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**GENERAL FACULTY MEETING
SPRING QUARTER
May 9, 1989**

- I. The Spring Quarter General Faculty Meeting was called to order at 3:30 p.m. by University Faculty Vice-President Alphonso Smith.
- II. The minutes of the Winter Quarter General Faculty Meeting of February 14, 1989, were approved as distributed.
- III. Mr. Smith requested a motion to suspend the agenda's order of business. There being no objection, the motion was approved.
- IV. Report of the President, Paige Mulhollan reporting:
 - A. School of Nursing Dean. Jeanette Lancaster, Dean of the School of Nursing, has accepted the position of Dean of Nursing at the University of Virginia, effective late summer.
 - B. Budget. President Mulhollan discussed the budget situation in Columbus. The Senate has scheduled its vote on the House of Representative's budget bill, HB 111, on the week of May 22. It will then be forwarded to a joint committee to make final adjustments between the House of Representatives and the Senate versions beginning on or about the Labor Day break. The adjournment date of the House of Representatives has been announced as June 15, so a budget outcome should be received by mid-June if all of the deadlines that have been built into the system work, and if the governor doesn't veto the entire thing before he departs for the far east in mid-June.
 - C. Benefits. P. Mulhollan stated that on the question of benefits, there are bound to be disagreements for various reasons.

The problem is that the costs of health care benefits are out of control and there is nothing thusfar that anyone can figure out what to do about it. It is not a unique problem of WSU; it is a national problem. Many believe that within two years this crisis will produce a very substantial and radical national solution, because institutional and corporate America cannot continue to support the kind of incremental changes in health care that have been occurring on an annual basis. It is a terribly complicated problem; within a health-care benefit package there are almost countless variables.

This year Donald Pabst and his Benefits Subcommittee were invited to attend every meeting of the University business staff with all of the vendors involved, so they could hear the presentation and figures at the same time as the administration.

The administration produced a draft plan of action for the subcommittee's response in late February or early March. The result was that the UBRC returned a series of recommendations responding to the draft. The following report is the outcome of the administration's proposal, the financial realities, and the UBRC subcommittee's recommendations as to the plan for the coming year:

1. No coverage modification. The coverage will remain the same.
2. Four basic ways to try to save money in the health-care package:
 - a) Increase the deductible.
 - b) Increase the payment of co-insurance.
 - c) Add health management factors.
 - d) Add contribution factor.
3. Establish flexible spending account.
4. Prescriptions. The present coverage will not be changed; however, a voluntary alternative program will be offered.
5. Nursing Home Insurance Coverage. An optional long-term nursing home insurance coverage will be added by July 1, 1990 if such a policy is available.

The new health-care benefit package will be effective July 1, 1989. President Mulhollan will appoint a standing University committee composed of faculty, classified staff, and unclassified staff to meet regularly on a standing basis, to be involved in all of the ongoing studies initiated in regard to the benefit program.

V. Committee Reports:

A. Steering Committee, Alphonso Smith reporting:

1. Revisions of the Constitution and Bylaws. The committee discussed the revisions of the constitution and bylaws. (See New Business of these minutes.)
2. Promotion & Tenure Document. The Faculty Affairs Committee may present a document to the Academic Council at the June 5 meeting.

3. Salary Inequity Appeals. The Steering Committee discussed salary inequity appeals. It is now being reviewed by the Faculty Affairs Committee and will be presented to the Academic Council at the June 5 meeting.
4. Enrollment Management & General Education. The committee has spent considerable time discussing enrollment management and general education; it supports both issues. Vice President Hathaway has appointed a task force to address the general education issues that need to be worked out.
5. Drop Date Policy. The Drop Date Policy will be on the agenda for the 1989-90 Steering Committee.
6. Sexual Harassment Policy. The Steering Committee approved and presented a Sexual Harassment Policy to the Academic Council. A statement concerning implementation of the policy has been mailed to the faculty.
7. WSU Health Benefits. The committee has spent considerable time discussing the University's increasing health-care cost and its effect on all employees. (Reference reports of President Mulhollan and Jeanne Ballantine, UBRC, of these minutes.)
8. University Library Committee Revision of Faculty Constitution and Bylaws. The Faculty Constitution and Bylaws have been revised to clarify the role, the constituency, and the jurisdiction of the University Library Committee. The Steering Committee requests the faculty's support of the revision.
9. Patent and Copyright Policy. In the spring of 1989 the Academic Council approved a Patent and Copyright Policy. It is now being reviewed by the Board of Trustees.
10. Reviews. This has been a year of reviews: the quadrennial, several deans, and one vice-president. The Steering Committee is working on a Comprehensive Review Policy that would determine dates of reviews.
11. Announcement: WSU's 25th Anniversary . Next year is WSU's 25th anniversary. Alphonso Smith encouraged enthusiastic support of the year-long celebrations planned to commemorate the event.
12. Agenda Issues of Next Year: Enrollment management, academic advising & retention, general education, and health-care & benefits will be addressed by the Steering Committee during the coming year.

