

Faculty Senate  
October 17, 2014  
3:00 p.m.

Approval of October 3, 2014 minutes (attached)

14 FA-03 (clarification) Immediately before conclusion on page 4, rationale was provided by Mitch Holifield that the process for making these decisions violated the spirit of shared governance.

Business:

Shared Governance: Organizational Restructuring – Isaacson

In response to the senate motion and resolution, Julie Isaacson has sought additional information from administration. After meetings with administration she proposed that we form a task force with 1 senator from each of seven colleges together with one chair and one dean representing the other two colleges. The colleges of Agriculture and Fine Arts would supply a dean and a chair respectively. The committee, working with administration, would take into account administrative trends in universities and assess what is best for A-State. The Faculty Senate Executive Committee would be members of the committee together with Shivan Haran from Engineering and Julie Grady from Education.

Motion to approve John Hall, second: Andy Mooneyhan

Discussion:

Q: Should students have a say in this? College reorganization discussions are taking place without faculty input.

Q: Who will lead the committee?

A: Has not been decided.

Q: Could it be the chair or dean?

A: Has not been determined.

John Pratte: In the spirit of shared governance the dean's and chair's councils should decide who would be on the committee.

Q: Should the Faculty Senate Executive Committee be on this committee or should the faculty senate choose the committee members?

Motion withdrawn by John Hall

New motion by John Hall: Senate task force to be comprised of tenured faculty senate representatives (one from each college) selected by the senators from within each college. In addition a dean and a chair would be selected by the chair's and dean's councils.

Vote: 24-0-0

Motion by John Hall: Selections should be made by the colleges by Wednesday, October 22, 2014 and names forwarded to J Isaacson.

Vote: unanimous in the affirmative

Discussion: Faculty Senate Executive committee met with administration to see how to get faculty involved in this decision. The board of trustees has been interested in making A-State more efficient, promote synergies,.... We should look at other successful colleges (at other universities) and see what might work. We should then take our findings back to our constituencies and seek their input. Chancellor Hudson would like this recommendation by February (so that searches for deans could proceed if needed). Julie's impression is that administration does not already have a model on how the colleges should be restructured. It was suggested that the committee should meet with administration to determine what the goal of the committee should be.

Lynita Cooksey: declining enrollment has resulted in a \$1.2M decrease in income to A-State. We need to be proactive to plan for upcoming changes. Can't continue to put rising costs on the backs of students. We may not see cost savings with the administrative changes immediately, but as former deans retire, savings may occur. Take this back to your constituencies.

Dr. Cooksey indicated that senior faculty needed to listen more to junior faculty and allow them a greater voice in the decision-making process. She said there was a need for these "new reality voices with more insight" having recently come from other institutions. In addition, the Provost noted that junior faculty are more invested in the institution due to the fact that decisions now being made by senior faculty will have a greater impact on them - junior faculty - ten to fifteen years down the road after senior faculty have left. Comments were made such as "senior faculty need to get their heads out of the sand, read the *Chronicle of Higher Education*," and "understand this is a new world in higher education and at ASU." Dr. Cooksey also suggested that senators are voting their own personal beliefs rather than those of their constituencies.

Pre-tenure faculty need to be included as they came from other institutions with other administrative structures. In addition, they will be here the longest.

John Hall: Expressed concern about risks associated with pre-tenure faculty serving on such a committee.

Committee Reports:

Shared Governance Committee Reports

Benefits – Pfriemer

See information at the end of this document.

Other:

Faculty Senate Committees

Distinguished Alumni – Hall

In phase 1, taking nominations, In phase 2 the committee will review the nominations , In phase 3 will plan the event.

Finance – Still need 3 more members

Other:

Chair's Report:

Faculty Staff Appreciation Day – November 8 (details in packet)

United Way – Will have campaign this year.

Academic Calendar – Correct calendar is on ASU website

Diversity Officer Search - underway

Faculty Association Dues – payroll deduction is an option

Finance update with Dr. Frey – November 21

Further discussion:

Mitch Holifield: In regard to the status of the Ed.D. in Educational Leadership, Dr. Cooksey confirmed (1) that ASU had entered into a contract with Academic Partnerships to deliver the program online, (2) that two consultants had been acquired in regard to this online move, and (3) that the administration had not made curricular changes to the program.

Mitch then expressed interest in the status of the moratorium from the previous meeting.

Lynita Cooksey: Indicated that departments in Mitch's college have been restored to their original status until the college structure is worked out.

