

UNL FACULTY SENATE MEETING MINUTES
City Campus Union, Auditorium
October 5, 2010
Presidents John Lindquist, Barbara LaCost, John Fech Presiding

1.0 Call to Order

President Lindquist called the meeting to order at 2:30 p.m.

2.0 Announcements

2.1 Faculty Senate Discussions

President Lindquist stated that the goal of the Senate meeting is to have discussions on issues that are relevant to the faculty. He pointed out that the Executive Committee wants to hear the faculty voice their opinions and concerns on issues. He reminded the Senators to speak into the microphones and to introduce themselves.

2.2 University Ambassador Cards

President Lindquist reported that the Executive Committee recently met with Associate VP Withem who is the only lobbyist for the university and works out of Central Administration, and with Assistant to the Chancellor Waite, who advocates for UNL and also interacts with the legislature. He stated that Associate VP Withem distributed University Ambassador Cards which allows people to volunteer to be part of a grassroots network that supports the university. He stated that the cards were available for the senators. He noted that the network will contact you if issues important to the university arise in the legislature. You will be asked to contact your legislator as a private citizen to voice your support for the university. He pointed out that people participating should not use any state resources when contacting their state legislator. He stated that anyone interested in participating in the University Ambassadors program can also sign up by registering on line at <http://www.nebraska.edu/legislative-information/grassroots-ambassadors.html>

2.3 New Deadline Dates for Convocations Committee Applications for Funding Guest Speakers

President Lindquist reported that the Convocations Committee application to provide funding for guest speakers in departments has set new deadline dates for applications. He stated that the deadline date for bringing in guest speakers during the spring semester is November 1 and the deadline date for bringing guest speakers in next fall is April 1.

2.4 Presentation to Professor Roger Mandigo

President Lindquist stated that plans are being made to honor Professor Mandigo for his many years of service on the Marshal Corps. He noted that the plan is to have a presentation and a reception at the November 2nd Senate meeting.

3.0 Greg Clayton, Director, Benefits and Risk Management

President Lindquist announced that Director Clayton was here to address comments made at the last Senate meeting regarding health insurance for those faculty members who opt to accept the voluntary incentive program and how the health care reform is going to affect the university.

Director Clayton stated that the health care reform will go into effect on January 1st for group health plans. He noted that information will be provided with the university's annual enrollment period which is November 15 – December 3.

Director Clayton stated that there will be four items coming into effect with the health care reform. The first is that qualifying children can be covered up to the age of 26. He pointed out that the only exclusion to this is if the child is eligible for a group health plan elsewhere. He stated that this information will be clarified in the annual enrollment packet. He reported that medical, dental, vision care, and dependent life insurance will all be covered up to the age of 26 for eligible children.

Director Clayton stated that another change with the health care reform is that there will no longer be a maximum limit on medical claims. He noted that currently there is a \$3 million maximum but this limit will no longer exist after January 1.

Director Clayton stated that routine physical exams will be covered up to \$250 but if people participate in the health risk assessment they will receive \$300 for the routine exam. He noted that those who participate in the health risk assessment will be allowed \$2500 for a colonoscopy. He pointed out that the usual cost in Lincoln and Omaha for this service is typically \$1800.

Director Clayton stated that the last change that will occur with the health care reform applies to the health care reimbursement. He noted that in the past over the counter items such as band aids or other products could be paid through the health care reimbursement account but this will no longer be true; after January 1 only prescription items will be paid by a health care reimbursement account.

Professor Starace, Physics & Astronomy, pointed out that one of the major items that the health care reform illuminated is that some people could not get coverage before due to health problems. He asked if this will have an impact on the university's health plan. Director Clayton noted that the university's plan did not have any restrictions before so this will not affect the university. He stated that the university has been pretty liberal in the past for covering employees and their family.

