

UCA Faculty Senate, November 8, 2011, 12:45 pm

Members Present: (/a: absent; /aa: absent advised)

College of Business Administration: Summer Bartczak (2012), Don Bradley (2013), Jim Downey (2014)

College of Liberal Arts : Phillip Spivey (2012)aa, Jay Ruud (2013), Clayton Crockett (2014)

College of Education: Jud Copeland (2012), Terri Hebert (2013)aa , Shoudong Feng (2014)

College of Natural Sciences & Mathematics: George Bratton (2012), Ben Rowley (2013), Charles Watson (2014)

College of Fine Arts & Communications: Lynn Burley (2012), Kevin Browne (2013), Lanette Grate (2014)

College of Health & Behavioral Sciences: K.C. Poole (2012) Lisa Ray (2013), Melissa Shock (2014)

At-Large Senators: Don Jones (CLA, 2012), Debbie Bratton (UC, 2012), Janet Wilson (CLA, 2013), Amber Wilson (Library, 2013)aa, Brian Bolter (CHBS, 2014), Doug Isanhart (CB, 2014)

I. Approval of Minutes from October 27, 2011 (see attachments: minutes & UCA Baccalaureate Program report)

Moved: Senator Copeland, Second Senator Watson.

Unanimously passed with change.

II. Remarks, President Tom Courtway

Thanked the Senators working on HLC report. Feels we are making good progress.

Budget process is ongoing. We have to budget like a private university.

Christmas reception for Faculty and Staff senates on Dec. 14 at 5:30 at President's Home.

Senator Bradley: U of A has 71% of students retaining lottery scholarships. Do we have a figure for UCA? Not sure of exact figure.

III. Remarks, Provost Lance Grahn

We have to budget like a private university that is tuition driven. We are looking for new infusions of cash either through increased tuition and fees or increased students. We receive 35% of budget from public funds.

Placement of University College still being discussed.

Likely tomorrow there will be a widespread announcement regarding interim leadership of international programs.

Acknowledge Laura Young and Clay Arnold of Provost's Staff. Laura Young work on SGA, BAC, IP, and a variety of other things that have come to her Assistant Provost for Personnel. Clay Arnold has added responsibilities as well, among them point person for Act 747.

Senator Isanhart: The other side of funding is to cut costs. Asked about cost cutting in International Programs. Answer: find money in existing budget.

IV. Fringe Benefits Advisory Committee Report Senator Doug Isanhart

A. Committee Report (see attachment)

Fringe (Employee) Benefits Advisory Committee

Report to Faculty Senate – November 1, 2011

Chair: Victor Puleo

Committee Members: Martha Antolik

Mary Ann Campbell

Sylvia Childers

Lori Hudspeth

Doug Isanhart

Mary Jackson

Mark McMurtrey

Linda Musselman

Kerry Nichols

Graham Gillis

Meeting Dates: July 19, 2011

August 22, 2011

September 21, 2011

October 26, 2011

Completed Work:

Reviewed the Section 125 Request for Proposals (RFPs) and unanimously recommended to stay with Data Path. Key factors considered were very little pricing differences between RFPs, and the customer service and firm reputation of Data Path.

Reviewed the Vision RFPs and unanimously recommended changing to Superior Vision. Unlike with the previous vision plan, Superior Vision offers two competitively priced plan design options for employees to choose from based on employee preference, a base plan like we have now and an enhanced plan with additional features.

Unanimously approved recommending to Faculty Senate a name change for the FBAC to "Employee Benefits Advisory Committee". Mr. Isanhart to present the recommendation to Faculty Senate.

Unanimously voted in favor of the proposed Health Plan Renewal for 2012. Key components include the following:

1. Accept the six-month renewal offer of a 9% premium rate increase which will result in a \$316,680 increase from January 1 through June 30, 2012. The entire increase will be absorbed by UCA and there will be no rate increase to the employee. The major rationale for UCA absorbing the increase is due to the fact that no salary increases were granted this year and the future for faculty and staff salary increases is uncertain. If UCA had passed the health rate increase to employees, the cost to UCA would have been \$209,008 since the UCA portion of the

health premium is approximately 66%. Therefore, the additional amount required to keep from passing the cost on to employees is \$107,672. The funds for this increase will come from the UCA contingency fund.

