

**WKU Senate Executive Committee (SEC)**  
**Meeting Minutes**  
**May 4, 2015 -- 3:15 p.m.**  
**WAB 227 - AA Large Conference Room**

**A. Call to Order**

1. Chair Crowder called to order a regular meeting of the University Senate Executive Committee on Monday, May 4, 2015 in WAB 227. A quorum was present.
  - a. Members Present: Heidi Álvarez, Barbara Burch, Seth Church, Margaret Crowder, Laura DeLancey, Gordon Emslie, Lloren Foster, Ashley Chance Fox, John Gottfried, Rick Grieve, Jennifer Hanley, Kate Hudepohl, Patricia Minter, Julie Shadoan, Beverly Siegrist.
  - b. Guests Present: Kari Aikins (HR), Patty Booth (HR), Jim Cummings (CFO), Tony Glisson (HR), Richard C. Miller, Kelly Reames, Eric Reed, Tracie Rotermann (HR), Tonya Bragg-Underwood.
2. **Approve April Meeting Minutes**
  - a. Jennifer Hanley made a motion to approve the April minutes (2<sup>nd</sup> Julie Shadoan).
  - b. The April meeting minutes were approved unanimously as posted.

**B. Reports**

1. Chair
  - New members for the Faculty Handbook Committee are D. Bolton, J.Tassell, and D. Bradley.
  - See #1 under new business regarding ad-hoc research committee.
  - Chair Crowder thanked the SEC for all of their hard work.
2. Vice Chair
  - Handbook elections are now completed for Gordon Ford, University College, and the Library.
3. Secretary: No Report
4. Committee Chairs
  - a. Academic Quality Committee: No Report
  - b. **Faculty Welfare and Professional Responsibility Committee: (Report Posted)**
    - Faculty Welfare will have a May meeting. The committee is wrapping up a Title 9

process and the committee is working on a resolution that they will bring to the floor in May.

i. **Policy 1.4180 Course Related Field Trips**

- The field trip policy has a corrected typo and a suggested solution contingent on the information from study abroad/study away.
- The committee wants to have all of the faculty questions about rights, responsibilities, etc. all in one place. Patricia Minter said she found a solution today, which is a document in the faculty study abroad manual. It is a live link in the faculty handbook. She wants to send it out to the committee to make sure it answers all of their questions.
- She also said thank you to Dr. Emslie for working with Deborah Wilkins for the off-campus document that has everything they wanted.
- The typo was the link for the off-campus act did not work.
- The committee wants one landing pad.

ii. **Prayer Policy Resolution**

- This came out of SGA; there is one small amendment on the back page – the second whereas. The amendment passed in the committee.
- Patricia Minter made a motion for approval (2<sup>nd</sup> Seth Church).
- The last two whereas, Dr. Ransdell declined to implement policy. It could be implemented with out. The details are unclear and do not work consistently with one another.
- It is a guideline; there is nothing punitive in it; you are just not supposed to do this at universities.
- Seth Church said the idea coming out of the original resolution in senate was to concur with that. This was brought up by others; there were concerns about being punished for religious beliefs. This is more designed to ensure that everyone feels equal.
- Provost Emslie suggested the first wherefore “mandating” – does this mean “allowing?” Permissive versus prescriptive; then you can remove the other wherefore. This would be the first policy; a change mandating to permitting/allowing.
- Seth Church said the idea of the policy is to mandate; how would this be worded?
- Patricia Minter said there could be a friendly amendment that reads adoption of policy allowing/permitting. This is the third whereas clause on the last page.
- Seth Church asked how do you implement in a meeting? Either have nothing or you have a moment of silence.
- There was discussion over wording. Qualify at event where it is appropriate. Whereas we acknowledge exemption. The current friendly amendment creates language where it sets up “mandate” vs. “allow”; and should take away individual religious rite. A moment of silence allows each individual interpretation “allows moments of silence.” Dr. Emslie suggested “expressions of faith music consist of a moment of silence.”
- The friendly amendment will be sent to Margaret Crowder by Seth Church; it reads “policy that excludes prayer but allows moments of silence for public events.”
- Jennifer Hanley made a motion to propose this new wording as a friendly amendment (2<sup>nd</sup> Seth Church).
- A vote for approval of the Faculty Welfare report as amended passed unanimously.

