

To Faculty Council Members: Your critical study of these minutes is requested. If you find errors, please call, send a memorandum, or E-mail immediately to Diane L. Maybon, ext 1-5693.

NOTE: Final revisions are noted in the following manner: additions underlined; deletions ~~over scored~~.

**MINUTES**  
**FACULTY COUNCIL**  
September 4, 2007

***CALL TO ORDER***

The Faculty Council meeting was called to order at 4:30 p.m. by Robert L. Jones, Chair.

***ANNOUNCEMENTS***

- A. Next Faculty Council Meeting - October 2, 2007 - A103 Clark Building - 4:15 p.m.
- Jones announced that the next Faculty Council meeting will be held on October 2, 2007 in Room A103 Clark Building.
- B. Administration/Faculty Dialogue - October 2, 2007 - 3:45 to 4:15 -
- Jones announced that the Administration/Faculty Council Dialogue for the October 2, 2007 Faculty Council meeting will be announced at a later date.
- C. Faculty Council Current Issues Topic - October 2, 2007: To Be Determined
- Jones noted that Executive Committee is considering Current Issues Topics for Faculty Council for the 2007-08 academic year. Jones asked that if any Faculty Council member had recommendations for a current issue topic to please notify the Faculty Council office. The October 2, 2007 Current Issues Topic will be announced at a later date.
- D. 2006-2007 Faculty Council Annual Report to the Board of Governors
- Jones announced that the 2006-2007 Faculty Council Annual Report to the Board of Governors (Board) was presented to the Board at its June 2007 meeting by F. C. 'Ted' Weston, Faculty Representative to the Board. This report is found on pages 1-7 of the agenda materials. Jones noted that all items sent forward to the Board during the 2006-07 academic year were approved.
- E. President's Fall Address & University Picnic - On the Oval - September 6, 2007 - 11:30 to 1:00 p.m.
- Jones announced that the President's Fall Address and University Picnic will be held on the Oval on Thursday, September 6, 2007 from 11:30 a.m. to 1:00 p.m.
- F. President's Fall Semester Faculty Update - Thursday, November 8, 2007 - 4:00 p.m. - Lory Student Center - North Ballroom
- Jones announced that the President's Fall Semester Faculty Update has been scheduled for Thursday, November 8, 2007 beginning at 4:00 p.m. in the Lory Student Center North Ballroom.
- G. Diversity Conference 2007 - September 25-27, 2007 - Keynote Speakers: September 25 - Ambassador Andrew Young - September 26, 2007 - Marcelo Suarez-Orozco - Lory Student Center - Main Ballroom
- Jones announced that the 2007 Diversity Conference has been scheduled for September 25 through 27, 2007. Keynote Speakers for this event will be Ambassador Andrew Young on September 25, 2007 and Marcelo Suarez-Orozco on September 26, 2007. The event will be held in the Lory Student Center Main Ballroom.
- H. Faculty Council Attendance Summary 2006-2007
- I. Faculty Council - Location of Issues (Tracking) Update 2007-2008
- J. Schedule of Faculty Council/Executive Committee Meeting Dates 2007-2008

- K. Board of Governors Scheduled Meeting Dates 2007-09
- L. Faculty Council Membership List 2007-2008
- M. Faculty Council Standing Committee Membership List 2007-2008
- N. University Committees Membership List 2007-2008
- O. Faculty Council Website Links
- P. Parliamentary Motions - Quick Reference
- Q. Parliamentary Motions - What They Mean
- R. Faculty Council Standing Rules for Open Forum and Informal Discussions

Jones noted that items "H" through "R" have been included in the Faculty Council agenda items as information for Faculty Council members.

- S. Student Representative Elections to Faculty Council Standing Committees - October 3, 2006 Faculty Council Meeting - Committee on Faculty Governance

Victor Baez, Chair, Committee on Faculty Governance, announced that the Faculty Council elections for student representatives nominated to serve on Faculty Council Standing Committees will be held at the October 2, 2007 meeting. The nominations are forthcoming from the Associated Students of Colorado State University and the Graduate Student Council.

