LU Faculty Senate Minutes October 27, 2011

Dr. Leon Stevens moved to begin the October 27th meeting of the LU Faculty Senate; Dr. Ruth Robertson seconded the motion. Dr. Kurt DeBord, Senate Chair, called the meeting to order at 11:02 a.m.

The minutes of the September meeting were approved.

Dr. DeBord and Dr. Ann McSwain, Senate vice-chair, presented a review of activities at the Sept. 23rd, MO Association of Faculty Senates meeting. A PowerPoint of the presentation details can be viewed here:



Highlights of the meeting included:

1. Performance based funding was discussed. Currently, state legislators are considering this funding option for new funding. The option is only under discussion but it will be in a budget bill, not a major initiative, if it does move forward. Dr. DeBord gave examples of items that might be used for performance criteria could be retention rates and graduation rates. Each university would have the right to identify one unique criterion to use for its evaluation process.

Dr. Gary Homan asked if ACT scores will be a factor in the performance based review and Dr. McSwain responded that it would not, but that retention rates will be important. The current proposal is expected to go to governor by end of year.

- 2. Tuition rises were reported at most state universities.
- 3. Five state universities reported salary increases including merit pay. Four of the institutions began the raises with the new fiscal year; the other will begin in January, 2012.
- 4. Issues of concern on individual campus locations were reported:
 - Missouri State University in Joplin reported hardships from tornado recovery and also an
 existing poor relationship between faculty and administration after a vote of no
 confidence in the president.
 - Course redesign is happening on most campuses.
 - Academic program reviews are demonstrating faculty involvement.
 - The University of Missouri, Columbia Campus, is investigating the best options for offering domestic partner benefits.
 - Members noted benefits from wellness programs on various campuses.
 - MO State in Springfield reported that caps put on title changes for administrators.
 - Several member universities reported an increase in enrollment numbers.
 - Our enrollment numbers show the same trend.

Review of numbers by controller, Sandy Koetting

Ms. Koetting provided a review of the actual financial year numbers versus projected numbers for Fiscal Year 2010 and Fiscal Year 2011. The FY 2010 results showed that expenses exceeded revenues. In FY 2011, revenues exceeded expenses. Sandy stressed that the budget development process should balance revenue and expense. If you fall short in revenue one year, you must develop the next budget with that knowledge in mind.

Ms. Koetting also noted that Extension and Research uses Federal funding, and their monies are subject to a separate budget fund. They do have the same budget guidelines and rules.

While the report was displayed for review, Dr. Mara Aruguete asked what areas are considered "institutional support," and Sandy noted offices such as controller's office and human resources. She also clarified that the line "Transfers" documents whatever money comes from general funding and is transferred to another fund. Dr. Ruth Robertson asked about what might be included in the "Fringe benefits" line and received the response that it covers items such as health insurance. James Tatum asked about the "Public Service" line and the response was that it covered extension services and provided support for programs with federal funding.

Status of Bids for Health Benefits: Jim Marcantonio

Mr. Marcantonio reported that the Benefits & Compensation Committee has been meeting to prepare for the 2012 Health Insurance. Elements for bid quote include our census (demographic information of the university) which is over the normal range in average age and has a high incidence of female workers in childbearing age. Another element is the utilization factor for the last 3.5 years of utilization data (Jan-June of current year + last 3 years). Coverage is needed for approximately 470 employees, resulting with 620 members including spouses and children. Due to our high premium we tend to get only spouses and kids with health issues In addition, high cost claims impact our premium, but wellness and screenings help reduce rates. We had 5-7 high cost claims (25K+ and up) last year. The trend is that the cost of doing business 8-10 % per year. A .87utilization cost considered desirable, and we were doing great this last year, but from June-Sept our utilization went up to 1.09 and our bid could be negatively impacted

The bid process involves our broker goes to all companies that can provide the service we need, The existing provider comes up with a quote, then the broker takes that to other companies to see if it can be beat. Four bids were received, but the committee vote unanimously to stay with United Health. There was an increase of 3% across the board for offering same three plans, but only 2.5% raise for two plan option. All plans have change amounts for out of network care. A 0% premium increase would have caused increased deductibles and out of pocket expenses.

Mr. Marcantonio offered the following comments to questions:

Can we join a consortium? They come and go, we have participated in them in the past. Consortiums always disband when utilization becomes unfair to one part of the membership. Our broker aware of the consortiums but not in our best interest

Can we self-fund our insurance? We have the option to be self-funded. Premium funds go into an account for smaller claims, and then high claims are covered by catastrophic coverage

What are criteria for joining a consortium? The consortium will look at what we would be willing to invest in the consortium, and, if you leave early, you pay a penalty.

Dr. Mara Aruguete said she would be in favor of self-funded plan. Dr. Debra Greene noted that we should be concerned about how to do the best for everyone, not just aging population. Dr. Ruth Robertson asked if a sick day pool could be an option.

Report from Educational Policies Committee: Marshall Crossnoe

This committee is 1 of 4 standing committees of the Senate. This report highlighted the charge from Dr. Mahoney for policy to review and recommend a policy for situations where faculty members feel threatened by a student, or that student needs to be removed from a class because of strange, unruly, disruptive, etc. actions. Committee members worked using faculty handbook, Rules & Regulations, Internet research and conversations with departments. The end result produced a document with policy definitions and a 3-step procedure to follow when experiencing disruptive behavior.

The PowerPoint presentation of this committee's work is included below. It is suggestive of the final work to come from this effort:



Announcements:

Leslie Youngblood & Greg Browndervile reminded everyone to attend today's author visit events as a part of The Nelson Reading Series. The Writing Center will be hosting a lunch today and the author, John Dalton, will be attending. Two copies of the book, <u>Inverted Forest</u>, were given out to Senate members in a free drawing. Leslie also announced that the Common Read authors will be coming for a campus visit in November prior to Thanksgiving Break.

Dr. Amy Gossett announced that she would begin the Missouri state government internships soon.

Dr. Ruth Robertson made the following announcements:

The Jefferson City Symphony Orchestra and Chorus will present the Magnificat by John Rutter in Mitchell Hall, Fine Arts Centers, on Tuesday, Nov 8, 2011 at 7pm. They will also be presenting "Have Yourself a Blessed Little Christmas" in memory of Hugh Martin.

The CommUniversity Scene Stealers wil present "Many Waters: A Musical Variety Show on Thursday, November 17, 2011, at 7pm. The performance will be in the Pawley Theater, Martin Luther King Building. Songs will be about rivers, lakes, oceans, tears, and rain, featuring vocalists and instrumentalists from the Community and the Lincoln university Family.

Don Govang made the following announcements:

The Lincoln University student production of *Frankenstein* will be presented this Friday and Saturday (October 28 & 29) at 8:00pm in Pawley Theatre. Admission is free and open to the public.

Jacquelyn Brown will present her Senior Vocal Recital on Friday, Fri, Nov. 4, @ 7:00 p.m. in Mitchell Auditorium in the Richardson Fine Arts Center on (706 E. Dunklin) in Jefferson City, Missouri on the Lincoln University Campus.

Dr. Cal Johnson moved that the meeting be adjourned and Dean Jerome Offord seconded the motion. A unanimous vote approved adjourning at 12:03 p.m.