c. **Budget and Finance Committee: (Report Posted)**

- Andrew West made a motion for approval of the report as posted. There are two items for the group to consider. The first item is related to the Confucius institute building and all things related to building on campus.
- \$1.2 million is the estimated cost of maintaining the new building.
- There is an issue with the building of buildings without regard to long-term cost.
- Margaret Crowder said there was concern from the research council group and how it was being sent; some data was unable to be collected by some colleges. Potter gave information but some other deans could not provide data of how the money was spent in some other colleges. Do we want the Budget and Finance Committee to look into this? Where are research dollars being spent within various colleges?
- The Provost asked what “research dollar” is defined as. There is no money budgeted for research in colleges.
- Kate Hudepohl said under 2A, this is brought to the Board of Regents.
- Andrew said the resolution is not put together yet.
- Barbara Burch said “encouraging... Major budgetary commitments.” Re. Confucius, Burch things it is a part of faculty and teaching and the institutional mission.
- Margaret Crowder said as far as 2A goes, the resolution should be brought out of the committee rather than drafting it on the floor. Recommendations will be made at that time. Senate formally asked for faculty committee reps; individuals on those committees might.
- John Gottfried said there is an imaginary blue print and what might go into the building.
- Barbara Burch said that building plans cannot be changed as submitted without Hanban’s approval.
- John Gottfried said it is not a final form of the building.
- These are not action items but things that they want to discuss at some point.
- 2A – Confucius is just an example, but it is a broader issue.
- Margaret Crowder suggested an action item that could be crafted on the floor of senate.
- Discussion on 2B: the Provost’s offer to have the Budget/Finance Committee be the sole faculty voice; this would dissolve the current group. There is no formal action; he wants to know how the SEC feels about it. There is resistance to it; they want to know Provost Emslie’s stance and want input prior to making a decision. There are advantages to having a single voice. Andrew West said it could be seen as subservient to the Provost rather than as an extension of senate.
- Eric Reed asked if there was resistance to this on the SEC. Answer: No.
- Eric Reed said that we will follow up with Provost Emslie.
- The Provost asked if they are roughly the same size. Eric Reed said the Provost’s committee is larger. The Provost said the committees have a different scope. The Provost’s committee concerns Academic Affairs budget and the Senate Budget and Finance Committee is more university-wide. The Provost feels it is confusing to have two. There is also a university-level one in which there is no say. The Senate voice is heard on the university-level committee.
- Patricia Minter said the intent was always to morph into one voice. Eric Reed said he sees no conflict.

- The Provost asked “can there be associate deans?” Kate Hudepohl said it is worded that way.
- Andrew West will be chairing the committee next year and will send a revised report to Margaret Crowder.
- A motion to approve the report as posted passed unanimously.

d. Colonnade Implementation Committee / General Education Curriculum Committee: No Report

e. **Graduate Council: (Report Posted)**

**Recommendation, Charter wording**

- Eric Reed brought forth the Graduate Council report. There are two items: (1) normal courses and course proposals and (2) a suggested faculty handbook revision. The graduate council accepted the changes. Voting is by graduate faculty only for all of this.
- Julie Shadoan said she does not think it should be graduate faculty only.
- Margaret Crowder said it is practiced at SEC and at Senate. Courses for approval are voted on by graduate faculty only.
- Julie Shadoan said we are voting on whether to send it to senate.
- Patricia Minter said if it is the compromise we need to go forward, then let’s pass it.
- Eric Reed suggested it as an editorial change.
- Eric Reed made a motion to approve.
- Kate Hudepohl said that at the end of the second paragraph, it does not go to SEC before it goes to senate. “Graduate council reports its action to the senate.” Reed suggested making it along with the editorial changes here.
- Margaret Crowder said the process is clearly stated in the last paragraph. Consistency can be addressed in the next term.
- Eric Reed will tell the committee the recommended change was accepted.
- The report was approved as posted.

f. **Undergraduate Curriculum Committee: (Report Posted)**

- Ashley Chance Fox made a motion to approve the UCC report as posted.
- Seth Church asked to refer back to the SEC.
- There was no May meeting; it did not make the timeline, and it will be continued in the fall.
- There is an incorrect implementation date of Fall 2015. The update will be sent prior to Senate.
- The report was approved unanimously.

g. **Faculty Handbook Committee: (Report Posted)**

- Dana Burr-Bradley, Chair of the Faculty Handbook Committee, was not present.
- There are several items on the report.

i. **Provost/President Recommendation timeline**

- A motion by Patricia Minter (2<sup>nd</sup> Hanley) for approval of the memo regarding the Provost/President recommended timeline had no discussion; it passed unanimously and will go forward to senate.

