

April 25, 2013

INDIANA STATE UNIVERSITY
FACULTY SENATE, 2012-2013
EXECUTIVE COMMITTEE

April 16, 2013

3:30pm, HMSU 227

Present: V. Sheets, A. Anderson, J. Conant, T. Hawkins, B. Kilp, E. Lorenzen, C. Olsen,
T. Sawyer
Absent: K. Bolinger
Ex Officio: President Bradley, Associate VP of AA Susan Powers
Guests: L. Kahanov, S. Lamb, E. Bermudez, D. Malooley, D. McKee, C. Barton, D.
Hantzis, R. Guell, J. Buffington, B. Coldren, J. Lawson

I. Administrative Reports:

President D. Bradley

- *The legislature will be wrapping up next week. We are still \$1million, plus or minus, what we know about the budget. The April revenue forecast came in slightly positive, so that is good news. We think we will come out better than the Governor's budget, but where we will end up we don't know. We do expect a fairly aggressive stance against tuition increases. It will be probably be May 9 before we get the official word on the recommended tuition increases.*

II. Chair Report:

Virgil Sheets – No Report

III. Approval of the Executive Committee Minutes of April 9, 2013 [file 0]

MOTION TO APPROVE the minutes of April 9, 2013 (A. Anderson/T. Hawkins; Vote: 8-0-0)

IV. Fifteen Minute Open Discussion

- *The Graduate Council was vigorously opposed to the words "and viability" being added to the first line of the graduate program review document. They voted unanimously against that, and actually all of the chairs and deans that commented were opposed to that sentiment and wording. I suspect this issue will arise at the Senate meeting Thursday. Maybe the wording could be changed to "sustainability" in place of "viability" to soften the approach of the program review process.*

- Senate Bill 180 includes language concerning collecting data on faculty activities. What kind of activities are they talking about? President's response-*Student credit hours generated on an individual faculty basis. Read about what is going on in Texas. Maybe it is to look at research, but I think it is looking at teacher productivity.*

V. Informational/ Discussion Items

a. Diann McKee-VEBA Trust update

The VEBA trust was created by the Board of Trustees in 1998 to make sure funds were set aside for employee post-retirement benefits including health and life insurance for individuals meeting certain criteria dealing with age and years of service to the university. ISU continued to contribute to the trust until January 1, 2012. Stopping that was a part of budget planning in years when we were being cut heavily by the State of Indiana. As of June 30, 2012, we had 1169 eligible participants who are currently receiving benefits and 609 active employees who are eligible for benefits assuming they meet the age and years of service requirements. Part of the budget planning for 2013-2014 year, is predicated on the activation of the VEBA trust on January 1, 2014, at a 50% level. The current operating budget of the university pays in excess of \$3 million a year for post-retirement healthcare coverage. We hope by 2017, the plan will be activated at 100% so the VEBA trust will be paying 100% of whatever the University cost share of the fully insured plan is. By doing that, we are also changing the investment strategy moving to more of a pension-liability funding allowing some equity participation so there is the potential for growth. The trust is fully funded, a little over 110%.

- Question-*What does 50% activation mean?* Response-*We would be paying 50% of the premiums from these trust assets.*

In 2005, we closed the plan. Anyone hired after July 1, 2005, would not be eligible for the subsidy.

- Question-*At the point you fully activate, we will be paying more out than what is coming in from investments?* Response-*That all depends on the estimated rate of return you use, how you think medical costs will grow, etc. The last person eligible according to the work/mortality tables, would no longer need the plan after 2062. There is still a 50 year payout. My goal is that when the last person is gone, the assets are fully depleted.*

b. Staffing Reports [files 1 and 2]

In general, we have increased staffing, all the way around, as of last year. The largest staffing increases have been in the administrative/executive category. We are sitting at 69% tenure/tenure-track faculty as far as instructional-type individuals. Salary has also increased. Retirement contributions have been relatively stable across all employment categories.

MOTION TO ACCEPT the staffing report (A. Anderson/J. Conant; Vote: 8-0-0)

VI. New Business

a. Provisional Retirement Plan

We have had a number of individuals 62, 65, or older, that wished to retire, but we have had no mechanism for them to “retire”. They were essentially resigning. This is for individuals at least 62 with at least 10 years of service. The policy is as listed below:

Eligible Employees:

- Includes benefit eligible employees. (does not include temporary employees)
- Must be age 62 or older by the time of retirement.
- Must have 10 or more years of consecutive benefits-eligible service by the retirement date.

Benefits for Eligible Employees:

- Retiree Title – Emeritus/Emerita Faculty title only in accordance with University Policy.
- Continued Use of Student Recreation Center for the employee (spouse must pay the regular rates for the SRC membership)
- Lifetime hangtag for on campus surface lot parking at no charge (does not include garage tag)
- Continue use of the University Library as a retiree (check with the Library for details)
- Continued use of ISU email address.
- Phased Retirement if applied for and approved by the Director/Dean/Vice President. Phased retirement must be negotiated prior to requesting Provisional Retirement.
- Opportunity to Convert life insurance or Port/Convert Voluntary Life Insurance if done within 31 days of the retirement date. (employee must be enrolled in these plans at the time of retirement to participate)
- COBRA coverage will be offered to retiring individuals if applicable. The retiree must pay 102% of the total health coverage rate. ISU will not subsidize this rate.
- Retiring employee may buy into the University’s Retiree Medicare Supplement Plan.

