

## **Faculty Senate Minutes for October 4, 2013**

Chair Julie Isaacson called the meeting to order at 3:03 p.m. The meeting was held at the Delta Center for Economic Development, Room 201.

### **Approval of the minutes of September 20 (attached)**

Senator Bill Humphrey moved to approve the minutes of 20 September 2013. The motion was seconded by Senator Andy Mooneyhan. All were in favor.

### **SOS—Jill Simons**

Some changes have been made to the Student Outreach System (SOS); modifications may continue for clarification. The MyCampus Login will remain the same. A list of students in that course will appear. There are 4 areas for outreach.

1. Reporting emotional behavior (the student does not get this information). A referral to the Counseling Center may be made, but students cannot be forced to go.
2. Academic Alert: Faculty may choose what they want the students to know, and give a recommendation with or without comments. If “drop class” is selected, there are no other options.
3. Finances
4. Kudos! (this will begin in January 2014)

### **Fringe Benefits—Randy Kesselring**

Dr. Randy Kesselring (Economics and Finance) informed the Senate that though the faculty does not have much input, the Benefits Committee of the ASU System seems willing to listen to their concerns. As for medical care premiums, they are not expected to change much. Points of discussion include the following with noted comparisons to the University of Arkansas.

- A tiered system has been in use since last year. Single Employee Plus Dependents is a group that has paid more. We need to decide if this something we want to continue. Families are subsidized much more than anyone.
- ASU has a good retirement plan. The university contributes 10%. The University of Arkansas contributes between 5% and up to 10%, which is not quite as good.
- The vestment period most likely will be changed. Right now it is instantaneous. Because most places do not vest that soon, there is discussion of modifying this to one year. The University of Arkansas vested faculty instantaneously and staff after 6 months. Now they are going to one year for all.
- The minimum contribution from ASU employees is 6%. The University of Arkansas is 5%.
- ASU tuition discounts are currently 75% for undergraduates and 50% for graduate students with no limit on the number of credit hours. In addition, if your child gets a tuition discount for graduate school, part of that is taxable income. It is a possibility that credit hours may be limited per person in the future. We should also be cognizant about

fees. Many universities do not have as many fees as ASU. Now we have a discount for fees, which mirrors the tuition discount. The University of Arkansas limits the hours per students (e.g. A degree of 120 hours may have a cap of 132 hours). Careful consideration should be given to support students seeking degrees. Faculty seeking to further their education would be treated differently.

- Regarding immunizations, the ASU plan does not include coverage for adults, whereas the University of Arkansas plan does cover adult immunizations.
- The Shared Governance Fringe Benefits Committee on our campus is comprised of 4 faculty representatives, 4 staff, and 2 retirees.

In a discussion following Dr. Kesselring's remarks, Vice Chancellor and Provost, Dr. Lynita Cooksey commented that if you are taking a class and not seeking a degree, that negatively impacts the economics of the university. There may be a way to sort those enrolled who are not seeking degrees, such as faculty members furthering professional development.

Senator John Hall inquired as to how we could be proactive in the changes that are going to be made. Lori Winn (Human Resources) requested that the senators get feedback from their constituents. Changes would not be made until next fall. Vice Chancellor Cooksey agreed that the Benefits Committee for the ASU System is looking for feedback, but please act with a sense of urgency. She added that the Little Rock office does attend to all campuses (not just ASUJ); however, in the grand scheme of things, we are the largest, so they would benefit from listening to us.

Proxy Ryan Peterson (Accounting) asked if the Red Wolf Center might be included in our benefits instead of having to pay the fee. Lori Winn replied that as we move forward with wellness, we would be looking into reduced fees from not only our gym, but also others in town.

### **IRS Update—Lori Winn**

Lori Winn stated that she appreciated the service provided by faculty regarding employee benefits. The last communication with the IRS regarding the security breach and its effect on employees was in August. Employees were given a liaison in Little Rock. Current concerns include those who have not received refunds. A request has been made to identify who has received refunds and who has not, so that the issue may be resolved; however, nothing can be done presently as the government is shut down. In answer to various questions, Winn informed the Senate that it is uncertain whether the current monitoring service would be in place for 2013. We also do not know if new affidavits are in order for the current tax year. To this date, if you have not been impacted, but did not fill out an affidavit, you should do so promptly as you are still at risk. Filling out an affidavit requires a paper return. For those who were impacted, be sure to work with a liaison in Little Rock to resolve all issues. We are not close to finding the perpetrators regarding this violation. All precautions must be taken.

## **Old Business:**

### **Patent Policy/Operating Procedures—Fabricio Medina-Bolivar**

Senator Fabricio Medina-Bolivar reported that some changes are needed for the Patent Policy because we must be in compliance with the new Export Control Regulations. The committee will be revising the policy and bringing a draft on the Operating Procedures.