#### ii. **Instructor Ranks**

- A motion by Patricia Minter (2<sup>nd</sup> Hanley) for approval of the document regarding the Instructor Ranks had no discussion; it passed unanimously and will go forward to senate.

#### iii. **Revised - Continuance Documentation Flow**

- A motion by Kate Hudepohl (2<sup>nd</sup> Patricia Minter) to approve the revised Continuance Documentation Flow that was approved by Senate in January. This is a revised item of what was approved in January. It is identical to what the Faculty Welfare was asked to look at. The one in the fall before the regent election was approved by senate. Dr. Emslie said it want to Faculty Handbook when Mac was here. Patricia Minter said she will double check. Margaret Crowder said the only one found was the item in January; the difference is that the wording says “the department head will then promptly...” The proposed working “Department Head will then provide...but not the committee’s memorandum.” The new version puts the memo back in.
- Patricia Minter said it is a big change and it was not approved by senate in January and was not approved in Faculty Welfare.
- The Provost said the September 10 version went through senate and has not been changed since.
- Margaret Crowder asked what is an appropriate response?
- 2407 is the New Number for Instructor Ranks.
- Patricia Minter said that pulling the item is better since there is no one to represent the committee.
- The item was pulled.
- It was already approved in January, including instructors.
- B4G3 was pulled.

#### iv. **Board of Regents approval of Handbook**

- A motion to approve Board of Regents approval of Handbook by Kate Hudepohl was seconded by Patricia Minter.
- Discussion: (Minter) The original proposal has no changes; this is the same rationale.
- There was no more discussion.
- The Board of Regents approval of Handbook was approved unanimously as posted.

#### h. **Ad Hoc Committee on Senate Charter Revisions: (Draft posted - 2nd reading)**

- P. 13 alterations by the Graduate Council are included.
- A motion to include language by Patricia Minter (2<sup>nd</sup> Kate Hudepohl) passed unanimously with no discussion.
- A motion to approve and send forward for a second reading by Patricia Minter was seconded by Kate Hudepohl.
- Lloren Foster asked if the vote will be after the second reading. Answer: yes.
- The Ad-Hoc Committee on Senate Charter Revisions passed unanimously and will go

forward to Senate for a second reading.

i. **University Benefits Committee: (Report Posted, informational)**

- Kelly Reames said the Committee's charge was to reduce the university's cost and maintain a self-insured plan.
- We could not afford the 2014 planning any more, based on once-a-year, big-picture information.
- We used a different consultant (Simpson) and looked at consumer-driven health plans.
- More agreement occurred because there were less choices. More of the cost is shifted to employees.
- Reames stated that she is the dissenting member of the committee.
- There were two versions of the consumer-driven plan; she described the third version as "catastrophic."
- It was too late after the vote to make any changes.
- All of the information was marketing; the faculty wants research.
- She hopes it will help the university to save the money that is in the loss of reserve funds that went into HSA accounts.
- Health costs will be reduced now that it is in HSA.
- This is NOT from us making bad choices.
- Pharmacy costs are greater.
- We need more information and more transparency.
- It was all in one meeting.
- Reames said she had questions, and she was on the committee.
- Margaret Crowder said that she was disappointed in the information that was presented at the forum. Kelly Reames responded that there were not specific numbers at that point, and suggested that faculty members should continue to push for more transparency.
- Patricia Minter said she feels it is additional stress and many extra hours and it contributes to a larger feeling of loss.
- There is no method for testing the program; it will come down to how much money it saved. Senate can push HR to find out what the effect is on people. Those with chronic illnesses will seek less care. No specific methodology is in place yet. We are forced into this based on what we can afford.
- Kate Hudepohl talked about understanding real costs, and said that HR is afraid of reactions and then don't want to have the conversation.
- The first quarter of the year tool was provided.
- Patricia Minter asked Kelly Reames to take this back to the committee. Those who are willing to take risks; the risks have hit. An education of scenarios would show why one thing is better than the other.
- We have an ongoing contract with the consultant.
- Julie Shadoan asked why the Benefits Committee did not meet during the summer, or in October, November, December, and January. Kelly Reames responded that it was all done through subcommittees. Julie Shadoan mentioned that it was staff heavy when she was on it. Kelly Reames asked for a Faculty Senate or Staff Council representative to be at the meetings, and was told that they do not need to be on it. Margaret Crowder said she wants senate to follow up with this and is concerned that there is no faculty/staff

