

The regular meeting of the 2002-2003 Faculty Senate was called to order at 3:30 p.m. by President Art Sanders. The following senators were present for all or part of the meeting: Cairns, Esposito, Hunter, Lovell, McKnight, Reed, Reincke, Sanders, A, Sanders, B, Schaefer, Sheehy, Shulman, Simpson, Soltis, Wade, Wright.

Absent: Dougherty, Goldford, Klugman, Parsa, Vitha

February 2003 minutes were accepted as presented.

Report of President Maxwell

--There will be two candidates for the Vice President of Institutional Advancement position on campus in the next few days and he invited faculty to the open sessions and to submit their comments.

-- As preparation for the Drake Relays Week activities continue, there have been many meetings and sessions to involved students and a wide variety of groups in the preparation for a safe and fun set of events.

Report from Provost Troyer - not present due to out of town commitment.

Report from President Sanders

The Tenure and Promotion Committee has been appointed.

Unfinished Business: none presented

New Business:

Senator Simpson moved and Wright moved motion **03-07**

*Change the Human Subjects Research Review Subcommittee to the Institutional Review Board*

The motion passed on a voice vote

Report from Student Body President Tom Laehn.

Mr. Laehn shared two Student Senate resolutions with the Faculty Senate. He thanked the body for allowing him to present.

a) April 12-18<sup>th</sup> is Alcohol Awareness Week at Drake and the Student Senate resolution (030306-B) includes a call for the Faculty Senate to support the event.

Senator Simpson moved and Wade seconded motion **03-08**:

*to accept and support the Alcohol Awareness Week resolution from the Student Senate*

Motion passed on a voice vote

b) Mr. Laehn presented Student Senate resolution (030213-A) concerning academic advising for first year students. He presented the resolution:

- 1) We believe all first-year students should be required to meet with their academic advisor during the first three weeks of their first semester at Drake University
- 2) We believe the required meeting should be worked into a writing assignment for the student's first-year seminar class.

The Student Senate wanted to affirm that the faculty advisor/student relationship is important.

Senator Reincke asked if this can be acted upon in time for the Fall 2003 semester. President Sanders agreed that timing is always an issue. Senator McKnight indicated that there was a need to remember that the individual faculty's syllabus, both content and intent, is important.

Senator Simpson moved and seconded by Lovell to refer to the Drake Curriculum subcommittee of the University Curriculum Committee.

Motion passed on a voice vote unanimously

The University Benefits Committee (UBC) Chair Raylene Rospond, Vice President Victoria Payseur, Human Resources Director Venessa Macro and Michelle Dietrich from the University's Human Resources consulting firm were introduced to explain the three recommendations presented.

Motion **03-09** was made to accept from the UBC the 2003-2004 Health Plan recommendations. The presentation included a power point handout and presentation by Ms. Dietrich. She began with an overview of the 2002 status which indicated a rise in claims. This is partial due to the change in the calendar of when enrollment is assigned. There was also a four year cost history comparisons of average claim costs per year. The presentation projected a 13.1% increase in the cost of benefits for 2003.

Several senators had questions concerning the definitions and results of the proposed health plan changes. There are three health plans offered by Drake to its employees. Ms. Rospond explained that the recommended changes to the various plans are meant to hold costs down and avoid across the board percentage changes.

The Human Resources and Wellmark web pages are the most complete locations for information concerning health benefits.

A question was asked about whether or not Wellness Program participation has a positive effect of reducing premium costs. Ms. Rospond indicated that the UBC and the Wellness committee are beginning to look at how the program is resulting in healthier employees, but at this time there is not enough data for any conclusions.

The motion passed to endorse the recommended plan changes on a voice vote with one vote against.

Vice President Payseur representing the Senior Advisory Council (SAC) presented proposed changes in the Retiree Medical Benefits motion **03-10**. She presented a brief history of the issue indicating that the discussion is not new, including the call from the Board of Trustees to review these benefits.

The proposal has two parts. The first relates to the formula used to determine the monthly contribution charged eligible retirees for medical coverage. The second proposal relates to prescription drug coverage. Both parts impact only those eligible retirees employed before September 15, 1994 and retiring after June 1, 2004 or faculty electing transitional leave after June 1, 2004.

President Maxwell emphasized that there is not a reduction but a reallocation. This is not an attempt to reduce the budget but to shift funds to current salaries. Senator Hunter indicated he

did like relating savings from retirees to current salaries. Senator Lovell indicated he viewed the proposal as a reverse seniority system.

Senator McKnight asked if this did not exist, what impact there would be on the salary needs of the University. President Maxwell indicated that there is not a way to calculate that since there is not a mandatory retirement age. There were some comments that the matter is important but a large amount of information to digest in a short amount of time.

Upon proper motion body agreed to continue past 5:00 p.m. until the agenda was finished.

A clarification was announced that the UBC is in support of this change and a reminder made that the decision on this matter will be made elsewhere but this is the appropriate place for faculty input.

The motion to endorse failed with only one vote in favor.

Motion **03-11** was presented from the UBC concerning creating a change to a 3-tier health plan starting June 2004.

Ms. Rospond distributed materials concerning a recommendation to change to a three tiered plan from the current two tier plan. This issue was generated from employee requests over several years. The three tiers would be: single, employee plus one and employee plus two or more. This would only be offered to active employees and early retirees. Ms. Rospond indicated that the committee had a difficult discussion on the issue and felt strongly that if this change is adopted that the earliest start date be set at June 2004. Time needs to be allowed for transition education and planning for each employee.

The body had a discussion including examples of how this might affect individuals within a dual income household and whether or not a one tier system had ever been discussed. This motion is not tied to the April 2003 Board of Trustees agenda.

The motion was tabled until more information was made available to the Senate and to the general employees. Senators were encouraged to get questions to President Sanders.

Senator Simpson moved and Schaefer seconded motion **03-12**

*To approve the Fall 2004-Spring 2005 Academic Calendar*

Without discussion the motion passed

Senator Simpson moved and Schaefer seconded motion **03-13**

*To approve the Spring Break for 2004 as March 22-26, 2004*

Without discussion the motion passed.

The meeting adjourned at 5:30p.m.

Submitted by Secretary, Nancy Geiger