B. Building & Grounds, Carl Maneri reporting:

1. Capital Plan. The main purpose of the Building & Grounds Committee is the consideration of the capital plan as it is presented to the Board of Regents. Bob Fenning will present the final version of the plan, then the committee will make a recommendation to the Board of Trustees.

The main features will be: 1) a campus services building, 2) renovations of vacated space, and 3) an academic building for departments related to the School of Nursing.

These changes involve a number of improvements on the campus. There will be an increase in the number of classrooms, computer stations around the campus, and student and faculty lounge spaces. The extremely complicated issues arise from the reprogramming of vacated space.

2. Campus Road Names. Some of the campus roads are to be renamed. Suggestions are encouraged and will be presented by Carl Maneri to the Building & Grounds Committee, then forwarded to the Board of Trustees.
3. Facilities Master Plan. The Buildings & Grounds Committee will participate in the new facilities master plan next year.
4. Campus Beautification Committee. The Campus Beautification Committee has been reactivated this year and is considering, among other beautification issues, the paths in the woods.

C. University Budget Review, Jeanne Ballantine reporting:

1. At the February 21 meeting, James Sayer presented a Salary Subcommittee Report (Attachment A) which recommended a 6% salary increase and that 2% be set aside for fringe benefits. The salary recommendation was accepted by the administration, but the benefits portion was not.
2. Early Retirement. At the March 14 UBRC meeting, Richard Williams presented a preliminary report on early retirement. Copies of the report are available in the University Faculty Office.

3. Fringe Benefits Subcommittee. At the April 11 meeting, Donald Pabst reported that the Fringe Benefits Subcommittee had been given a proposal from the administration concerning co-payments, deductibles, etc. After studying the document, the committee responded with some recommendations and modifications which the UBRC endorsed unanimously. The administration presented the Council of Deans and the Academic Council with some modifications of the original proposal. The UBRC discussed the latest proposal and agreed that several of the committee's recommendations had not been included in the proposal. Dr. Spanier discussed the proposal with the committee as P. Mulhollan and C. Hathaway were unable to attend the meeting
4. Summer Budget. At the May 2 meeting, the committee discussed the summer budget. Willard Hutzel presented figures related to summer enrollments. The committee explored the possibility of expanding summer offerings to alleviate overcrowding in many of the general education and major courses. A recommendation from the committee will be forthcoming.

D. Fringe Benefits Subcommittee, Donald Pabst reporting:

The committee met regularly, starting in early January, primarily updating itself on all of the developments concerning fringe benefits. The committee realized immediately that it was going to be a difficult, challenging, and frustrating situation because of the many factors, in part, beyond the control of employees and the impact upon the fringe benefit package. Several of the members of the committee had consulted with their colleagues for suggestions concerning improving the fringe benefits. Unfortunately, this was not the year in which many of those could even be considered because of the problems to be faced with the existing benefits. However, the committee did make some suggestions, specifically, the one for long-term nursing care which the administration has accepted.

The work of the committee was primarily that of responding to rapid changing information from the insurance carrier and everyone's reaction. The provisions that the President outlined earlier in this meeting are the conclusions made by the proposals made by the administration, made by members of the subcommittee, and the subcommittee itself.

On the basis of the president's presentation (today's meeting), it would appear there is agreement on most of the proposals, except for the one involving the employee payments. The final recommendation by the subcommittee involved a total employee contribution of \$600--a net cost of zero to the employees electing the dependent coverage. The president's final plan has a \$900 total contribution by the employees requesting dependent coverage, but then is reduced by the University's \$600 contribution, making the net cost for dependent coverage \$300.

The committee is pleased to hear the mail-order drug plan will be on a voluntary basis; however, there are problems in the number of prescriptions and the extent of processing necessary.

Salary Subcommittee, James Sayer reporting:

Mr. Sayer highlighted the recommendations made to the UBRC from the Salary Subcommittee, February 21, (Attachment A, page 2) and the rationale for the recommendations (Attachment A, page 4).

With reference to the President Mulhollan's fringe benefits report on the health care package (today's meeting), Mr. Sayer stated that "for absolute clarity on the part of the University faculty, the University Budget Review Committee is not at all happy with that proposal, especially the notion of employee contribution."

A concern of the UBRC is that if these costs continue to escalate, they should not automatically be passed on to the faculty and staff because with those employees contributions (\$25 for individual coverage and \$50 for family), there is a regressive tax. These contributions are paid regardless of income.

Mr. Sayer stated that he would recommend (at the end of this meeting when he is officially the 1989-90 Faculty Vice-President) that instead of the president of the University appointing the standing committee to look at health care, and since this is the appropriate constitutional province of the UBRC, that a permanent standing committee on health care of UBRC be appointed whose membership might be jointly agreed upon by faculty leadership and the University president.

UBRC Member Report: John Talbott, UBRC member, discussed his perception of the problems that the UBRC and the general faculty have had with the administration during the past several years.

