be a College-level issue, since the negotiation of hours of service takes place between a new hire and the dean. We would like the Senate Chair to contact the administration to see clarify the policy that years of service at the instructor level can never be used toward tenure.
- Charge to designate tracks or emphasis areas on transcript.
 - Motion to send this charge to Curriculum Committee for them to examine this: B. Field seconded by M. Ostendorf. Passed unanimously.
- Assigning of Senators to liaison with subcommittees was tabled because of too few Senators present.
- Presence of a quorum was questioned, but a quorum (simple majority of members) has been maintained throughout.
- Motion to close: R. Strange, seconded B. Field. Meeting adjourned 4:50pm.

Minutes respectfully submitted by Brandon Field.