Faculty Senate Minutes
January 29, 2013
LC 243, 3:00-5:00 pm


Excused or Absent: Steve Allred, Marlene Bacon, Lyn Bennett, Kathy Black, Leo Chan, David Dean, Matthew Draper, Lars Eggertson, Dwayne Erdman, Vivienne Faurot, Wioleta Fedeczko, Doug Gardner, Erin Haskell (UVUSA), Joel Herd (PACE), Matthew Holland, Carolyn Howard, Yang Huo, Mark Jeffreys, Lisa Lambert, Ryan Leick, Jeff Packer, Dennis Potter, Jacqueline Preston, Axel Ramirez, Nancy Steele-Makasci, Paul Tayler, Russ Thornley, Kent Walker

Call to order - 3:12 PM

Approval of Minutes from January 15, 2013. Minutes Approved.

Benefits – Mark Bracken

- If UVU leaves the current 80/20 plan as is, there would be an estimated 21% increase in cost to employees. Mark see two options: 1) leave as is, or 2) increase each employee’s personal risk (our out of pocket max per year) and consider a 70/30 plan. It appears there will be three options: White (lower premium/higher out-of-pocket), Green (higher premium/lower out-of-pocket), and a New Health Savings Plan (high deductible), in which contributions are pre-tax and can be rolled over from year-to-year. On HSAs, you will be charged for a penalty or tax if you withdraw funds unless it is for medical purposes.

- Mark will send out a questionnaire to faculty with the President’s approval to see what faculty’s preferences are in terms of reducing coverage to keep costs down or accept the increase. Faculty also wants Mark to include a hypothetical scenario when he sends out the survey. Faculty want to know the maximum that can be contributed to the HAS and if interest is earned on the HSA while in the account?

- Kim Strunk expressed concern that there might be companies that can reduce overall costs to employees. Mark Bracken responded that we are self-insured, but the plan does not go out for bid for another 1½ years.

- Benefits Committee Members – Judy Martindale, Mark Bracken, Linda Moore, Mark Wiesenberg, Faculty accountant, and consultant.

VPAA – Ian Wilson

- Commencement planning is underway.
• Legislative session starting and issues for UVU of importance are:
  o New Classroom Building - Planning is still ongoing, but close to being finished. We are trying to right-size costs prior to submitting the plans to the legislature in hopes that they will fully fund it.
  o STEM Initiative – USHE institutions are proposing $20M initiative to address USHE’s 65% by 2020. Money would primarily go toward GIS, Physics, Biology, Computer Science, EART, Emergency Services, new faculty staff positions, and scholarships. Each university indicated how many additional graduates they project graduating with this additional money.
  o Mission-based Funding
  o Equity Funding – Based on study a few years ago regarding state funding. UVU would receive $1.5M of $8M.
• Will not hear until first part of March regarding funding allocations until the legislature concludes. Appears to be difficult due to the government postponing their fiscal budget deadline by four months.
• UVU does have a hiring chill going on until we see what legislature does and need to be approved by the Vice Presidents and President.
• Dixie State College is now Dixie State University. They have no immediate plans for Master degrees. Primarily a name change for them. They have asked for $4M funding to become a university.
• University of Utah has requested $10M to bring on more medical students.
• Adjunct issue is still under review due to constant changes with government. We do know that all part-time employees would need to be offered the same benefits as full-time.
• Kat clarified that that disciplinary action would be sought if an individual “knowingly” goes over the allotted hours for a part-time employee to work.

PACE/Faculty Senate presented a Morale Proposal at President’s Council and it is being taken under advisement.

December Exercise Discussion

• Testing Center – Kat informed the Senate that a task force has been created to examine the center and make some recommendations on its future. She also remarked that the testing center will not disappear completely due to Distance Education and Accessibility Services needs. The Center is currently using one-time money to sustain the center and noted the deficit is from the expanded use of it from faculty and that faculty is using various techniques of getting their students out of paying the late fee. Rick Moody shared that they informed him they could not move his exam to lack of personnel. The deadline to resolve the issue is June 30th, but a new process will not be in place for 18 months.
• Faculty is concerned that upper administration is expanding too much. Ian reaffirmed that any new position has gone through PBA. He also referenced an article in The Chronicle of Higher Education (Volume 58, Issue 18, January 11, 2013) and said when we talk administration, who
are we including? They found a lot of growth was in academic advisors, lab managers, financial aid people, etc. When we say administration, what do we want included in that pool? Ian has asked Laura Busby and Linda Makin to provide numbers for UVU based on national averages for FTE faculty per 100 FTE students and Administration/Staff per 100 FTE students to see how UVU compares. Faculty would like to see the data longitudinally as well. Ian informed the Senate that ideally all requests come up through departments and deans into the PBA process. He indicated there should be lots of opportunities for faculty to see what is proposed and can view that data on the website. The PBA process is transparent and faculty should question their dean if they don’t see something they feel should be present.

- Pierre recommends that the prioritization exercise be redone in April and maybe revise some of the categories.
- A recommendation was made that free tuition for dependents be reduced to bring additional income to the university. Faculty would like to know the actual number of individuals receiving free tuition? Kat follow up.
- Has the university looked at creating a separate position other than adjunct? David Connelly noted that we do have lecturers and that the university has about 85 lecturers. He also indicated that the general status of a lecturer is a teaching faculty member, they have basically no service or research requirements. Kat informed the Senate that Policy 632 is under revision. David suggested the Senate has a serious discussion on faculty definitions.

Mark Bracken motioned to adjourn at 4:14 pm. Pierre Lamarche seconded.

**NEXT MEETING – Tuesday, February 12, 2013, from 3:00-5:00 pm in LC 243.**