

March 29th, 2012 Faculty Senate Agenda

Great Basin

Senators in Attendance: Alan Hamlin, Steve Barney, Robin Boneck, Derek Hein, Chad Gasser, Andy Marvick, Lynn Vartan, Bruce Howard, Michael Ostrowsky, David Swalb, Steve Irving, Mark DeBeliso, David Berri, Emmett Steed, Tony Pelligrini, Nichole Wangsgard, Richard Eissinger, Jim McCoy, Nathan Barker, Randle Hart, Rachel Kirk, John Howell, Kyle Bishop, Shobha Gurung, Jeremias Paul, Christine Frezza.

Guests: Phil Roche, Dave McGuire, Ginny Romney

1. Call to Order: 4:05
2. Approval of Minutes: Five small changes, just typos such as think not thing or reword not reward. Emmett Steed motion to accept minutes second by John Howell.
3. President's Report: Deans are going over several of policys. Regarding 6.1 we are delighted with the outcome. We got 99% of what we recommended. In the model that we use for Merit pay, majority is the word we wanted to use, but they want consensus, not majority. The reason they didn't buy majority is because they define consensus as if it would occur where people would always move into the middle and come to an agreement. Deans agreed that butting of heads would not occur. Alan...Sometimes people disagree and sometimes there needs to be a tie break. There could be a problem with consensus. In reality there needs to be a majority. Kyle...Majority is reflection of vote consensus is of a discussion. Carl Templin agreed that a consensus would force chairs and deans to move into the middle. Overall.....a major improvement with 6.1. Faculty had their voice heard.
4. President-Elect's Report- Steve Barney:
 - a. Policy 6.1 ...trustees passed. They really value faculty input from senators. There are still some things we need to still work on with 6.1. This policy is not a done deal.
 - b. Policy 6.46 was passed as well, academic scheduling
 - c. Nine programs were approved for dis-continuants. Most are programs that have not been enrolled in for years or the faculty to teach.
 - d. Several tenure and full professor advancements.
 - e. Elections are happening for senators, 50% should be tenured.
 - f. President Elect- Faculty must be tenured, have served or is currently serving on senate. On Monday president elect ballots will be sent out. So far the faculty interested in president elect are Tony Pellegrini, Kim Craft, and Julie Taylor. Think about one or two

people in your area that might be good. Send them to Steve or Alan. It would be nice to have 5 or 6 on ballot. Someone who is subjective. To help with the process Steve will go to Balletbin.com. Site is free and option for this process.

- g. Steve is interested in pursuing the possibility of looking at engaged faculty track. This would mean re-crafting 6.1. This is revolutionary. If you are interested in this let Steve know.
5. Senate Committee reorganizations- We are looking at streamline committees. Reduce three committees to one. If you have any ideas let Steve and Alan know.
 6. Policy 6.27 from Dean's Council: Major changes in the last part. A few changes have been made to more accurately reflect work load. Nothing major. There was a rumor that they were going to reduce created hours, not true. 18 credit hours is the standard. Any problems? No. Rachel Kirk motioned to approve and second by Emmett Steed. Motions passed unanimously.
 7. Policy 6.8.3 from Dean's Council: General policy. We need to see what they are saying. Flow chart does not include senate, but we need to approve since it is an academic policy. They are asking us for input. Michael Ostrowsky motioned to approve and second by Shobha. Motions passed unanimously.
 8. High Deductible Health Option- Dave McGuire: Major changes coming to health care coverage. Committee has been meeting around campus to try and deal with escalating costs. Options are maintaining or saving accounts option.
 - a. Dave McGuire. In Utah and nationally costs are continuing to increase. Organizations are trying to and figuring out how to safely deal with this. Insurance committee has realized that the university cannot sustain the health insurance coverage we currently have. They have proposed the high deductible health plan.
 - i. On the new plan you can create a health savings account that the employer and employee can contribute to. Money left in this health savings account will roll over to the next year. In a flexible account you can lose money... which is what we have now. With our current plan we have a lot of hidden costs. Health savings account is similar to IRA. Money in saving account is not taxable unless to withdraw for unrelated health costs. The health savings account earns interest. Account works like a checking account. You simply use money for your qualified health expenses. When you have approximately \$2500, then you can earn interest. Research has found that users are more likely to not overuse health care on the high deductible health plan because they are more engaged, more active, and more interested in what is going on in the plan. The 10% that we are currently paying with go into savings account and there is a \$500 sign on bonus. For more details, go to HR website. There are more meetings coming up for colleges. Feel free to join a meeting not in your college.

9. Parking for Adjunct Faculty- Tony Pelligrini: Adjunct faculty are currently paying for parking even though they are helping us out and getting paid very little. Question is do we want to make a statement? Anyone off campus has to pay and pass costs \$12.00 per year. In business, not one adjunct has complained. Maybe the college who hires them should pay? What are we in favor of? We could just ask parking committee to consider charging adjuncts no parking fees and not get demanding...just ask them to consider. We don't know their budget or ramification. Just simply ask if they be given free parking to adjunct faculty? Yes, we will make this recommendation. Motioned by Andy Marvick...seconded by Christine Frezza.

10. Student Scholarships- Phil Roche: Requesting scholarship money. We typically go with four. We are at \$1000. Can we go up to \$1500? Let's go with four this year at \$1500 and cut back to three next year \$1500 each. Tuition keeps going up and this is just a partial, so \$1500 would be a better amount. Maybe next year we could get more contribution. Senators need to go back to colleagues and talk to them about tax deductible contributions and about the senate's needs. Faculty are being pulled to help in many areas. Art student has been given \$50, Phil asked for \$25 more. Yes, senate will give \$75.

11. Insurance coverage for domestic partners- Christine Freeza: Can SUU offer health benefits to domestic partners? If so, will this increase premiums? Christine has found nothing up to date. Seven years ago premiums went up 70 cents per person. Galloping premium is a myth. If you offer health coverage then you need to consider life insurance, etc. If SUU approves, this might improve retention. If we offer health coverage to gay employees will our costs go up? Dave said that increases in premiums are modest. If cost is not much of an issue, then what? The definition of domestic partnership will need to be defined. U of U is the only University doing this. Utah State might have this as well.
 - a. Possible solution- Offer as an option, then have the individual cover the costs since we are a conservative community or absorb into the overall.
 - b. We can make a recommendation, we are input on these issues. Senators would like to think about this first. We can make a recommendation or wait. Talk to faculty and put on agenda for next meeting. Ask about general issue and specifics of recommendation. We will debate next month.

12. Other Business: No

13. Motion to Adjourn: John Howell.