Director Clayton stated that approximately 270 faculty members are eligible for the Voluntary Separation Incentive Program (VSIP). He stated that there are some big issues that need to be considered for those people interested in taking advantage of the program. The first is taxation. He noted that people will be taxed on the earnings they receive as an employee, plus they will be taxed on the one year salary buy out that they receive. He pointed out that because of IRS rules, a person cannot take any retirement or sheltering out of the lump sum that they will receive with the incentive program. He stated that he has been advising people to tax shelter as much of their salary as they can from January through July. He stated that for people over 62 the maximum for sheltering is \$44,000.

Director Clayton stated that another issue that needs to be considered is health insurance. He noted that those faculty members who are 65 or older are eligible for Medicare. He stated that they could stay with the university health plan but pointed out that it is a more expensive plan because we have full pharmacy coverage. He noted that another option is to go with Medicare and the D plan for pharmacy coverage which is usually the better option.

Director Clayton stated that there is a program called the Shift Program which helps people when they are planning to retire. He noted that Emeriti Professor Norman Simon is in the Benefits Office every Thursday afternoon to assist people in making decisions about Medicare supplement plans. He stated that people can also go to the Medicare website, enter the type of medication an employee is taking and the site will tell you which part of plan D would be best for you. He stated that Medicare supplement plans are subsidized and usually offer about the same pharmacy coverage as plan D.

Director Clayton stated that those people who are not 65 can look into Cobra coverage which can continue up to 18 months after the employee leaves the university. He noted that for some people this will take them to the age of 65 when they will be eligible for Medicare. He stated that people could use part of the lump sum settlement money to purchase retiree insurance but this is more costly than Cobra. He pointed out that there are a lot of variations that need to be considered when making a decision about medical insurance.

Director Clayton stated that the dental plan can be kept even though someone chooses not to retain the university medical plan. He stated that some life insurance plans can also be kept; those under 65 years of age can keep \$25,000 in life insurance and up to age 70 they can get \$5,000 of coverage.

Director Clayton stated that one of the biggest things that retirees are faced with is what to do with their time. He noted that some people still plan on coming into the office and figure why bother retiring but others plan on doing things they have wanted to do but didn't have time to do.

Director Clayton stated that the Benefits office will help people so they can make an informed decision.

Professor Starace asked if the people in the dental plan are in the same pool as active employees. Director Clayton stated that retirees are in a separate dental plan pool but it is more stable than the health insurance pool.

Professor Eskridge, Statistics, asked how our health insurance plan compares with other universities. Director Clayton stated that when a study of the Big Ten schools was conducted we found that we were right in the middle in terms of health care coverage. Our health care contribution was a little higher than most of the

schools but a little lower for life insurance coverage.

Director Clayton stated that we have been in the middle of health care coverage for when we were a part of the Big 8, the Big 12, and now the Big Ten. He noted that the University of Missouri is going to raise its health insurance rates because of the health care reform and they will be higher in their premium costs.

President Lindquist asked what is happening with the health care audit. Director Clayton stated that the health care dependent audit has been delayed until January or February. He noted that the audit will go out to all employees who have dependents on their health care coverage. He stated that the employee will need to provide documentation that verifies the relationship of the dependent. He noted that there will be a lot of information about the audit during the annual enrollment process.

Professor Harbison, Chemistry, asked if it has occurred to the administration that conducting the audit might be a major imposition to employees. Director Clayton stated that this was considered but audits at other universities have resulted in millions of dollars being saved in some cases. Secretary Shea pointed out that people have essentially been committing fraud if they have been claiming people who are their dependents when they really are not. Director Clayton agreed.

Professor Zorn, Finance, reported that his department chair was concerned with how we compete with the other Big Ten schools with the benefits that we offer. He asked if it is possible to get some comparisons that would be meaningful when we are recruiting new people. Director Clayton stated that it is possible to get this information. He stated that we can do comparisons on retirement and health insurance, although these figures are not as clear because the contributions to the health care by the universities vary greatly. He stated that information on the AAU schools is already available.

