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Faculty Senate Executive Committee Minutes, February 16, 2010

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**FACULTY SENATE EXECUTIVE COMMITTEE
MINUTES
FEBRUARY 16, 2010
Champ Hall Conference Room**

Present: Ed Heath (President), Byron Burnham, Steve Burr, Renee Galliher, Jerry Goodspeed, Glen McEvoy, Ilka Nemere (for Kelly Kopp), Mike Parent, Flora Shrode, Darwin Sorensen, Nathan Straight, Dave Wallace, Vincent Wickwar, President Albrecht (Ex-Officio), Joan Kleinke (Exec. Sec.), Marilyn Bloxham (Assistant) **Guests:** John Engler, BrandE Faupell, Vance Grange, Brent Miller, Tony Peacock, Larry Smith.

Ed Heath called the meeting to order at 3:01 p.m.

Approval of Minutes

Darwin Sorensen moved to approve the minutes of January 11, 2010. Motion was seconded by Byron Burnham and passed unanimously.

University Business – President Albrecht. The Faculty Senate Executive Committee went into Executive Session for the first item of University Business, after which President Albrecht gave an update on the budget. The consensus numbers for fiscal year 2010 are flat and for fiscal year 2011 are down \$50 million. We will implement the one-time cut we have been given for 2010 with some minor adjustments. For 2011 we will see something above the 9% reduction we have already implemented but below the 17%. Senate Bill 3 will replace the 4% legislative cut making our final cut for 2010 \$4,200,500.

Concerning the new Ag building, we are positioned as well as we can be, but much depends on the economy and politics. The ARS meeting in Washington DC, where there will be more discussion on this, was rescheduled because of the snowstorm.

CEU bill passed unanimously out of the Senate Education Committee. Provisions that USU will not assume any debts of CEU were included in the bill.

Announcements

Next brown bag lunch w/President Friday February 26th at noon Champ Hall.
There are two nominees for the Committee on Committees.

New Business

EPC - Larry Smith. The Curriculum Subcommittee heard 46 requests for course actions. They also approved a proposal to change the name of the Department of Biological and Irrigation Engineering to Biological Engineering. There was no January meeting of the Academic Standards Subcommittee. In the General Education Subcommittee there were 5 new general education courses approved.

Steve Burr moved to place this item on the Consent Agenda, seconded by Mike Parent, motion passed.

Information Items

Human Resources Policy Changes - BrandE Faupell. Mike Parent clarified that when changes are made to the 300 Section of the Code, it has to go to those who will be affected by it including the Faculty Senate. The Senate cannot approve or disapprove the changes but they can make suggestions on the changes. BrandE highlighted several changes, some of them federally mandated and some are business decisions. Most of the discussion centered on the proposed changes to the leave policy and Long Term Disability.

HR is recommending a policy clarification stating academic faculty do not earn annual leave. There are two annual leave schedules for staff. For non-exempt employees (Classified) it takes 16 years to earn 22 days of annual leave, which exempt employees (Professional) earn immediately. HR is recommending we adopt the CEU schedule for leave benefits, which is: 1-5 years of employment earns 12 annual leave days, 6-8 years earns 18 days leave, and over 10 or more years earns 22 days annual leave.

Currently, when employees move from Short Term Disability (5 months) to Long Term Disability they are able to stay on medical insurance at no cost to them until they come off of Long Term Disability. HR recommends the following change as a cost saving measure; that they received insurance for their first year at no premium cost and the next two years will be at employee premium cost plus a 50% surcharge. After that, they would have to move to spouse insurance, state insurance or in many cases they qualify for Medicare disability. The estimated number of employees per year going on LTD is 10. Employees presently on LTD (currently 50) would be grandfathered and continue as is. When asked what our peer institutions were doing, BrandE stated that she would have to look into it further. Questions were asked about what the implied cost savings would be and she estimated at over half million per year relating to both premium payment and loss ratios on our medical insurance policy. The Committee asked for more data on the items dealing with Long Term Disability and FMLA Leave. The concern was that remaining a family friendly institution requires us to provide benefits that other institutions may not and as such will help us recruit and retain faculty. HR has not tracked the FMLA Leave data.

Mike Parent moved to place the Human Resources policy changes on the Faculty Senate Agenda as an Information Item. Motion seconded by Steve Burr, motion carried.

Research Council Report – Brent Miller. The Research Office provided a 30+ page report. The main focus for Faculty Senate will be the information regarding Research Council activities; they also provided a breakdown of the funding information in the office.

Vince Wickwar questioned what the dollar figures in the appendices represent. Awards and research expenditures are applied differently. The research expenditures get applied as they are incurred over time, so it will go across multiple years. Some awards are set up so that part of the award is recognized in the first year and others are set up to recognize the entire award in the first year. It varies by agency and the type of award that it is.

Mike moved to place the report on the Consent Agenda, Vince Wickwar seconded the motion, motion passed.

Budget and Faculty Welfare Committee Report – Vance Grange. The BFW is charged with participating in budget preparation process and periodically evaluates and reports on salary, insurance and other faculty benefits. They also review financial and budgetary implications of proposals for changes in academic degrees and programs and report to the Senate prior to action related to such proposals. BFW is also responsible for reporting significant fiscal and budgetary trends that may affect the academic programs of the university. BFW has two committee member vacancies that need to be filled from RCDE and HASS. There was lengthy discussion about the Employee Benefits Advisory Board (EBAB), which no longer exists, and the Employee Benefits Committee. Some felt that the BFW Committee should be involved in the policy change issues presented by HR, and questioned the role of the Employee Benefits Committee and whether they

were a decision making body or an advisory committee. There was also concern over the fact that the presentation made by Human Resources had not gone to the BFW Committee yet. Future work of the BFW committee includes information on AFLAC insurance and a proposal to save insurance premiums in a private savings account vs. contributing to a Roth 403B.

Mike Parent moved to place the report on the consent agenda, second by Vince Wickwar, motion passed.

Academic Freedom and Tenure Committee Report – Tony Peacock. AFT committee is very time intensive and laborious. All committee members have served on multiple hearings in the last year, which makes coordinating schedules difficult. The committee offered suggestions to FSEC to try to mitigate the time commitment of committee members, including the possible addition of an administrative assistant to help with the scheduling of meetings and document management. Improving the mentoring system of new faculty may reduce the number of tenure grievances, and possible reduction of class load for committee members was also discussed. Richard Jensen will chair the committee next year

A motion was made by Steve Burr to place this report as an information item on the agenda, second by Vince Wickwar, motion passed.

Old Business

PRPC Code Changes Section 401 (Second Reading) – John Engler. Section 401.1-5 was presented for a second reading with the suggestion by PRPC to change the phrase “professional colleagues” to “appropriate administrator”. Section 401.6-11 was presented for a first reading. PRPC noted that this section references a faculty list that is to be published each year. This has not been happening in recent years. The new online directory is incomplete and difficult to search. It is not stated in the code who is responsible for printing the directory. There are several concerns about faculty definitions in this section. Faculty is not defined as being core faculty, term faculty or another classification. This issue will need to be addressed further as the merger with CEU proceeds.

A motion was made by Steve Burr to place this report on the agenda as an action item, second by Vince Wickwar, motion passed.

Committee on Committees Vote. Mike Parent moved to place the Committee on Committees membership vote on the agenda as an action item, second was received and motion passed.

Adjournment. Meeting adjourned at 4:57 p.m.