

University Senate Meeting Minutes
Thursday, October 17, 2013 -- 3:45 p.m.
Faculty House

Call to Order:

- Chair Margaret Crowder called the regular meeting of the WKU Senate to order on Thursday, October 17, 2013 at 3:45 pm in the Faculty House. A quorum was present.
- **Members Present:**
Heidi Álvarez, Lauren Bland, Keyana Boka, Chris Brown, Jill Brown, Mike Carini, Ashley Chance-Fox, Yining Chen, Robert Choate, Ismail Civelek, Bruce Crawley, Margaret Crowder, Brittany Crowley, R. Tucker Davis, Robert Dietle, Karin Egloff, Gordon Emslie, Joseph Evans, Jody Evans, Lloren Foster, Marilyn Gardner, Steven Gibson, John Gottfried, Jennifer Hanley, Don Hoover, Angela Jerome, Samantha Johnson, Dean Jordan, Jeffrey Kash, Stephen A. King, Alison Langdon, Sonia Lenk, Qi Li, Ling Lo, Gayle Mallinger, Sean Marstin, Greg McAmis, Lauren McClain, Steve Miller, Patricia Minter, Samangi Munasinghe, Ngoc Nguyen, Yvonne Petkus, Shura Pollatsek, Matt Pruitt, Beth Pyle, Tammara Race, Gary Ransdell, Mark Reeves, Jeff Rice, Janet Nicky Seay, Julie Shadoan, Junghee Shim, Beverly Siegrist, Michael Smith, Dana Sullivan, Janet Tassell, Dick Taylor, Rico Tyler, Tamara Van Dyken, Adam West, Aaron Wichman, Blairanne Williams, and Dawn Gannett Wright.
- **Alternates Present:**
Laura Leach for Shahnaz Aly, Danita Kelley for John Bonaguro, Janet Mosell for Barbara Fiehn, Sally Kuhlenschmidt for Frederick Grieve, Kandy Smith for Nancy Hulan, Becky Stobaugh for Pam Petty, and Eric Reed for Mary Wolinski.
- **Guests Present:**
Angela Briggs, Jerry Daday, Claus Ernst, and Beth Plummer.
- **Absent:**
Cain Alvey, Charles Borders, Kristi Branham, Imelda Bratton, Christa Briggs, Amy Cappiccie, Diane Carver, Christopher Costa, Laura Delancey, Patricia Desrosiers, Amanda Drost, Marc Eagle, Frieda Eggleton, Sam Evans, Ann Ferrell, Connie Foster, Ron Gallagher, Dennis George, Becky Gilfillen, Jeffrey Katz, Richard Keaster, Suellen Lathrop, David Lee, Alexandria Manglaris, Catherine Martin, Doug McElroy, Richard Miller, Isabel Mukonyara, Jane Olmstead, Inma Pertusa, Attila Por, Kelly Reames, Kateri Rhodes, Nancy Rice, Nancy Richey, Janice Smith, Cheryl Stevens, Kevin Thomas, and Carrie Trojan.
- A. Approve September Minutes**
 - A motion to approve the September minutes by Robert Dietle was seconded by

Jennifer Hanley. The minutes were approved as posted.

B. Reports:

1. Chair – Margaret Crowder

- Chair Crowder clarified the seating arrangement for Senators and guests.

2. Vice Chair – Jennifer Hanley

- Needs candidates for the Tenure & Promotion Grievance Committee; names should be submitted by Nov. 1.

3. Secretary - Heidi Alvarez

- Sign-in process was clarified

4. Coalition of Senate and Faculty Leadership for Higher Education – Molly Kerby

- The coalition met two weeks ago; the report is coming soon.

