

Academic Assembly
February 25, 2013
2:05 – 3:35pm, STCN 130

MINUTES

Present: David Arnesen, Brenda Broussard, Mason Bryan, Karen Cowgill, Tito Cruz, Lynn Deeken, Bill Ehmann, Terry Foster, Christian Halliburton, Kristi Lee, Michael Matriotti, Erik Olsen, Roshanak Roshandel, Rob Rutherford, Chris Stipe, John Strait

Minutes taken by Rosa Hughes

- I. Council of Graduate Faculty Update
 - A. Roshanak Roshandel will serve again
 - B. AcA will discuss subcommittee membership at upcoming meeting
- II. Review of 2-11-13 Minutes
 - A. II, B – remove Brenda, add Karen Cowgill
 - B. VI, B, 1, b – insert word “academic” before policy
 - C. Minutes approved with above revisions
- III. HR Updates (*Ruth Donohue, Jerry Huffman, Matt Philip*)
 - A. SU is currently at 82% compliance with LawRoom trainings
 1. Harassment Prevention
 2. Family Educational Rights and Privacy Act (FERPA)
 3. Data Privacy
 - B. Annual performance assessments
 1. Largely involves staff
 2. Merit plan will be announced next week
 3. Market adjustments will be factored into pay increases
 - C. Workplace satisfaction survey will be released March 4
 1. SU participates in the Chronicle’s “Best Colleges to Work For”
 2. 89 questions, similar to 2009 survey
 3. 2009 had 60% response rate (compared to 34% average response rate across all higher education)
 4. Results in late June, including comparisons to peer 11, Carnegie class, and AJCU peers
 5. Ruth Donohue will find out if we can get the results for faculty governance questions earlier than June in order to integrate into our faculty governance discussion
 - D. Health Care
 1. HSA plan implementation
 - a. Current low enrollment
 - b. HR will provide more information so that people can make better decisions
 2. Affordable Care Act changes
 - a. If employee chooses to purchase from an exchange and can demonstrate need, they are added to the employment pool even if they previously were not considered full time (prior to ACA, SU defined full time and benefits eligibility, now those parameters are determined by federal guidelines – 20 point definition of employee)
 - b. Difficult to measure the amount of hours a part time faculty member works
 - c. SU can be fined for not providing insurance to non-full time faculty who purchase private insurance and demonstrate need

- 3. Wellness – SU LiVE
 - a. 20% enrollment last year, need to increase incentives
 - b. If you do the minimum incentives, you are eligible for the best possible premium
 - c. Want to expand wellness awareness to include work-life balance
- E. Retirement – 403(b)
 - 1. Fiduciary invested governance
 - 2. Fidelity report released to participants annually with information on administrative fees
 - 3. Reduced investment array
 - 4. Change in plan design
 - a. Incent participation with matching requirement
 - b. SU contribution level
 - c. Grandfathering
 - d. Phased implementation
 - 5. Faculty notably higher in their contributions to Fidelity
 - 6. HR will include AcA in the proposal process as plan changes
- F. Dental coverage
 - 1. Geared toward basic coverage, not enough to cover major procedures
 - 2. If employees are not satisfied, SU can bid on dental insurance and check plan design
- IV. Faculty Handbook Revision Committee Membership
 - A. Three candidates for one open position
 - 1. Frank Shih – College of Science and Engineering
 - a. Visit to AcA to express interested in making handbook a more useful tool
 - b. Distributed letter to AcA
 - 2. Connie Anthony – College of Arts and Sciences
 - a. No materials provided to AcA
 - 3. Dave Madsen – College of Arts and Sciences
 - a. Distributed comments to AcA
 - B. Closed ballot vote
 - 1. AcA appointee to FHRC is Connie Anthony
 - 2. Rob Rutherford will notify and thank nominees
- V. Program Review Committee Membership
 - A. Carolyn Coffin (College of Science and Engineering) approved for re-appointment
 - B. College of Nursing will need to appoint a new member in spring, for service beginning in fall
- VI. Ombudsperson Search Committee
 - A. Two AcA representatives: Sonora Jha and Rob Rutherford
 - B. Ted Fortier, a faculty representative on the committee, is going on sabbatical and AcA needs to decide if/how to replace his position in the search
 - C. Currently reviewing applications
 - D. The main challenge has been defining the procedural duties of the position
 - 1. Help connect faculty with resources present on campus, neutral site for advice, be steered to avoid retaliation
 - 2. However, the committee was shown a job description that says the ombudsperson has no formal authority within the university structure and would prepare anonymous reports to administration for review and information
 - 3. Current description does not provide a way for the position to bypass the administration
 - E. The AcA representatives will distribute the job description at an upcoming meeting
- VII. Announcements, Updates, etc.
 - A. Need to appoint another faculty member to Budget Advisory Committee at next meeting

- B. Need to appoint an AcA representative to the Athletic Advisory Board
 - 1. Position would begin in Fall 2013
 - 2. Appoint at May 9 meeting
- C. Report from Athletic Advisory Board and Gender Equity Committee at upcoming meeting
- D. Program Review Committee is working on a proposal to AcA for a process to suspend academic programs (currently none in place)

VIII. Bylaws Discussion

- A. The subcommittee is preparing suggested bylaws changes
- B. Majority and minority opinions will be presented at next meeting during executive session