input at all of the meetings.

j. **Health Services Committee: (Report posted, informational)**

- Tonya Bragg-Underwood is the Senate Representative on this committee. The committee met on April 21. Chris Thorne, the EO of Graves Gilbert was there to answer questions. Several staff were there. Tonya Bragg-Underwood sent an email out to solicit comments. Positive comments included friendly, quick service. There were several comments about rotating physicians and two comments about unfriendly treatment. Chris actively listened and promised to follow up. Three students were taken to emergency. The purple line was discussed. Immediate emergencies should call 911. Graves Gilbert will send out a 15-25 question survey to faculty and staff.

k. **Campus Library Advisory Council: (Report posted, informational)**

l. **Legislative Committee: (Report posted, informational)**

- Patricia Minter asked if the typo on p. 19 can be a friendly amendment. The original charter on p. 19 implementation “shall replace...” This took place in 2000; the word current needs to be struck because it has been in there. It should show “approved in May 200 and has been amended several times.” Amendments did not go to the board, but \_\_\_\_\_ did go to the board. It went under Academic Affairs as a substantive change. It went through the academic committee. Burch and Emslie have not taken substantive changes forward. Patricia Minter suggested as a friendly amendment, the amendment history could be put on the first page. Minter added that short session, big items to look for (1) funding model in discussion will go forward in the fall.

m. **Budget Advisory Committee: (Report posted, informational)**

- Eric Reed said he will answer any questions if anyone has them.

5. **Advisory Reports**

a. **Faculty Regent (Regent Burch)**

- The advisory report is everything that was presented at the last meeting; academic programs were approved, emeritus ranks were approved, and the SGA Parking Fee of \$30 was approved. The tuition increase for non-resident graduate and non-residential rates will be increased by 10% this year. They are holding international rates. This is a done deal for next year; the plan is to continue moving in that direction. International rates have been kept. The public tuition rates \$1, \$2 non-resident rate, \$1.2 non-resident. Numbers for out-of-state graduate are slim pickings. The biggest issue was about the athletic fee; it passed. SGA helped a lot. \$40,000 Sunbelt, \$1.171 million. There is no transparency on where this money goes. 70% is subsidizing athletes. Athletic support dollars are 8 to 1. This has not brought more fame, more students, more money. We are the third-highest subsidy in our conference. 1/3 goes to Diddle Arena remaining debt. 40% included in salary increases for coaches. Money is money and this is discouraging. The Budget and Finance committee meeting is this month. In June, the Board will look at next year’s budget. We are in tough times and it won’t be rosy.

b. Academic Affairs (Provost Emslie)

- The President has reviewed the SACS recommendations.
- The Wall Street Journal report, QEP, scale back assessment plan, academic programs.
- June 17, department heads will present their case.
- WKU is still waiting for approval on the SCI-D.
- The faculty awards dinner is tomorrow.
- Our position relative to benchmarks: 2012 action plan – not a lot of movement; salaries – not much change. Tuition went from 14<sup>th</sup> to dead last.
- Research division: more details to come.

C. Old Business:

- There was no old business.