### **Discrimination Policy Proposal—update**

Chair Julie Isaacson announced that we need to start anew with this policy. The existing proposal is currently dead. Senator John Hall mentioned that the Executive Committee of the local ASU Chapter of the AAUP (American Association of University Professors) is most concerned regarding this matter. Senator Bill Rowe is currently president of the local chapter.

### **Selection of Academic Administrators—vote to propose to SGOC**

Senator John Hall stated that the general idea of this proposal involves the faculty, who should have a vital role in the selection of administrators. External searches should be conducted. Senator Joanna Grymes moved to accept the proposal. Senator Bill Humphrey seconded the motion. All were in favor with one correction:

*Candidates for the position ~~will~~ should reflect racial, ethnic, and gender diversity.*

### **SP13-002 Teaching Overload Policy—for up/down Shared Governance vote**

Senator John Hall moved to approve the policy. Senator Andy Mooneyhan seconded the motion. The vote was unanimously in favor.

### **SP13-006 Instructional Training, Supervision and Performance—ready for SGOC**

Chair Julie Isaacson provided the revised number for this item: FA13-003. Senator Bill Humphrey moved to approve. Senator Win Bridges seconded the motion. All were in favor.

## **New Business:**

### **Faculty Recognition for Years of Service**

Chair Julie Isaacson suggested a few possibilities for faculty recognition: 1) The staff might have a ceremony. 2) Convocation banquets could be utilized. 3) College award ceremonies in the spring may serve as a venue. The Senate agreed to assist in seeking a means for faculty recognition. Senators Bill Humphrey, Pradeep Mishra, and Joanna Grymes volunteered to serve on a committee with Chair Isaacson.

## **Shared Governance Committee Reports:**

### **Faculty Association Vote**

Chair Julie Isaacson received preliminary data from Henry Torres (Chief Information Officer, Information and Technology Services) regarding the Faculty Association Survey. There were many responses and the bylaws were amended. The vote carried to increase dues to \$15 per year. Senator Andy Mooneyhan commented that we needed a Vice Chair and Secretary in place for this academic year. Senator Bill Humphrey moved to elect John Hall for Vice Chair and Marika Kyriakos as Secretary. Senator Mooneyhan seconded the motion. The motion carried with one abstention.

### **Chair's Report/Announcements:**

#### **Bike Paths, Campus Benches**

Chair Julie Isaacson reported that the Senate wrote a resolution for improved bike paths, additional bike storage spots, and uniform benches that are more comfortable.

### **Other:**

#### **Report on Faculty Evals—Dr. Hall**

Senator John Hall reported that the committee is moving forward after the first meeting. They will most likely report back in the spring after collecting all the evaluation forms existing in various departments. Recommendations to improve are being sought. Please inquire with your constituents. Dr. Josie Welsh (Office of Assessment Services) has been added to the committee.

Chair Julie Isaacson announced that she was currently serving on new committees. One is the campus-wide Commencement Committee. ASU is trying to become more student oriented. Another committee is the Academic Cost-Container sub-committee. Your input is needed. Please check with your colleagues for ideas.

Senator Alex Sydorenko moved to adjourn at 4:33. Senator Pradeep Mishra seconded the motion. The motion carried unanimously.

Respectfully submitted,

Marika Kyriakos, Secretary

## **Senators in Attendance:**

### **Executive Committee:**

Chair Julie Isaacson

### **Agriculture & Technology:**

Bill Humphrey

### **Business:**

Hyung Kim (new)

Richard Segall

### **Communications:**

Pradeep Mishra

### **Education:**

Minghui Gao

Joanna Grymes (new)

John Hall

Andy Mooneyhan

Amany Saleh

### **Engineering:**

### **Fine Arts:**

Claire (Garrard) Abernathy

Marika Kyriakos

### **Humanities & Social Sciences:**

Win Bridges

Warren Johnson

Thomas Ratliff (new)

Alex Sydorenko

### **Nursing & Health Professions:**

Brenda Anderson

Katherine Carrick (new)

Bill Payne

### **Sciences & Mathematics:**

Hai Jiang

Bruce Johnson

Fabricio Medina-Bolivar

Suzanne Melescue

### **University:**

Margaret McClain

### **Military Science:**

### **Library & Information Resources:**

Wendy Crist (new)

## **Absentees:**

Jollean Sinclair

Larz Roberts

Joe Nichols

Shivan Haran

Bill Rowe

Cherisse Jones-Branch

Hans Hacker (new)

Larry Morton (new)

Judy Pfriemer (new)

Cecil Clark

## **Proxies:**

Ryan Peterson

Debbie Shelton