Meeting adjourns

## Benefit Changes for 2015



Benefit	Type of Change	Description	Effective Dates
Health Insurance	Pharmacy	<ul style="list-style-type: none"> <li>• <b>New Blue Cross value formulary.</b></li> <li>• <b>Increase tier three co-pay from \$55 to \$60.</b></li> </ul> <p><b>Tier 1 \$12 (Max. 13)</b>  <b>Tier 2-\$35 (Max. 38)</b>  <b>Tier 3-\$moving up from \$55 to \$60 (Max 63)</b>  <b>Tier 4 - The 4th tier allows members to get a negotiated price on a prescription, but they will be responsible for the entire cost. For example, if a drug normally costs \$50, but the negotiated Blue Cross price is \$40, the member would be \$40 instead of \$50. Blue Cross is supposed to contact individuals who are affected so they can discuss his with their physician prior to January 2015. Less than 40 individuals are impacted by this change.</b></p> <p><b>Remember you may utilize the mail order service and receive 3 months of meds for the cost of 2 months.</b></p>	January 1, 2015
	Network (out of state)	<ul style="list-style-type: none"> <li>• The Blue Card Traditional benefits will replace the current Blue Card PPO benefits.</li> <li>• Employees, family members and retirees residing outside of Arkansas may receive in-network benefits within the Blue Card Traditional network.</li> <li>• Members traveling outside of Arkansas may receive in-network benefits for emergency care.</li> <li>• Coverage may be approved for in-network benefits for out of network services if the service is not available in network and is pre-authorized by Blue Advantage.</li> <li>• Services out of state not meeting the above criteria will be paid as out of network, subject to out of network deductible and 30% co-insurance.</li> </ul>	January 1, 2015
	Co-pay changes	<ul style="list-style-type: none"> <li>• An increase in primary care and in-network urgent care co-pay from \$30 to \$35.</li> <li>• An increase in emergency room co-pay from \$50 plus deductible and co-insurance to \$60 plus deductible and co-insurance.</li> </ul>	January 1, 2015

**ASU will utilize the Traditional BlueCard Program. If the individual lives in the State where they seek treatment, then the services fall under the 80/20 rule. If an individual is traveling out of state and needs to seek emergency medical care, then the services will pay at 80/20. If an individual seeks service at a Center of Excellence and there is not an equivalent provider for the disease within the state of residence, then the claims would pay at 80/20. If an individual seeks elective treatment outside of the state of residence or equivalent treatment is not provided by a Center of Excellence, then the claims will pay under the out of network benefit at 70/30.**

**Managed Care/ Customer Service**

- **ASU employees will have a dedicated team of nurses and customer service representatives at Arkansas Blue Advantage that will proactively work with you and your family members to help you manage your care.**

**January 1, 2015**

**Premiums**

- **2015 Rates (per pay period)**

Tier	12 Month Employee			9 Month Employee		
	Employee	Employer	Total	Employee	Employer	Total
<b>Employee</b>	<b>\$ 32.04</b>	<b>\$ 191.91</b>	<b>\$ 223.94</b>	<b>\$ 42.71</b>	<b>\$ 255.88</b>	<b>\$ 298.59</b>
2014 (1035)	30.00	182.77	21277	40	243.69	283.69
difference	2.04	9.14	11.17	2.71	12.19	14.90
<b>EE &amp; Spouse</b>	<b>\$ 127.01</b>	<b>\$ 310.44</b>	<b>\$ 437.45</b>	<b>\$ 169.34</b>	<b>\$ 413.92</b>	<b>\$ 583.27</b>
2014 (304)	118.93	295.66	414.59	158.57	394.21	552.79
difference	8.08	14.78	22.86	10.77	19.71	90.48
<b>EE &amp; Child</b>	<b>\$ 102.3</b>	<b>\$ 239.09</b>	<b>\$ 341.3</b>	<b>\$ 136.40</b>	<b>\$ 318.7</b>	<b>\$ 455.18</b>

Payroll deductions change 1/15/2015

		<b>0</b>		<b>9</b>		<b>8</b>	
	2014 (122)	102.30	227.70	330.0 0	136.40	303.6 0	440.00
	<b>differenc e</b>	0			0		
	<b>EE &amp; Family</b>	<b>\$ 135.5 3</b>	<b>\$ 409.25</b>	<b>\$ 544.7 8</b>	<b>\$ 180.70</b>	<b>\$ 545.6 6</b>	<b>\$ 726.37</b>
	20104 (587)	126.48	389.76	516.2 4	168.64	519.6 8	688.32
	<b>differenc e</b>	9.05	19.49	28.54	12.06	25.98	38.05

