

FACULTY SENATE MINUTES

Friday, October 19, 2012

ED 3148

PRESENT: Ethel Elkins, Brandon Field, Adrian Gentle, Mary Hallock Morris, Garret Merriam, Paul Parkison (Chair), Daria Sevastianova, Maria Shirey, Jennifer Williams, and Steven Williams; *ex officio*, Shelly Blunt (Interim Assistant Provost).

GUESTS: Mark Rozewski (Vice President for Business Affairs). Donna Evinger (Director of Human Resources), Patrick Zimmerman (Assistant Director of Human Resources)

CALL TO ORDER: The meeting was called to order at 3:05 p.m.

UPDATE FROM HUMAN RESOURCES: Donna Evinger, Director of Human Resources, discussed the University's challenging health insurance renewal process. In her overview, Evinger included the following information:

- **Insurance Claims:** Our insurance is funded with premiums paid by both employees and the University. This year, claims alone exceed the funding premiums by \$1.3 million. Claims for the last "experience year" were up \$3.2 million compared to calendar year 2011. Thus, the financial news is not good for the University or its employees.
- **Policy Modifications:** Modifications have been made to the various plans to help keep costs manageable. These include raising the deductible and copay amounts in the Core plan and raising the copay amounts for urgent care and emergency room care in the Buy Up plan. The University is also changing how it will calculate its contribution towards an individual's health insurance. The contribution will now be a flat dollar amount equal to 80 percent of the cost of the Core plan. The University's contribution will be slightly higher for individuals who earn less than \$38,000/year if they enroll in the Core or CDHD plans. The University will up its contribution towards dental insurance to 80 percent. Currently, medical and dental benefits are bundled; next year, they will be separate plans. All prescription drug plans will remain the same. Every plan offered by the university covers 100 percent of preventative care.
- **Financial Effects:** The University's projected cost for insurance is \$11.4 million, an increase of slightly under \$2.4 million. The blended average increase to University employees is approximately 25 percent, with increases ranging from 14 percent to over 60 percent. This translates into 'a take home pay effect' of a \$14 - \$52 increase for single coverage and a \$38 to \$146 increase for a family.
- **Additional Information:** Evinger noted that the Affordable Care Act changed the maximum contribution levels for Flexible Spending Accounts, lowering them from \$6,000/year to \$2,500 year. She added that moving to the Core or CDHP plan will help the University in the long run. Open enrollment starts October 30, 2012.

REPORT FROM THE FACULTY SENATE CHAIR: Faculty Senate Chair Paul Parkison submitted the following report to the Senate:

- Faculty Senate voted unanimously to endorse the recommended language regarding clinical faculty appointment and promotion for inclusion in the University Handbook at the October 12, 2012 meeting. Parkison submitted the Faculty Senate endorsement to the Provost and to Human Resources.

- Dr. Mark Rozewski, Vice President for Finance and Administration, requested time on the Faculty Senate Agenda to report back and provide an update on the financing of Health Insurance at USI.
- The charge to endorse proposed changes to the Graduate Council and governance process was taken up by the Faculty Senate at the October 12, 2012 meeting. Dr. Wes Durham, Interim Director of Graduate Studies, presented the rationale for the charge for the Senate's consideration. The Senate voted unanimously to endorse the recommendation of the Graduate Council to: (1) a fair and equitable university-wide teaching load policy for those teaching graduate courses at USI; (2) a restructuring and refocusing of how administrative tasks are conducted within graduate studies campus-wide, (3) a revamping of the graduate faculty, and (4) graduate course application processes. The Senate's endorsement was forwarded to Provost's office.
- The process was initiated to provide website platforms through the Faculty Senate website for the Core Implementation Taskforce and the Promotion Taskforce. Sheree Seib is helping to facilitate this collaboration.
- Preparation for the spring 2013 Faculty and Staff Workshops continued.

UPDATES:

- Spring Workshops: Parkison reminded the Senate that it was responsible for planning the faculty and staff workshops scheduled for January 9, 2013.
- Standing Committees: Parkison asked the standing committee liaisons to remind their committees to submit an interim report to the Senate for the November 30, 2012, meeting.

NEW BUSINESS:

- Summer School: There was a brief discussion about issues pertaining to summer school. It was noted that there is a set budget for summer school for each college. It was also noted that the handbook says you can only teach six hours per summer session, up to 30 percent of your base salary. The Summer School Task Force is still meeting and is looking at revenue sharing with the colleges. The Senate will have the opportunity to talk about this in future meetings.

OLD BUSINESS:

- Promotion of Department Chairs Recommendation: The Senators held an open discussion about the problems associated with promotion from associate to full professor for chairs, program directors, and other individuals with administrative duties. The discussion revolved around several questions: (1) should the Promotions Taskforce use broader language in defining scholarship; (2) Should we advocate for more release time for chairs; (3) should there be a fourth category of evaluation for promotion (i.e., scholarship, teaching, service, and administration); and (4) should there be an adjustable/weighted formula to be used in the promotions process? It was noted that we should examine benchmarks from other peer institutions. Adrian Gentle moved and Stephen Williams seconded a motion that the Faculty Senate will explore the various options as a committee of the whole with the Senate's recommendations to be forwarded to the Full Professor Promotions Task Force. The Senate approved the motion.
- Consensual Relations Policy: Jennifer Williams made a motion to allow Adrian Gentle to work with the provost's office to clarify and draft language pertaining to the consensual relations policy. Brandon Field seconded. The Senate approved the motion.

ANNOUNCEMENTS: Parkison noted that the Senate will be considering issues pertaining to the University's shift to a 120-hour graduation requirement and its effect on the 39 hour rule.

MEETING ADJOURNMENT: The Faculty Senate adjourned at 5 p.m.

NEXT MEETING: November 16, 2012, at 3 p.m. in ED 3148.

Submitted:
Mary Hallock Morris
Secretary, Faculty Senate