2. Change the health plan renewal for plan rate purposes to July 1 instead of January 1. The purpose of this change is to allow the health plan rate renewal to be conducted on a fiscal year basis which will make it more convenient for budgeting purposes. This will also apply to the dental plan.

3. Conduct a Request for Qualifications (RFQ) for a health plan consultant. With all of the changes in the near future related to health care reform and the fact that the UCA health plan is a \$7 million plan, UCA believes it is prudent to have an outside health plan consultant to help us maintain a quality health plan for our employees at the lowest possible cost. The consultant will be charged with analyzing our health plan in terms of rate structure, plan design, and other factors related to health care reform along with reviewing UCA's total benefit package. The cost for this consultant will be built into the health plan premiums.

Members recommended a "Resolution on Absorption of January 2012 Healthcare Premium Rate Increase" for Faculty Senate to consider in support and appreciation of UCA's Administration. Draft resolution attached to this report.

Reviewed and recommended approval of the Employee Benefits Consultant RFP – a key component of the Health Plan renewal of 2012.

Unfinished Business:

Discussed new committee charge by Faculty Senate to explore the feasibility of restoring retiree health benefits. Dr. Graham Gillis, VP Human Resources, committed to provide information to FBAC on what benefits had been available to retirees, how many retirees and current employees were affected by this decision, and why the decision was made. Committee is continuing its research into this matter.

Discussed benefits for PT employees. Tabled discussion as the committee anticipates additional information to be provided from the HR department.

Tentative schedule has been developed to review and select Employee Benefits Consultant. Should have new consultant under contract by January 2012.

Dr. Graham Gillis presented information regarding a partnership opportunity between UCA and Conway Regional and its new comprehensive wellness program. Dr. Gillis is planning to meet with Conway Regional on Tuesday, November 1, 2011. He will update the committee on progress made in developing this partnership. Dr. Gillis has agreed to present any proposed partnership to Faculty Senate if progress is made on the wellness partnership. Committee waiting further information before making any recommendations.

Health Insurance has been renewed which will take us until July 1. During Spring term committee will look at renewing policy for fiscal year, July 1, 2012 – June 30, 2013. Will the faculty be given the opportunity to decide before they leave for the summer. Asked that faculty be notified before Spring semester is over.

Why do we need to hire health plan consultant? To help us find cost effective health care for UCA, we need someone with the expertise to be sure we are getting the best deal.

An enthusiastic discussion ensued.

Motion by Isanhart, Second by Ruud. Report approved unanimously.

B. Resolution on Absorption of January 2012 Healthcare Premium Rate Increase (see attachment)

Resolution on Absorption of January 2012
Healthcare Premium Rate Increase

WHEREAS the university has been notified by United Healthcare of a 9% healthcare premium increase effective January 1, 2012 through June 30, 2012; WHEREAS no salary increases were granted this year; ~~and future salary increases are uncertain;~~

WHEREAS the entire healthcare premium rate increase will be absorbed by taking funds from the UCA contingency fund resulting in no healthcare premium rate increase to employees;

BE IT HEREBY RESOLVED that the Faculty Senate expresses appreciation to the UCA Administration for absorbing this increase.

October 26, 2011

Moved Senator Browne, Second G. Bratton,
Friendly amendment to change language in line 3 (see strike through).

19 yays, 1 nay, 0 abstained.

V. President's Report

A. Faculty Senate Scholar application

The following application was presented by President J. Wilson as an informational item.

Application

Faculty Senate Scholar

University of Central Arkansas

Fall 2012 – Spring 2013

This annual scholarship is meant to encourage an appreciation of academic excellence among incoming freshman at UCA. The selected applicant will be designated a Faculty Senate Scholar and will receive a \$1,200 scholarship (\$600 per semester) for 2012-2013 academic year. This is a one-year scholarship.