Professor Zorn asked if there were figures on the cost of the university's health plan for retirees versus other plans. Director Clayton stated that for a retiree alone the cost is \$450 a month. He noted that around the age of 65 people can get a medi gap plan for \$150 a month and part D of Medicare with is about \$100 a month for a total of about \$250 a month which is considerably less than the university's health insurance for retirees. He pointed out that one difference is with formulary drugs. The outside plans have a strict list of formulary drugs that will be covered. He noted that the university's health care plan has worldwide coverage but Medicare is not covered for health issues outside of the U.S.

Professor McCollough, Anthropology, asked how the data from the AAU survey on health care benefits can be looked at for free. She noted that there is a cost to look at this information. Associate to the Chancellor Nunez stated that as a member of the AAU we are part of a data exchange program. He reported that he has last year's data and can provide a copy of it. He noted that we have generally been looking at comparisons with our peers but are starting to shift our analysis to the schools of the Big Ten.

Past President Fech asked what the average cost of increase will be for this year's open enrollment. Director Clayton reported that right now there will be no increase for the employee because no salary increases were given, but the university's cost has gone up 6%. He noted that there might be an increase in costs when people are allowed to cover their children to the age of 26. He stated that it is possible that we might have 250-300 children added to the pool.

Director Clayton asked for people to call him if they have any further questions they would like answered.

4.0 Approval of 9/14/10 Minutes

Professor Stock, English, moved for approval of the minutes. The motion was seconded by Professor Carlson, Veterinary & Biomedical Sciences. The motion was approved.

5.0 Vice Chancellor Green

Vice Chancellor Green noted that this was his first opportunity to visit with the Faculty Senate but he has previously met with the Executive Committee and the IANR senators. He reported that the Chancellor was in Africa working on developments with the Water for Food Institute.

Vice Chancellor Green stated that he wanted to share his viewpoints of the way he see things occurring at the university, although he realizes he has only been here for a few months. He pointed out that there is a lot of momentum on the campus, enrollment has increased and we hope to continue increasing enrollment. He reported that the demands for university graduates are increasing in the state. He noted that Roger Breed, Nebraska State Education Commissioner, reported to the Board of Regents that a recent study conducted by

Georgetown University stated that new jobs in Nebraska will require a four year college degree.

Vice Chancellor Green reported that the university continued to see growth in research funding and is expecting to see more increases in the future. He noted that the move into the Big Ten will create a lot of opportunities as well as challenges for the campus. He stated that Innovation Campus will provide the campus with many opportunities.

Vice Chancellor Green stated that he is encouraged to find that we are in a capital campaign that has already made significant progress which says a lot for future opportunities. He noted that it is a five year capital campaign.

Vice Chancellor Green stated that he has had the chance to work on addressing some of the opportunities and challenges of our time. He noted that the Chancellor has talked about the area of food securities which is a subject near and dear to his heart. He stated that the campus has the opportunity to address the challenges of food securities because of who we are and it is exciting for us to address the themes and challenges of our time, whether these challenges are global education, biodiversity, or food securities these are issues that present many opportunities for us.

Vice Chancellor Green stated that the campus has many opportunities with the changes that are occurring in administration: a new Vice Chancellor of IANR, three new deans, and searches underway for a new dean of the College of Engineering and a new dean for Agricultural Research Division, as well as the search for a new Senior Vice Chancellor for Academic Affairs. He pointed out that all of this new leadership, along with a chancellor who is willing to take risks creates opportunities.

Vice Chancellor Green stated that one of our challenges is to break down the barriers we have in our bureaucracies of the campuses. He asked the Senate how we can capitalize on the resources across the campus to address the major challenges that are facing us. He noted that we have the opportunity to transform the campus and we have to be entrepreneurial in our thinking, not just in getting grants and contracts, but in the way we think, the way we structure ourselves, and in how we deliver courses. He stated that we need to determine how we cross the bridges of the campuses to address the mission of the university. He noted that an example of this will be the deans and directors retreat where the leadership of the campus will be called together in November to look at the vision of the campus 30 years from now. He stated that we need to determine what we need to do and what kind of structure we need in place in order to reach our goals.