#### ***MINUTES TO BE APPROVED***

- A. Faculty Council Meeting Minutes - May 1, 2007

Sue Pendell moved to approve the Faculty Council Meeting Minutes of May 1, 2007.

Pendell's motion was approved by unanimous consent.

#### ***REPORTS TO BE RECEIVED***

- A. Provost/Senior Vice President Report - Tony Frank, Provost/Senior Vice President

Tony Frank, Provost/Senior Vice President reported that planning for the FY-09 budget is in process. Frank explained that the proposed FY-09 budget is based on last year's budget revenue. He noted that he does not know if the revenue will be different this year and is not sure what the state contribution will be. Frank added that additional revenue is becoming more dependent upon tuition increases. He explained that Colorado State University is still underpriced and the tuition and fees do not seem to be hindering enrollment. Frank stated that the budget will be based upon the same revenue as last year and will include:

- mandated costs
- eliminate money allocated for items completed
- additional money for increased utility costs
- five percent increase in salaries for academic faculty, administrative professionals, and state classified (this amount is driven by the classified salary increases mandated by the State)
- \$300,000 increase to benefits

Frank noted that the budget quality enhancements will include:

- increase faculty numbers
- graduate education
- student recruitment, success, and retention
- increases to financial aid
- funds for security, information technology, library inflation

work/life issues (e.g. spousal accommodations)  
controlled maintenance

Frank stated that providing funds for controlled maintenance may seem like we are letting the State off the "hook" but he added that he did a complete walk through of all the buildings on the campus this summer and was not encouraged and we cannot continue to wait for funds from the state.

Frank reported that \$5 million will be allocated for debt service on additional bonds and that \$750 million will be allocated for capital construction over the next three years. He added that \$40 million in new revenue is projected for FY 09. He expects \$20 million of this increase will come from increased tuition and it will be used for salaries, benefits, faculty expansion, quality enhancements. He added that if Colorado State University sustains its current trend, faculty numbers could increase by 50 percent over the next three years.

Frank reported that the Vice Presidents and Council of Deans have had joint retreats this summer and the main topics of discussion were people, space and money. He added for Colorado State University to reach the average of our peers with a five percent inflation, \$20 million per year is required over the next ten years. He added that the take home message from the retreats was that it is possible to accomplish our stretch goals.

FRANK'S REPORT WAS RECEIVED.

B. Faculty Council Chair Report - Robert Jones, Faculty Council Chair

Jones noted the following issues possibly coming up for action this year.

Review of Section E.10.7 - streamline time lines regarding revocation of tenure and other disciplinary actions.

Revise *Manual* to include new legislation regarding multi-year non-tenure track appointments.

Review promotion and tenure voting membership in departments.

Review plus/minus and minimum grading issues.

Review Section I.2 regarding "FERPA" (Buckley Amendment) - reinterpreted since the Virginia Tech incident - General Counsel revising *Manual* language.

Review Section J - Intellectual Property - advances in electronic and digital technology needs to be addressed.

Jones noted that there are two proposals for two new academic departments currently being drafted.

Jones encouraged participation in Faculty Council and explained that if anyone has an issue that they feel warrants consideration by Faculty Council to please forward it to the Faculty Council office and the request will be assigned to a committee for consideration.

JONES' REPORT WAS RECEIVED.

C. Board of Governors Faculty Representative Report - Timothy Gallagher - May 2, June 20, and August 24, 2007

Timothy Gallagher, Faculty Representative to the Board of Governors, reported that the May 2 and June 20, 2007 Board of Governors meeting reports, as submitted by F. C. 'Ted' Weston, could be found on pages 52-58 of the Faculty Council agenda. Gallagher distributed copies of his August 24, 2007 Board of Governors meeting report to Faculty Council members and it reads as follows:

**Executive Session:**

The general meeting was preceded by the Board going into Executive Session. This portion of the meeting is closed and is where legal, real estate, personnel, and similar matters may be discussed. Relevant motions, as appropriate, are made in open session.