Requirements

Applicants must be an incoming freshman at the University of Central Arkansas for the 2012-13 academic year.

Applicants must have a high school GPA of at least 3.25, verified by an official high school transcript.

The Faculty Senate Scholar must take a course load of at least twelve (12) hours each semester of his/her freshman year in order to receive the scholarship. This scholarship is not need-based.

Application Process

Applicants must submit the following materials:

-Essay: The final decision of the scholarship committee will be largely based on an essay written by the applicant on the following topic: What does it mean to be an academic scholar in Arkansas and the world?

-This application form

-Official high school transcript

-Two letters of recommendation:

One letter from a teacher of the applicant

One from an administrator or community leader who knows the applicant well

Timetable/Reviewing of Applications

The committee will begin reviewing applications on January 15, 2012, and applications will be accepted through February 15, 2012. (Please note: All application materials must be postmarked by this date.) The committee's decision will be announced March 15, 2012. The student designated as Faculty Senate Scholar will receive \$600 for the fall semester 2012. The student will be expected to maintain a university GPA of at least 3.25 in order to receive the additional \$600 for the spring semester 2013. Money will be disbursed through the UCA Financial Aid Office. If you have any questions about this scholarship, email wrickman@uca.edu, or call (501) 450-5431

Please complete this form and mail all required application materials (see above) to:

Wendy Rickman, University of Central Arkansas, Department of Leadership Studies, 201 Donaghey Avenue, Conway, AR 72035

Name_ Email_

Address___ City_ State___ ZIP

I will enroll in _ hours of coursework at UCA for the fall 2012 semester. I agree to release a copy of my transcript to the Scholarship Committee.

Signature_ Date_

B. Faculty Senate Support of Veteran's Day Activities on November 11th

\$400 donated for celebration Friday.

C. HLC Update (see attachment)

Report distributed and certain items explained.

2C represents an increase of approximately \$5,000.

3A represents course release for members of General Education Council.

Senators asked to ask faculty to respond to the 2 surveys coming out next couple of weeks.

Senator J. Wilson noted that the action steps respond specifically to HLC questions and how can we identify those actions that have a very broad based impact as a whole.

Diversity consultant Dr. Kirksey from OSU. Compiling what we are doing on campus.

NSSE was explained and discussed.

D. BAC Update

Additional funding requests being received and sent out to BAC. Presentations Thursday X period until finished.

BAC will meet in December and prioritize requests. Will send them on to the appropriate committees.

Senator Bradley discussed proper business budgeting procedures.
An enthusiastic discussion ensued.

E. Status of Previous Concerns

Tag Lines: HLC says a tag line is good. Condensed mission statement. 15 words or less.
All those emailed to President Wilson will be shared with SPARC committee.

Email ideas to President Wilson.

Org. Chart for UCA has no lines for Faculty Senate, Staff Senate and SGA to the President.
President Wilson working with Jack Gillean, et al to correct.

VI. Senate Committee Reports

A. Executive Committee

No report

B. Committee on Committees

1. Change of Committee name:

FROM: Fringe Benefits Advisory Committee

TO: Employee Benefits Advisory Committee

Moved: Senator Browne, Second Senator Bradley

- Passed unanimously.
- 2. Committee appointments:

a. Debra Head to fill vacant HBS position on the University Computing and Information Technology Committee

b. Marc Willey to fill vacant HBS position on the University Admissions Committee

Moved Senator Copeland, Second, Senator Ruud. Unanimously passed

C. Academic Affairs

No report

D. Faculty Affairs I

No report

E. Faculty Affairs II

No report

VII. Announcements and Concerns

A. Next meeting: December 15th at 2:00 pm in Wingo Hall 315

B. Other Announcements and Concerns

Don't forget various receptions. RSVPs requested!

Mr. Marmalade being presented by UCA theatre.

Senator Rowley, Flu vaccine campaign. Get your shots! Can get them free at Target with UCA insurance.

VIII. Adjournment

Moved: Senator Browne

Second: Senator Ruud