The retiring employee must:

- be enrolled in the ISU Health Coverage at the time of retirement
- be 63 ½ or older to use COBRA to age 65 to enroll in the ISU Medicare Supplement
- be age 65 or older at the time of retirement to enroll in the ISU Medicare Supplement
- enroll in both Parts A and B of Medicare to be effective on the first of the month following retirement.
- pay 100% of the cost of the plan (ISU will not subsidize this rate)

Benefits do Not Include:

- Dental coverage
- Dependent Child, Employee or Spouse Fee Waiver

Ver. 4/17/2013

- Question-*The changes made last year in terms of whom we call Emeritus, does that interfere with this at all? President’s Response-I would suggest changing the language on this document from “no Emeritus Titles” to “Emeritus Titles in accordance with University policies”. (Language change is reflected in the document above.)*

MOTION TO APPROVE the Provisional Retirement Plan (A. Anderson/J. Conant; Vote: 8-0-0)

b. Terms of Service [files 3 and 4]

MOVED TO RETURN TO THE TABLE (B. Kilp/A. Anderson; Vote: 8-0-0)

We held the 4 year fast. We acknowledged that there would be clumsiness resulting from the various needs met by appointing a Senator to less than a two-year term of service. However, we didn’t consider the imposition of the 4 years a “penalty” and we didn’t think of appointment to the Senate via one of these paths

as somehow accidental. It does simply mean that some people may serve 3 years and take their break instead of 4 years and it really isn't a penalty (since we are not actually entitled to serve as Senators).

MOTION TO APPROVE the terms of service interpretation offered by FAC [four-year maximum] (J. Conant/A. Anderson; Vote: 8-0-0)

c. Course Repeat Policy [file 5]

The Course Repeat Policy was approved by EC, 3-5-13; 7-0-0. It was tabled by FS, 3-21-13; 22-0-1, to be sent back to SAC for revisions.

Modified Course Repeat Policy: Students may choose to repeat any course for grade improvement. Courses that can be repeated for credit are not included in this policy. Only the higher grade received for the course, taken at Indiana State University, will be included in the computation of the cumulative GPA. The initial grade(s) and the repeat grade(s) will appear on the student's record. Only courses taken at Indiana State University are eligible for course repeat. An exception can be granted by the Dean of the relevant college on a case by case basis. Passed SAC 4-10-13; 6-0-0.

- *Question-Where does this information regarding repeating classes and financial aid get broadcast to the student? I don't think most advisors even understand all of this. Response-Financial aid has started a newsletter and website with lots of information. If in doubt, send the student to financial aid.*

MOTION TO APPROVE the modified course repeat policy (B. Kilp/A. Anderson; Vote: 8-0-0)

d. Baccalaureate Taskforce-CAAC response [file 6]

CAAC still supports the original document that was submitted to EC. However, EC asked CAAC to specifically address in its response programs requiring more than seven semesters to complete or 72 or more credits. This response explains CAAC's preferred methodology.

- *Comment-I think any program over 72 should be well-reviewed, not just by the department.*

MOTION TO APPROVE the CAAC response to the Baccalaureate Taskforce Report with two minor wording changes (page 2, first paragraph, last sentence, change "must" to "will". Third page, last paragraph, first sentence, change "Many of these" to "All of these seven") (T. Hawkins/J. Conant; Vote: 7-1-0)

e. Textbook Taskforce [files 7-11]

SAC accepted the report as presented to them.

FAC does not accept the report and suggests that faculty should be trusted, and are responsible in selecting instructional materials. Most of FAC's response dealt with Recommendation #3. FAC felt Recommendation #3 was unnecessary, extraordinarily intrusive, complex and an over-reaction to a problem that isn't well

documented. FAC provided a great deal of specificity in their response. FAC was also concerned that the work done by last year's FAC which was presented to the Senate and voted on by the Senate by endorsement April 26, 2012, seemed to be completely ignored by the summer taskforce since they advanced recommendations that we had specifically at the Senate, coming from FAC, endorsed the opposite of and had already addressed.

- EC member comment-*I simply cannot support anything that includes a textbook oversight committee.*
- President's comment-*The idea that faculty members have full authority to choose any book that they want, I don't think is really true anywhere. And, we can't allow it to be true. If a faculty member says, "I want a book that costs \$500 for a freshman class," should they be allowed to make that decision on their own without any comments from their colleagues, chair or dean? Response-Absolutely not, and what FAC recommended last year that was endorsed by the senate was the strengthening of the conversations among faculty, the stipulations of exclusions and requirements that govern multiple offerings of the same course, and the status of the chairperson as an arbiter in decisions that have to be made.*
- Comment-*I think most faculty are concerned about textbook cost and consider ways to keep costs down. I see no evidence otherwise.*
- Comment-*Rather than having someone review the textbook choices, can't we review the cost? How hard would it be to have the bookstore send the chair a report showing costs for books for sections of the same course? Say most are \$100-150, but then one is \$600. Couldn't I just then go to that faculty member and say, "This seems unreasonable"?*

MOTION TO APPROVE FAC and SAC responses to the Textbook Taskforce Report (J. Conant/T. Hawkins; Vote: 8-0-0)

MOTION TO RECEIVE the Textbook Taskforce Report (B. Kilp/A. Anderson; Vote: 8-0-0)

f. University College Taskforce Report not discussed due to time constraints. Item will be on the agenda for the next executive committee meeting.

g. Executive Session

MOTION TO GO INTO EXECUTIVE SESSION (J. Conant/A. Anderson; Vote: 8-0-0)

MOTION TO LEAVE EXECUTIVE SESSION (J. Conant/A. Anderson; Vote: 8-0-0)

VII. Adjournment

MOTION TO ADJOURN (A. Anderson/B. Kilp; Vote: 8-0-0) Time: 5:55