5. Advisory:

President Gary Ransdell

1. Higher education budget model (information packet was posted; Ransdell also brought handouts of the powerpoint A/V presentation)
 - The higher education funding model will go to CPE in November for final approval, then to the Governor's office, and in January it will go to the General Assembly.
 - The chief academic officers have put a lot of work into it. They are working to get 8 universities to agree on a document that is a compromise between universities.
 - IF this gets funded, we need to agree on the priorities within the variables if we only get a portion of the funding working toward an agreement.
 - Dr. Ransdell wants to know what the prioritization will be on the final document before signing it.
- P2. Categories in funding model: 1st category: college & career readiness pool in line with putting public schools in a position to get students ready to pursue a rigorous higher education curriculum. # of students in public school. Many variables went into the distribution. Money is restricted & can only be used for certain things. Of \$18.4 million, WKU would get \$2.2 million.
- Research & Economic Development: 2/3 will go to UK and 1/3 will go to U of L.
- Degree Production Inputs: pool is the performance funding model; based on degree production over the last three years; \$30 million over the biennium. Final analysis: money will be distributed in this manner (see page 6); \$1.7 million the first year, the 2nd year about double that. This is unrestricted money. Any penny we get in this pool will go toward faculty and staff salaries and or benefits. Degree production is high on their priority list.
- Page 7 Kentucky Adult Learner Initiative: mostly an online learning variable with 3-4 selected degree programs. WKU will be one of the initiatives in this model. It will be a couple of million dollars; WKU will get one segment of this. Eventually, this pool will be used for scholarships for adult learners.

- The Provost said that \$150,000 for developing a 60 credit hour \$1 million of it will be marketed by the state. It will be double that in 2015-2016. WKU expects it will go into faculty overload compensation. The President said that this is the model for the request.
- P. 8 one element for UK and Kentucky State provides funding for Grant Mission Funds. This adds to the total we are requesting.
- P. 9 Bucks for Brains: will be used for endowed faculty positions. The distribution was sent back in 1998. We would get 3.6 million that would have to be matched in gives; it is bonded and not an appropriation.
- P. 10 matching private gifts for KCTCS
- P. 11 WKU's potential funding levels (see handout)
- P. 12 Retirement Systems: increase in our obligation in KTRS. \$2.1 million we will be mandated to pay to participate in KTRS because the rate is increasing. WKU is appealing to the governor's office and state office. It affects comprehensive universities in varying amounts.
- State pension systems – wants it to be a fixed cost in pension reform. If funded, it is \$2 million we can put toward salaries; otherwise it has to go into WKU's budget.
- P. 13 WKU's priorities in the model (see handout). If we get less than the total request, we get nothing out of the last two, so they are our lowest priorities.
- We requested a equity pool. NKU and also UK agree, but they did nothing. State funding for students is continuing to drop. Nothing in this model addresses the growing inequity among institutions for state funding to students.
- P. 14 capital request (see handout) \$600 million – bonded pool. WKU would get \$70 million based on a variety of factors (see p. 15 of handout). Of the \$600 million in recent capital improvements, the state only paid for 20% of that. This is a more prudent approach. WKU will get 12% of whatever is funded. 53% of that 12% is asset preservation. 47% of the 12% is new/expanded space. WKU's top project is the science renovation (TCCW reno & TCNW removal); this can be pulled from both sides.
- P. 17 what has to change in the higher ed budget process. State funding per student \$6784 in 2001. Each year we have grown but the state funding per student has not grown. Tuition per student per year has grown; this is in direct proportion with the state reduction. WKU has responded in the state's request to grow the student body and to grow in productivity. President Ransdell and the NKU president are pushing to create a new funding model for 2016 to address this. Ransdell wants to appropriate the funding. The base will be redistributed.
- P. 18 total cost per degree: (see handout) bottom right: the top line is what WKU pays (total cost per degree); red line is what students are paying; bottom blue line is what the state pays. Ransdell wants to see these three lines be parallel. This will take a few years to negotiate and unfold.
- P. 19 health insurance: handout shows costs (fund additions), fund deductions (costs), and reserve.
- P. 20 University funded contribution: increased to \$525 per employee (will happen on Jan. 1). This will have to build into next year's budget. This year is paid through one-time money, then we have to find out where it will come from. There will be

increases in family plans. Taxes & penalties may occur as a result of the Affordable Care Act. WKU is watching this carefully. This is better & less expensive than the state program. Numbers are still fluid; they are not finalized yet. The added variable of cost of production (faculty salaries). WKU would benefit slightly.