Vice Chancellor Green stated that the numbers and politics show that state funding for higher education is not going to increase and will more than likely go down and he believes this is not going to change. As a result, we need to find new funding streams to support our priorities. He stated that capital campaigns provide opportunities for us to do this. He noted that the Water for Food Initiative is an example of a new funding stream and other like this are being pursued. Finding new funding streams will require that faculty members be engaged at the grassroots level and the administration will be looking to the faculty to define the issues.

Vice Chancellor Green stated that the big question will be the state budget and the long and short of it is that we do not know for sure what will happen. He reported that we will know more at the end of October when the forecasting board makes its report on the economy of the state. He stated that we don't know how much we could be cut, but the administration from the Chancellor down to the deans and department levels are starting to look at budget cutting scenarios. He pointed out that Varner Hall wants all of the campuses to consider budget cuts. He noted that the IANR senators asked for a timeline on formulating the budget cutting scenarios and he informed them that the administration is looking at January for shaping up the budget.

Vice Chancellor Green reported that there has been a fairly robust response rate by eligible faculty members to the voluntary separation incentive program. He pointed out that we might exceed the above average rates of participants and the target has already been met in IANR. He noted that the application deadline date is November 1.

Vice Chancellor Green stated that some people may have seen the National Research Council's (NCR) rankings on Ph.D. programs. He pointed out that we will be hearing more about the rankings. He noted that some programs went up in the rankings and some stayed the same.

Professor Harbison, Chemistry, reported that his department did not fair well in the NCR rankings and sought to find out why. He stated that his department has 21 faculty members but was recorded in the rankings as having 54 faculty members which came as a surprise to the department. He stated that Graduate Studies

instructed the department to list every faculty member on a graduate supervisory committee as a faculty member in the department even though the Chemistry department objected to doing it this way. He noted that the attitude of the administration is that they know more about the rankings than the faculty members do. He asked what the university is going to do to rectify this situation. Vice Chancellor Green stated that he can't be privy to how the process played out because he was not a part of it, but he can say that Associate Vice Chancellor Espy informed him about the ways the data was interpreted and the comparisons that were used. He suggested that the Chemistry department invite Associate Vice Chancellor Espy and Interim Senior Vice Chancellor for Academic Affairs Weissinger directly to speak to the department about this issue. He pointed out that the department has valid questions that deserve attention.

6.0 Committee Reports

6.1 Grading and Examinations Committee (Professor Woodward)

Professor Woodward reported that the Committee reviews appeals for late withdrawals and changing the grading option. He noted that the preliminary work for appeals is done in the colleges with each college having a subcommittee that works on the appeals. He stated that the report shows figures on the number of late withdrawals and the number denied and approved along with the reasons for approving requests. He pointed out that most of the changes in the grading option are from students needing to have a letter grade rather than a pass/no pass grade.

Professor Woodward stated that the Committee has also been asked to keep track of the grade point average since the minus system was incorporated into the grading system. He noted that grade point averages have been creeping back up slightly since the minus grades started being used, but the numbers are still lower than they were before the minus grades were used.

6.2 Academic Standards Committee (Assistant Director, Division of General Studies)

Assistant Director Nelson reported that she served as coordinator of the Committee for the past year. She noted that the Committee reviews appeals of students who have been put on academic probation. She wanted to thank the 19 faculty members who serve on the Committee. She stated that members of the Committee met 23 times over the summer to review appeals. She noted that only three faculty members are needed to meet, along with an alternate. She reported that 71% of the appeals were approved; 14 students appealed to the Dean of Undergraduate Studies and 3 of these appeals were approved.

Professor Starace asked what the percentage was of students who were dismissed out of the 202 appeals that were made. Assistant Director Nelson stated that she asked for this information but it was not available from Registration & Records.

Professor Starace asked how it is that $\frac{3}{4}$ of the appeals were accepted. Assistant Director Nelson stated that the entire academic record of the student is reviewed from high school up to the ACT scores and the Committee members look to see if the student has been dismissed previously. She noted that decisions are really made on a case by case basis. She pointed out that Dr. Gregory, who coordinated the Committee in the past, always looked for ways to give the students an opportunity to continue their education.