D. New Business:

1. New Business from the Floor:

- The update for the Ad-Hoc Research Committee will take place at the senate meeting. They met with Dr. Emslie. There is a question about follow up. The report has many recommendations. How would the SEC feel about reappointing this committee for another semester or year to have more conversations about this report? Patricia Minter said she thinks it is a good idea for at least another six months. The Provost said they had a meeting on Friday and took executive action on FUSE. National venue was replaced by appropriate venue. A recommendation was made to the President; it has not gotten a formal response yet. The Provost recommended an interim Associate Provost for Research and Creative Activity; this will be a half-time appointment. It is not yet under academic affairs. The Provost feels it will be appointed (no new money). There will be two phases of RCAP for smaller projects, one time a year vs. twice a year.
- Lloren Foster made a motion to extend the ad-hoc committee for six months (2<sup>nd</sup> Hanley). 4% research, 42% \_\_\_\_\_?, 40% colleges, 40% Office of Research, 15% would make other things available. Priorities will need to shift. We are 10% over budget for this year 965. \$1.2 will be budget for next year. It is a revenue-dependent budget and must be generated through external grants.
- Does the committee have a specific charge if there is not a specific task? Quick fixes, ie. FUSE. There are other things the faculty wants to follow up on that might take 6 months to sort it out (through the fall semester), and this will give an opportunity to deal with loose threads.
- The motion to reappoint the ad-hoc research committee for the fall semester (friendly amendment) passed unanimously.

2. Policy 1.2130 Faculty Compensation for On Demand Teaching

- A motion to approve the Faculty Compensation for On Demand Teaching Policy 1.2130 as posted by Kate Hudepohl was seconded by Jennifer Hanley.
- There are two purposes: (1) to provide appropriate compensation; (2) to determine if someone is benefits eligible. 1 student is 1/16 of a class (16 to 1, 1/16 of a credit hour. 16 students, no differentiation for graduate students). On-demand is considered consulting for an off-load. This is 365-day independent learning. 16 constitutes a full

load at any level.

- Policy 1.2130 was approved unanimously and will go forward to senate.

### 3. Coalition on Intercollegiate Athletics (COIA) request for Senate vote

- Chair Crowder received a suggestion for the Senate to be COIA members of the NCAA. S. Miss, Marshall, MidAtlantic are members; 64 or 124 who have university senates are members. The idea brought forward was a good resolution and an important idea. Could WKU lend some support to inserting their name into the resolution, and send to support.
- Margaret Crowder said she will entertain any motions for this.
- Kate Hudepohl made a motion to modify appropriately and send to the senate for consideration (2<sup>nd</sup> Seth Church). The motion to modify appropriately and send to senate for consideration was approved unanimously.

#### a. Resolution

##### i. Bill - HR 275

### 4. Handbook Committee proposed complete DRAFT of 21<sup>st</sup> Edition of Handbook (Posted)

- Dana Burr-Bradley did not realize it was supposed to go forth; this last item is messy.
- Mac McKerral is the gatekeeper of the document. Margaret Crowder does not have a copy of the document. Mac is overseas. The PDF was made into a word document. Motion to revise 4B3A was previously approved by the Senate in January. That wording needs to go into the handbook. Two years ago, individual changes were made and approved that were Provost Emslie and the handbook chair (Kelly Madole) and Senate Chair (Mac McKerral) that would be the 21<sup>st</sup> Edition.
- John Gottfried suggested making a motion to have a committee of the Provost, Faculty Handbook Chair, and Senate Chair to make the approved changes to the Faculty Handbook for the 21<sup>st</sup> edition. This is the version that would tweak and make sure it is clear.
- John Gottfried made a motion for the Handbook Committee Chair, Senate Chair, and the Provost to be responsible for creating a new version of the Faculty Handbook based on changes made in 2014-2015. The motion was seconded by Andrew West.
- Gottfried suggested that documentation should go into the library for archiving. The document used to be on Kelly Madole's computer only; then it was on Mac McKerral's computer. The updated version, no one has it.
- Gottfried's motion to have a committee of the Provost, Faculty Handbook Chair, and Senate Chair to make the approved changes to the Faculty Handbook for the 21<sup>st</sup> edition was approved.

## E. Information Items:

1. Tony Glisson – Proposed switch to the use of the Interview Exchange website for future faculty hires

- a. Tony Glisson, Tracie Rotermann, and Patty Booth from Human Resources came to the SEC to discuss the use of the Interview Exchange website for future faculty/staff hiring.