<b>Life Insurance</b>	Optional Employee Life	<ul style="list-style-type: none"> <li>Employees may increase optional life coverage by \$25,000 during open enrollment without having to provide evidence of insurability, unless they have previously been denied coverage with provider.</li> <li>Employees may apply for additional coverage by providing evidence of insurability.</li> </ul>	Payroll deductions change 1/15/2015  Date approved																														
	Optional Dependent Life	<ul style="list-style-type: none"> <li>Employees may increase spousal dependent life by \$5,000 without having to provide evidence of insurability unless they have previously been denied coverage with provider.</li> <li>Employees may add or increase dependent life on children up to \$10,000 without having to provide evidence of insurability.</li> <li>Employees may apply for additional spousal coverage by providing evidence of insurability.</li> </ul> <p>Note: You must be enrolled or enroll in employee optional life in order to elect spousal or dependent life.</p>	Payroll deductions change 1/15/2015  Payroll deductions change 1/15/2015  Date approved																														
<b>Dental Insurance</b>	Rates	<ul style="list-style-type: none"> <li>2015 Rates (Per pay period)</li> </ul> <table border="1" data-bbox="594 1087 1284 1562"> <thead> <tr> <th>Low Dental</th> <th>12 Month Employee</th> <th>9 Month Employee</th> </tr> </thead> <tbody> <tr> <td>Employee</td> <td>\$14.12</td> <td>\$18.84</td> </tr> <tr> <td>EE &amp; Spouse</td> <td>\$28.35</td> <td>\$37.80</td> </tr> <tr> <td>EE &amp; Children</td> <td>\$26.65</td> <td>\$35.53</td> </tr> <tr> <td>EE &amp; Family</td> <td>\$41.90</td> <td>\$55.86</td> </tr> <tr> <th>High Dental</th> <th>12 Month Employee</th> <th>9 Month Employee</th> </tr> <tr> <td>Employee</td> <td>\$20.78</td> <td>\$27.71</td> </tr> <tr> <td>EE &amp; Spouse</td> <td>\$43.43</td> <td>\$57.91</td> </tr> <tr> <td>EE &amp; Children</td> <td>\$41.74</td> <td>\$55.65</td> </tr> <tr> <td>EE &amp; Family</td> <td>\$65.16</td> <td>\$86.89</td> </tr> </tbody> </table> <ul style="list-style-type: none"> <li>Employees may switch from high plan to low plan and low plan to high plan.</li> </ul>	Low Dental	12 Month Employee	9 Month Employee	Employee	\$14.12	\$18.84	EE & Spouse	\$28.35	\$37.80	EE & Children	\$26.65	\$35.53	EE & Family	\$41.90	\$55.86	High Dental	12 Month Employee	9 Month Employee	Employee	\$20.78	\$27.71	EE & Spouse	\$43.43	\$57.91	EE & Children	\$41.74	\$55.65	EE & Family	\$65.16	\$86.89	Payroll deductions change 1/15/2015
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Respectfully submitted,

Bruce Johnson

		10/17/2014		
		Present	Absent	Proxy
Chair	Julie Isaacson	x		
Agriculture	Greg Phillips	x		
Business	Sam Pae	x		
	Richard Segall	x		
	Jollean Sinclair	x		
Education	John Beineke	x		
	Julie Grady	x		
	John Hall	x		
	Mitch Holified	x		
	Ryan Kelly	x		
	Andy Mooneyhan			
Engineering	Shivan Haran	x		
Fine Arts	Kyle Chandler		x	
	Claire Abernathy		x	
	Bill Rowe		x	
Humanities & SS	Win Bridges		x	
	Hans Hacker		x	
	Gretchen Hill	x		
	Warren Johnson	x		
	Cherisse Jones-Branch		x	
Library	Wendy Crist	x		
Media & Comm.	Pradeep Mishra	x		
	Larz Roberts	x		
Military Science	Cecil Clark		x	
Nursing & HP	Brenda Anderson	x		
	Rejoice Addae	x		
	Donna Caldwell	x		
	Larry Morton	x		

Judy Pfriemer	x
Debbie Shelton	x

Science & Math	Jeff Jenness	x
	Bruce Johnson	x
	Fabricio Medina-Bolivar	x
	Suzanne Melescue	x

University College	Nikesha Nesbitt	x
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