- This is all very tentative & has not been made public yet but it will go to the state office in a few weeks.
2. Reminder: Nov. 7th Special Q&A session of the Senate with President Ransdell in Snell Hall, room 1108. Today is informational only, but questions and comments will be taken on Nov. 7 from 5-7 PM. Send any questions/comments to Margaret Crowder.
 3. Dr. Ransdell encouraged Senators to attend the two forums for Open Enrollment on Benefits. Dates were sent via email.

1. Faculty Regent – Patricia Minter

- Asked Dr. Ransdell if variables change before the 7th, could the Senate please be notified? Dr. Ransdell said that research pool and degree productivity might change.
- The 4th quarterly meeting is at 8 am on Oct. 25th.
- Minter thanked those who sent responses to the Regent report; she welcomes any concerns.
- Minter urged Senators to attend the special meeting on Nov. 7th with Dr. Ransdell in Snell Hall room 1108 (5-7 PM). Please bring concerns and be willing to engage in a dialogue.

2. Provost – Gordon Emslie

- All 10 of the recommendations submitted were approved:
01/02 grad.; 03 UC 100 course - 300+ enrollment; 04 colonnade; 05 dean selection & review; 06 faculty study abroad comp.; 07 dept. head selection/review; 08 def. credit hours; 09 priority registration (will be in effect for Spring 2014 classes; 2 tiers, 1 day different; 16 is the limit of hours they can register for in the priority registration period; 10 access to electronic personnel file.
- The adult learning program in Frankfort \$2.5 million in authorized funding for faculty searches; \$1.5 million is saved for phase 3.
- The second draft of the SACS compliance report is being internally reviewed this semester and will be externally reviewed in the spring. WKU is in compliance with all 83 standards; we are making this clear to an external reviewer.
- Submitted a 45-day window to CPE for preliminary review; will be presented to Board at the end of the semester.

3. SGA President – Keyana Boka

- SGA passed an amendment in support of internet usage policy. The student handbook has an email policy that violates freedom of speech.
- Scholarship applications will be on the website in a few weeks.
- New program Society of Distinguished Seniors - the nomination form is on the

website.

C. Standing Committee Reports and Recommendations

1. Graduate Council (Beth Plummer): Report posted; endorsed by SEC

Beth Plummer presented the Sept. 12 Graduate Council report for Senate consideration. The information removed at the last meeting was included in this report. Eric Reed made a motion to approve the Graduate Council report as posted; the report was approved unanimously.

- The proposed change to the Graduate Council Report (division of items): Emslie clarified course/policy matters; this allows a more efficient/timely process. Motion for approval of this change: R. Dietle, 2nd J. Hanley. The motion carried.

2. University Curriculum Committee: Report posted, endorsed by SEC

Ashley Chance Fox requested a motion to approve the UCC report as posted; the motion was approved unanimously.

3. Academic Quality: No report

4. Faculty Welfare and Professional Responsibility: No report

5. General Education: Report posted, endorsed by SEC

Lloren Foster presented the September General Education report for Senate consideration. There was no discussion. The motion for approval was approved unanimously.

D. Old Business

No old business to report.

E. New Business:

No new business to report.

F. Information items:

1. Benefits Committee report to the SEC

- It was suggested in the Oct. 7th SEC meeting that members of the benefits committee meet with the faculty welfare committee to discuss this situation, to come up with options, and present it to the SEC. Faculty Welfare Committee has been charged with further consideration of this issue.
- University Benefits Committee (Claus Ernst): Ernst has the longest service record on the Benefits Committee.
- Claus Ernst stated that the Benefits Committee needs input from the University Senate on Health Insurance.
- He explained differences between WKU contribution, employee contribution, surplus, and additional. We will always have some fluctuation.
- On “additional” copays, deductibles, & out of pocket, we are still waiting for a report from Anthem.
- The numbers fluctuate because there are 2,000 on the plan and 3,000 dependents. The cost is within what it should be and the average on everything is fine.
- The percentage increase of premiums for employees has risen faster than the employer contribution. Employees contribute roughly 1/3.