- b. This was used in the 2014 policy pertaining to staff hiring; WKU wanted to make sure this is right and serves its purpose prior to launching it.
- c. WKU is currently involved in 240-250 searches.
- d. Moving to a solution with the faculty, HR will move slowly and methodically. The mechanics of the system work like the staff side.
- e. The 15-year homegrown solution can no longer be supported and it is outdated.
- f. The proposal is to use this new system for both faculty and staff; HR wants to make senate aware of this.
- g. They will be able to see who has the material, where it is, who it is. In electronic format, it can be shared more easily.
- h. Hiring is one of the most important things we do.
- i. Jennifer Hanley asked which department is the “guinea pig.”
- j. Everything is submitted and uploaded electronically. A candidate will set up an account to submit their applicant packet. It is uploaded to a central location in the website. When clicking on the name of the applicant, a prompt will let you know when the applicant uploads things. Music/arts might not be easy to upload; items requiring physical delivery can be specified.
- k. Question: does the resume have to be typed in as well as uploaded? Answer: It will be reduced; only the person’s name will have to be entered more than once.
- l. Staff depends on the level and position and type of support staff.
- m. Question: are candidates required to participate in this program? Answer: They have a choice.
- n. The applicant receives a link to log into their account. They are prompted to answer this question; the committee can see the response. They stack on top of one another. The applicant can email within the system. All activity is contained in one place and is viewed by everyone who has access.
- o. The hiring manager carries more position than the reviewer; the reviewer is read only with comments. The hiring official (Department Chair or Dean) and the Committee Chair carry more position.
- p. There is an ability to reference with immediate confirmation. Once the committee submits their recommendation to the hiring official, the hiring official will select one; if the second choice gets hired, the committee will know.
- q. There is an option for the hiring official to keep it confidential by removing members of the hiring committee.
- r. “Quick report feature” keeps track of who has submitted what, and if their file is complete.
- s. Documents can be created outside of the system.
- t. The system allows them to save work until they submit their information.
- u. The hiring official can close at any point they choose to by turning off access; the job will no longer be seen in it.
- v. Barbara Burch said she hopes this won’t facilitate a disagreement between the Chair and the Committee. Will there be a record of the recommendations at each point? Response: Every activity in the system is documented. HR can go in and delete a note. All undeleted notes will be there for the posterity of the search. HR will consult with the person prior to deleting anything.
- w. Richard C. Miller said this allows more efficient communication between offices.

- x. Tony Glisson said he is confident that the system will be liked. Training will be an issue; there will be both web-based and face-to-face trainings available.
- y. The Provost and CAD concerns about background checks at the application stage. This will have to be looked for in terms of legality and will have to be equal in all searches. Tony Glisson said it will be reconfigured to ask at the candidate stage and the wording will be softened.

## 2. Standing committee membership for 2015-16 (Caucus results posted)

- Standing committee membership for the next term is posted; at-large positions should submit names for next term.

## 3. Benefits Committee response to faculty concerns of Senate

- a. Margaret Crowder said that she gave the Benefits Committee a copy of the Faculty Concerns of the Senate, and also gave an electronic and hard copy to Tony Glisson.
- b. Eric Kondratieff was the coordinator of the aggregated version that was brought to senate.
- c. HR looked at 93 and categorized into groups; some comments were not related to where things stood. After grouping into categories, the HR committee had two readings and formulated a response.
- d. The dialogue for this began in Fall 2013 and they had campus forums. This is the plan that they came up with; the committee is more together on decisions. Kari Aikins has been the “face” across campus. Conversation occurred a year in advance with sessions and recorded sessions and HR encouraged participation. Jim Cummings was the co-chair of the committee and dealt with the accounting process.
- e. The concepts in the fall seemed abstract. In January, February, and March, questions, problems, and issues came in. Everyone is still learning. The comments will not be ignored. Education will continue; this will help HR in guiding.
- f. Barbara Burch said that this is a complex situation that not everyone understood. She asked if the Benefits Committee has time to understand it. Kari Aikins said yes, and she thinks the committee understood how it works. She also sat down with employees and explained claims and guided them individually.
- g. Regarding prescriptions, Aikins encourages people to get drugs priced. 30% of the cost was prescriptions. The cost has grown. Regent Burch asked Aikins if HR is looking at other options, and added that shopping around for medications can be potentially fatal. Aikins said “you are not shopping, you are looking at lower-cost alternatives. Tier 3 drugs make up the biggest percentage of the cost. Mail order is not required.” Jennifer Hanley said she is confused about medications required by body chemistry that are \$500-700 per month. Why should people have to shop around when the doctor has already determined what is best for their patient? Tony Glisson said we have not always been the best consumers. Kelly Reames stated that “anecdotal evidence is not good evidence.” Glisson said that we have six or seven alternatives now, and added that physicians are more interested in what the pharmaceutical representative is selling. Beverly Siegrist stated that with conditions such as lupus, diabetes, etc., the problem with shopping around is that one pharmacy needs to be able to monitor this. Kari Aikins said critical