- E. Library and Student Affairs Committee Reports. Alphonso Smith announced that committee reports of Library and Student Affairs will be inserted as attachments to these minutes. (Attachments B & C.)
- F. Faculty Affairs, Manley Perkel reporting:
1. Promotion & Tenure Document. Since the Winter Quarter University Faculty Meeting, the primary business of the FAC has been the P & T document which was submitted to the Academic Council last week and will be voted on next month.

Two open hearings were held in April, and numerous comments and suggestions were received in writing. All of the input was considered by the FAC before submission of the final draft to the Academic Council.

The FAC met with Charles Hathaway, Richard Millman, James Sayer, and Rudy Fichtenbaum on May 8. From that discussion, the committee reached an accommodation and has decided to recommend some changes in the form of an amendment to the document when it is presented next month.
 2. Salary Inequities Procedures. The FAC has redrafted the Salaries Inequities Procedures Policy which was suspended by the Board of Trustees in December. This draft, which is still under discussion by the FAC, is nearly completed and will be forwarded to the Academic Council next month.
 3. Harassment & Discrimination. A subcommittee formed last quarter to review the University policy on harassment and discrimination has completed its work and the Steering Committee has recommendations. These will be presented to the Academic Council in June.
 4. Salary Inequities Investigating Committee. The committee has completed its work and has submitted its report and recommendations to the Faculty Affairs Committee. The FAC has, in turn, forwarded copies of the report and recommendations as prescribed in the Salary Inequities Appeal Policy in effect when the appeal was initiated.
- G. Quadrennial Review Committee. A. Smith stated that he would accept James Walker's earlier comments concerning the proposed revisions to the constitution and bylaws as the committee's final report (see New Business of these minutes).

IV. New Business:

- A. A suspension of the rules was approved to allow a vote taken on the following items of business:
- B. Proposed Revisions to the Constitution & Bylaws. Alphonso Smith reviewed the proposed revisions to the constitution & bylaws (Attachment A, May 9 AC Agenda).

Discussion: James Walker, Chair, Quadrennial Review Committee, voiced the committee's support for adoption of the changes to the constitution and bylaws (making an amended version of the report of the Quadrennial Review Committee). Discussion ensued concerning the proposed increased number of Academic Council representatives.

Question was called. Motion was approved by a voice vote.

- C. Approval of List of June 1989 Graduates. The list is available in the Office of the Registrar.

A motion was made, seconded, and passed to approve the list of June 1989 graduates.

- VI. Election Announcement of Faculty Vice President-Elect. Alphonso Smith announced that Rudy Fichtenbaum was elected Faculty Vice President-Elect for the coming academic year.

Alphonso Smith presented the gavel to James Sayer, 1989-90 Faculty Vice President, who presided over the remainder of the meeting. As his first official responsibility, Mr. Sayer asked that President Mulhollan and he schedule a meeting to appoint a standing Health-Care Committee

VII. Announcements and Special Reports:

- A. General Education Review, Herbert Neve reporting:

The new General Education Program was implemented Fall 1987. Wright State University is far ahead of most universities in the development of this kind of change, not only in the state, but throughout the nation. The new categories inaugurated and initiated were Communication and Mathematical Skills (11 hours), The Western Experience (15 hours), The Nonwestern World (6 hours), and The Understanding of the Contemporary World (25 hours)--a total of 57 hours which was an addition of 10 hours compared to the previous requirement. The impact upon the students has been significant.

The first biennial review of the General Education Review Subcommittee has been distributed to faculty. The data for five quarters, included in this review, emphasizes the quality of the program.

B. University Task Force on Assessment, Richard Millman reporting:

The three areas the task force was charged were Developmental Education, Freshman English, and General Education.

Developmental Education. The basic idea will be to add exit testing at the end of the three developmental educational courses and an overall assessment by members of the staff. There will be an alumni study. The cost for the developmental education assessment will be \$2,200.

Freshman English. In English 102 there will be a timed final essay of work derived from course material. There will be a writing program assessment by a committee composed of people in the English department. The cost of this, which assumes an increase in stipend for the GTA's and adjuncts in English, would be a total of \$80,000. (The committee neither endorses nor discourages the increase in the stipend, but it is included as part of the report.

General Education. The general education assessment will be to restructure the General Education Review Committee, and the key will not be data gathering, but rather the interpretation of data gathering. The four specific items are to make sure that everybody understands what the goals are, the resources that are available, the key point is the performance, and then the outcomes. This will be done on a biennial and a quadrennial cycle. The cost of general education is zero dollars.

The cost is under \$100,000 for the total package. A report will be submitted to Vice-President Hathaway within a month.

C. Appreciation. On behalf of the general faculty, James Sayer expressed appreciation to Alphonso Smith for having served as Faculty Vice-President for the past year.

VIII. Adjournment. The meeting adjourned at 5:22 p.m. The Fall Quarter University Faculty Meeting is scheduled for Tuesday, November 14, 1989, Medical School Auditorium (120 Medical Sciences), 3:30-5:30 p.m.

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Attachments

Note: The School of Graduate Studies and Graduate Council Annual Report is on file in the University Faculty Office.