- There is a \$149,000 deficit for 2012 in the plan summary.
- For 2013 there are huge fluctuations from month to month. We don't know until the year is over whether or not there is a deficit. This is because medical inflation is always higher than regular inflation. The cost of copayment, etc. also has to be factored in.
- The employee pays more in these situations: catastrophic events, family plans, and dependents.
- Dental, eyes, & mental wellness are not included in the summary.
- The history of benchmark data suggests that at \$418, WKU is significantly below benchmarks. This gap has widened since 2010.
- Many of our benchmark institutions have a variable contribution (tier: employee pays a fixed percentage, and if you have dependents, you get more from the institution)
- The standard model supports plans with different amounts. We have a flat rate contribution for employer and this is not standard.
- The variable contribution plan is 70% of whatever the employee picks.
- The Senate brought this forth in Jan. 2012. The General Counsel said that we would not be grandfathered by the Affordable Care Act. In addition, President Randsell argued that we do not have the money.
- The Benefits Committee deferred the decision until January 2015.
- Reserve amounts were diminishing and numbers are overdrawn.
- This issue needs to be put forth to the Senate because the number is going down quickly.
- The plans for 2014 are already set, so the Senate cannot influence this.
- The Senate CAN address what happens for 2015.
- Whatever resolution comes forth should be submitted by early spring of 2014.
- There is no easy answer. The current balance in the reserve as of August 2013 is \$4.25 million. The runout claim has 3 months lag time; we need at least 3 million in the reserve to make a switchout. The reserve has to be there.
- We will lose \$3.5-4 million in 2014.
- The budget committee has made resolutions but the recommendations were rejected.
- Tony Glisson is working on a compromise.
- We have to raise \$2.6 million for a 1.3 million WKU increase in employer contributions. This is equivalent to a 1% salary raise. ½ is not budgeted.
- Employee contribution, premium increases, and employer contribution will hopefully keep in a positive balance by 2014.
- There will be a strong impetus for a 2015 plan design; either leave negotiations to the benefits committee or exert political pressure.
- The money has to come from somewhere.
- New faculty members should have the option of supporting their dependents.
- We save a little money by being self-insured but there is risk with this.
- The possible solution of a health savings account is not helpful to people with chronic illness. Costs will be shifted to aging, less healthy policy holders.

- Whatever we do, there will be people who are unhappy. We need a clear vision for how it will affect staff and new junior faculty members.
- An excise tax should not be considered.
- Ernst cited reasons why WKU is self-insured: Anthem is a 3rd-party insurer. Anthem has the steepest discount rates in the state. We hire them because their discount rate is the highest. We pay a flat fee to Anthem. This is where their profit comes from.
- 5% of total volume is the amount we save for being self-insured. Reports that track usage show that we are average; the median age has changed very little.
- Any action by the Senate has to come forward soon; the Senate should consider how they want to proceed. Ernst said that he welcomes any political pressure to keep the health plan from further eroding.
- There is a medical trend that shows in the long run, the wellness program will pay for itself, and the dollars spent are well spent.
- Regent Minter thanked our colleagues for their service on the benefits committee and stated that the Faculty Welfare committee is working on a resolution. She will be meeting with the President and Provost next week and welcomes faculty input.

2. SEC has approved co-sponsorship (in name only) of an open forum with the WKU chapter of the American Association of University Professors (AAUP) on Nov. 11th & 12th. Eric Reed will email details.

3. Faculty governance forums approved by SEC for discussion of the report from the Ad-Hoc Committee on Faculty Governance. It is posted on the Senate website. There is a proposed timeline, suggested changes to the Senate charter, and a proposed new segment. The dates and locations of the forums will be posted later. At the SEC meeting, the Ad-Hoc Committee stated that they are through with this document. Going forward, the Senate will need to make sure that something is in place regarding ownership of the document. Robert Dietle made a motion that “the SEC be the body responsible for any revisions to the report of the task force on faculty governance. The revisions will take into consideration faculty comments at the public forums & views expressed on the Senate’s discussion of the document”. The motion was seconded by J. Hanley. Dietle clarified that this will avoid rewriting the document on the Senate floor. The motion passed unanimously. Crowder indicated that a small contingent of folks would be appointed to handle edits and any revisions to the document that are approved by SEC/Senate based on faculty comments and discussion moving forward.

4. Election results from last meeting (senate representatives on standing committees) will be posted by Hanley online.

A motion to adjourn by R. Dietle was seconded by J. Hanley. The meeting adjourned at 5:10 PM.

Respectfully submitted,

Heidi Álvarez
Secretary