care alter and monitoring is in the plan; the pharmacy and doctor will contact the patient. Work is being done to monitor this. Margaret Crowder said that what Dr. Burch and Dr. Siegrist are saying is that the notification could be too late to help if it is filled at a different pharmacy. This is taking the care off of your pharmacist who knows everything you are taking. "Shopping around" implied to employees that they were supposed to look around at different pharmacies. Glisson said this is not the case.

- h. Kate Hudepohl stated that we are also encourage to shop around for doctors and services. Glisson said that we are providing information but are not telling people what to do.
- i. Comment: HR was contacted twice about a question regarding the health care blue book and the faculty member did not get a response. Kari Aikins said she did receive the email but thought it was a comment and not a question. The smart shop procedures give fair price (what a patient should expect to pay); it shows the range and gives the quality range. It is designed to give a fair price for services and to give a choice.
- j. Patricia Minter said that most people going forward feel a lot of stress. She says she knows how to select insurance, but moving forward, it is a pay cut. We are not getting raises again this year. Minter feels HR should try to help people at where they are and should try to acknowledge how they feel. She wants HR to acknowledge that we are in difficult times and to understand that it is hurting people.
- k. Tony Glisson said that HR is willing to help those who have questions or problems.
- l. Barbara Burch said in looking at the budget, \$1.6 million in health insurance and \$7-8 million give a shortfall overall. Benefits and salary should not be looked at separately. She wants the most important things to be addressed. She said look at where the money will go in the next year; for three years, we have been getting higher and higher quality students because we are buying them. The number in the fourth year is \$8-9 million. We are going into next year with \$3.6 million outgoing for scholarships, which is more than what is budgeted for. We need students who are going to pay as well. We are overextended on scholarships. The utilities and the new buildings and the operating costs of the new buildings need to be considered. Academic Affairs has \$467,000 for recruiting; under the president, \$1 million is a permanent scholarship for international students that we have been doing for decades. When walking in with a deficit, how will we have money for the next year? Who are we and what do we represent? \$1.6 million for scholarships, \$1.8 million is the raise point. The Benefits and Budget committees needs to look at the priorities. Claus Ernst made a clear case to the President for the need to increase the health care contribution by the university. Patricia Minter said it is underfunding. Money goes to other things; the priorities are not in the right place. Tony Glisson said that salary and benefits are "reaching a catastrophic level; it is becoming horrifying." Kari Aikins said that compensation and benefits will have a significant impact in coming years; this needs to be planned now.
- m. Margaret Crowder said that she was in contact with Eric Kondratieff and feels the comments from the senate were taken seriously. More comments might come forth from senate in the next term. Tony Glisson said he knows it is not perfect, and informed feedback is welcome. Margaret Crowder said she will make sure they are included in the loop.

#### 4. Memorandum regarding First Amendment and proposed firewall of salaries

- Patricia Minter looked into the idea of putting tax return salary information behind a firewall; three different opinions were provided that find that it is not appropriate based on legal opinions to put salary information behind a firewall. The Provost said he accepts this.

F. Motion to Adjourn

1. A motion to adjourn by Lloren Foster was seconded by Kate Hudepohl. The meeting adjourned at 6:15 PM.

Respectfully Submitted,

Heidi Álvarez  
Secretary