

The regular meeting of the 2003-2004 Faculty Senate was called to order at 3:30 p.m. by President Nancy Reincke. The following senators were present for all or part of the meeting: Alexander, Bartschat, Clapham, Courd-Houdi, Dougherty, Esposito, Lyons, Morrow, Petersen, Rankin Reincke, Rozycki, Schaefer, Sheehy, Soltis, Vitha, Wade
Absent: Allen, Shulman

Secretary's note: various approved athletic schedules were distributed to Senators.

The December 2003 minutes were accepted.

President Reincke referenced the December meeting minutes, specifically the comments by Mr. Steve Clapham regarding the current Drake administrator salary levels and the question of their comparability to other institutions in comparison to faculty salary comparisons. She has researched the top three administrator's current salaries and reported that those salaries are at the same level as the Drake faculty in the national comparisons.

Report from President Maxwell

-- A task force has been appointed to examine the Emeriti Consortium. They will work with the University Benefits Committee over the next six to nine months to hopefully recommend a package which will allow the University to fulfill past promises and support employees hired after 1994. Lon Larson and Bruce Gilbert will be the co-chairs. Other task force members are: Jane Rankin, Catherine Taylor, Dean Wright, Gretchen Olson, Mike Cigelman, Laurie Dore. Vice President Payseur and Venessa Macro will serve ex-officio to the group.

-- President Maxwell commented on the stadium renovation project. Drake Relays Director Mark Kostek received a visit from an NCAA representative who encouraged Drake to consider hosting the 2007 and later regional, Midwest and possibly national events. This has created some positive discussions which community leaders. There will be an announcement of an enlarged fundraising steering committee.

-- There are more undergraduate applications to date than last year. This is very early in the process, but the outlook is good.

-- There was nothing new to report concerning the campus and neighborhood security situation. President Maxwell reported that all agencies and departments are remaining vigilant.

Report from Provost Troyer -- none given He was not present due to a university related trip.

Report from President Reincke -- none given

Unfinished Business:

-- President Reincke gave an opening statement. She indicated that Bruce Gilbert, Chair of the University Benefits Committee has requested consideration of change of wording to the December motion. He desired more flexibility in the wording for this part of the charge for the newly formed Task Force.

December Motion: The Faculty Senate presents to the Board of Trustees the unanimous opinion that the health benefits of retirees (hired before 1994) are inviolable.

Proposed amendment: The Faculty Senate authorizes the Benefits Committee (UBC) to explore and propose changes to the current plan that maintain or increase the level of support promised to employees hired before 1994. Such changes may involve different ways of structuring or providing for retiree health benefits and may also extend such benefits to employees hired after 1994.

Senator Alexander moved and Wade seconded the **amendment to motion 04-01**.

Mr. Gilbert noted that the controversial portions of any new benefits package will be how it is paid for. President Maxwell was asked if this Task Force creation and amendment will mean that the Board of Trustees will not take any action concerning benefits at the upcoming meeting. He replied that he hopes they will not. He has requested in his written report to them that no action be taken.

There was some discussion of whether the Task Force was directly under the direction of the UBC or not. Mr. Gilbert said that anything report or recommendation the Task Force does formulate will be given to the UBC. The body discussed placing direct language into the amendment which would acknowledge reporting lines. This action was not taken.

The amendment passed with one vote against.

Mr. Gilbert also requested that the Faculty Senate direct the UBC to postpone the benefits survey until next year. He indicated he had very real concerns about a whole campus discussion on two complex issues, the tier issue and the emeriti consortium, going on at the same time. He indicated that if the survey is delayed, the committee would look soon towards the health premium structure being tied to pay levels. President Maxwell offered that there is a logistical burden on the Human Resources department also which is currently deeply involved in the Banner conversion. Mr. Gilbert and Ms Macro indicated that they wanted to separate the tier discussion from the salary based premiums.

Senator Lovell indicated he did not think working on the retiree benefits should trump working on other important issues. Senators spoke both in favor and against the de-coupling of the issues. There was concern that neither discussion should be seen as singular, but as a whole when doing any peer comparison review. Senator Reinicke indicated she saw the retiree issue as a part of the whole compensation package but the health is a part of the benefits review.

Senator Clapham and others were uncomfortable about going to the salary based system at this time when it was not a full exposed and explained proposal. Ms Macro reminded the body that the premium rates are based on actual claim experience and what is expected to be a trend. She stated that what we are deciding is how to distribute the burden.

Senator Schaefer moved and a second was received for **motion 04-02**

To have the UBC focus on retiree benefits this spring and next year look more fully at the other health benefit including the tier system and salary based premium structures.

Senator Esposito was concerned that we are maintaining status quo with waiting. He was concerned that we are not doing our duties by prolonging the debate. He appealed to the committee to avoid bringing a mountain of information late in the year. He hopes the Senate could be used each month as a way to preview ideas.

President Reincke reminded the body that the November and December discussions now have a whole new dimension working and that is the Emeriti Consortium.

There was a discussion of some deadline dates this spring for preparation of the April open enrollment period. February 5 is the deadline for the first set of numbers which will be used for the next fiscal year.

Motion passed

New Business:

Senator Morrow moved and Courard-Hauri second **motion: 04-03**

Amend the Academic Charter (Section II, paragraphs B & C and following) defines University Fellows and Adjunct Professors and other part-time instructors

Sue Wright presented to the Senate on behalf of Provost Troyer and the Dean's Council. The proposed change will not affect the University Fellow wording. The term University Lecturer will be used for Drake administrative employees who also teach. The Adjunct title will be more clearly used for those persons who are hired on a part time basis. She offered to distribute the Dean's Council rationale and that was declined by the body.

Ms Wright suggested a friendly amendment to the motion which affects new paragraph D. The last sentence would read "*This title will be granted upon the request of a department/school or college and approved by the Dean.*" This would then reflect the current hiring practices. The alteration was accepted by the Senate.

There was discussion as to the necessity of the inclusion or exclusion of the words "in the community" in paragraphs C and D. The body did not take further action alter the motion. There was question as to the frequency for an individual to receive one of these appointments and the reply was that this spelled out in the individual appointment letters.

Motion was made and passed to extend the meeting for five minutes.

Senator Dougherty spoke in favor motion and reinforced that the different titles are there for the distinct hiring procedures.

On a voice vote, the motion passed as amended.

The meeting adjourned at 5:05 p.m.

Submitted by Secretary, Nancy Geiger