6.3 Academic Rights and Responsibilities Committee (Professor Boden)

Professor Boden reported that the ARRC basically exists as a grievance resort for faculty members or administrators for complaints that fall into the categories of academic freedom, professional conduct or grievance. She stated that the procedures layout the process for filing a formal complaint which is sent to the ARRC chair. The chair then consults with the ARRC to decide if a special hearing committee needs to investigate the complaint. She reported that members of the Academic Rights and Responsibilities Panel make up the special hearing committees.

Professor Boden stated that two complaints went to special hearing committees this past year. She noted that after the special hearing committee presents its final report to the appropriate people, the ARRC meets with the special hearing committee to review how the process went. She noted that a copy of the case is archived in the Faculty Senate Office and members of the special hearing committee have agreed to shred any documents pertaining to the case.

Professor Boden reported that last year three special hearing committees gave their final reports. She noted that currently there is a special hearing committee in process. She stated that she did receive some informal inquiries and consulted with people about the possible options they could take if they had issues they felt need to be addressed.

Professor Boden stated that some of the special hearing committees have expressed concern about what the role is of the university legal counsel. She pointed out that another concern is that committee members are transitional and there may be some faculty members who have a tendency to file complaints which, due to the faculty member's personality, could become frivolous complaints. She stated that she is not sure how this issue can be addressed.

Professor Starace asked if the kinds of issues that the special hearing committees deal with can be provided without violating confidential information, rather than just providing the number of cases. Professor Boden responded that there is variation in the different kinds of cases. She noted that some of the cases are a result of changing responsibilities of administrators and the expectations they have of faculty members. She stated that there is some question in the development that is occurring across the university, particularly with areas that overlap and having faculty members that are unique in their focus and research. She pointed out that having an appropriate group to review these faculty members is an issue that needs to be resolved. She noted that there are some questions about class sizes and workloads in some units.

Professor Starace stated that the issue of some faculty members having dual responsibilities has been an issue in the College of Arts & Sciences in the past. He noted that the College tried hard to get agreements about how people will be evaluated when they have appointments with two different units. He asked if this is a problem in general or something that is unique. Professor Boden stated that she is not sure of the answer to this questions but she sees the potential for further problems with split appointments.

President Lindquist noted that the summary of additional activities did not include the charges made to the ARRC to revise its procedures and to develop a suspension of pay policy. Professor Boden stated that it was an oversight in leaving this information out but she will correct the report and send it to the Senate Office.

Secretary Shea asked for clarification on the language "and is not an investigational offense." Professor Boden stated that this came from one of the special hearing committees which felt that the accusations that were made in a case were not substantiated.

7.0 Unfinished Business

No unfinished business was discussed.

8.0 New Business

8.1 Kimberly Barrett, Wellness Program

Ms. Barrett reported that UNL does not have a wellness program but she chairs a Chancellor's Committee on Wellness and works in the campus recreation center. She noted that she was hired in 2008 to work with wellness on campus with an emphasis on faculty and staff wellness. She noted that members of the Chancellor's Committee on Wellness are appointed by the Chancellor and represent the faculty and staff members of both east and city campus. She reported that when the Committee was first formed the goal was to come up with a wellness program and how to affect wellness on campus with limited resources. She noted the Secretary Shea was one of the first members appointed to the Committee.

Ms. Barrett stated that many different positive things are happening on campus in regards to wellness but not everyone is aware of them. She stated that the focus is to help faculty and staff become aware of the resources that are available on campus.

Ms. Barrett stated that the Committee is reviewing current wellness practices. She reported that the Committee has looked at UNL's peers to see where we rank in terms of wellness programs. She stated that we are in the bottom lower half of our peers. She stated that comparisons are now being done with the Big Ten universities. She stated that the goal is for UNL to be at the top in wellness programs.

Ms. Barrett stated that a wellness ambassador program has been established. She noted that this program has people in different departments who are liaisons to the Chancellor's Committee on Wellness. She reported that these people meet twice a year with the Chancellor's Committee on Wellness. The liaisons are informed about what is going on with wellness on campus and what barriers exist for people in regards to wellness. She stated that the Committee is trying to get some additional funding so it can make a greater impact.

Ms. Barrett stated that the health risk assessment that was available last year helps to determine the goals of health wellness at UNL. She noted that people are also welcome to make suggestions on what the wellness goals should be.

Ms. Barrett stated that tie-in benefits to completing the health risk assessment were proposed by the Chancellor's Committee on Wellness. She pointed out that the only data she receives from the health risk assessment is aggregate data for the campus and for the university system. She stated that a wellness program is based on the top five areas of interest/needs that are identified. For 2009 the top areas were nutrition programming, screening, lifestyle management, exercise facility, and flu clinics. She stated that all of these are already available on campus. She stated that the results of the health risk assessment is that people were not aware of available resources or people feel a need for a more robust system which is a challenge she is working on. She noted that she brought information in a handout on the different programs that are available.

Ms. Barrett stated that the personal data that is provided by the health risk assessment is only given to you and you have the option to provide the information to your health care provider. She pointed out that the information is not given to Blue Cross/Blue Shield. She stated that there were some people on campus who did not know what preventive health care means and were not aware that the university's health care program provides \$250 for physical exams and covers 100% of mammograms. She stated that she hopes to increase the awareness of preventive health care on campus. She stated that more information on wellness can be found on the web at <http://wellness.unl.edu>.

Professor Carlson asked what the health risk assessment is and how a person gets it. Ms. Barrett stated that there is a link through Firefly where people can find the health risk assessment. She reported that it only takes about nine minutes to complete. She stated that there are about fourteen different areas of questions regarding an individual's health. She stated that at the end of the assessment a report is given which provides recommendations of what should be done to improve a person's health. She stated that it is a personal health report based on assessment and is a HIPA regulated survey. She stressed that no one else can get the data that you provide.

Professor Carlson asked why it costs \$300 to the health insurance plan. Ms. Barrett stated that the cost to the university for conducting the health assessment is approximately \$1000. Professor Starace pointed out that those who complete the assessment are given a \$300 allowance for their annual checkup as compared to the \$250 for people who don't complete the assessment.

Professor Starace asked if people can check to see if they completed the assessment. He stated that he is very familiar with the recreation center and the health center and is he is surprised to hear that we rank lowly compared to other institutions. He asked what areas we are lacking in compared to the other universities in our peer group. Ms. Barrett stated that people can contact the Benefits Office to verify whether they took the assessment. She noted that the goal this year is to send out the health risk assessment two weeks prior to the benefits open enrollment period. She informed the Senate that the report is not complete until a message is received that you did a good job and instructions to print your report.

Ms. Barrett pointed out that a lot of people do not know their health numbers and the Chancellor's Committee on Wellness has teamed up with the University Health Care Center to help provide people with these figures from November 1 through November 5. She stated that a body mass index can be conducted and on October 19 there will be a Safety and Wellness Fair where people can have a blood draw for their lipid and glucose analysis.

Ms. Barrett stated that the reason why we fall about midline to below average with our peers is because many of them have a full wellness program which we don't.

Ms. Barrett pointed out that campus recreation is an amazing facility with lots of opportunities. She noted that faculty and staff members do pay a fee for using the recreation center because the facility is supported by student fees. She reported that the University Health Center has many options available to the staff but many people are not aware of them. She stated that she is hoping there will be more collaborative efforts between the Wellness Committee and the Health Center.

Ms. Barrett stated that she will be writing a grant this year and if anyone has ideas on how to promote wellness on campus she would be more than happy to hear them. She stated that she hopes the Senators will encourage people to take the health risk assessment so a program can be built at UNL that is needed.

Professor Starace moved for adjournment. The motion was seconded by Professor Flowers, Psychology. The motion was approved.

The meeting was adjourned at 4:05 p.m. The next meeting of the Faculty Senate will be held on Tuesday,

November 2, 2:30 p.m. in the East Campus Union, Great Plains Room. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Patrick Shea, Secretary.