**Presidents' Reports:**

President Penley announced the following in his Report to the Board:

The NeoTrex supercluster has been launched, focusing on cancer research and treatment.

CSU – Fort Collins is once again listed by U.S. News and World Report in the Top Tier of American public universities.

Tom Siller, Associate Dean of the College of Engineering, has been chosen for the prestigious American Council on Education Fellowship.

The “Ram Welcome” and For-Ever Green program for incoming freshman, August 16 – 19, was well attended and considered a big success.

Professor Marvin Paule, Chairman of the Department of Biochemistry and Molecular Biology, was named a Jefferson Science Fellow by the U.S. Department of State.

Professor Michael H. Thaut, Director of the Center for Biomedical Research in Music, was elected a member of the World Academy of Multidisciplinary Neurotraumatology.

Five incoming freshman have been awarded full scholarships by the Monfort Scholars Program.

The Colorado State University Office of Public Relations announced that there was a 35% increase in media stories on CSU over the number from the previous year.

Several examples of contributions by CSU – Fort Collins to economic development in Northern Colorado were cited.

Major financial gifts to the University were described.

Two advances in research and scholarship were described to the Board relating to hurricane strength waves and frozen storage of meat and the resulting impact on U.S. meat exports.

Recent significant hires were described.

The opening of the new state-of-the-art residence hall for Engineering and Honors students, Academic Village, was announced.

A new initiative to enhance fan enjoyment of CSU athletics was announced. So too were details to make the Rocky Mountain Showdown football game between CSU and CU a positive experience for all.

With regard to community connections, a U.S. Department of Education grant to study underage and high-risk drinking among first-year students was announced along with the School is Cool program for the Poudre School District.

**Student and Faculty Rep Reports from CSU – Fort Collins and CSU – Pueblo**

The student and faculty representatives from CSU – Fort Collins and CSU – Pueblo were presented describing activities at their respective campuses over the summer.

**Consent Agenda**

Minutes of the Real Estate Committee, Finance Committee, Audit Committee, Regular Board Meeting of June 20, and Special Real Estate Committee Meeting were approved.

The Board approved the specified requests for sabbatical leave, emeritus rank designation, leave of absence requests, program review schedule, and changes in student fees and charges.

Item C-8, the Report on Annual Faculty Performance, Promotions, and Post-Tenure Review was pulled from the Consent Agenda.

The Grade Distribution Report to the Department of Higher Education, part of the Performance Contract to the Department of Higher Education, was approved.

### **Board Chair's Agenda**

The Board will hold a retreat on September 30 and October 1.

### **Committee Reports & Action Items**

The Audit Committee Report was received.

The Finance Committee Report was received. Key points include:  
Cash spending authority for the Professional Veterinary Medicine Student Building, Lake Street Parking Garage, Community Practice Building and Academic Village Phase 1B, and Industrial Sciences Building Revitalization.

The Board approved FY2007/2008 DCE Tuition and Fee Schedules, Western Undergraduate Exchange Tuition Schedule, Special Course Fee Change and spending of up to \$1.4M from central reserves for purchase of PET/CT equipment.

The Board approved organization and start-up funding for "CSU-Colorado." The motion that was approved read,

"MOVED, that the Board of Governors of the Colorado State University System approve the creation of "CSU-Colorado" as a new enterprise under the governance of the Board and the expenditure of up to \$4.5 million from System reserves to fund organizational and start-up costs associated with CSU-Colorado.

FURTHER MOVED, that the Chancellor and CFO of the System are hereby authorized to work with System Staff, including the Office of General Counsel, and the Department of Higher Education to identify a structure and specific methods of implementing CSU-Colorado, including any appropriate legislation, accreditation or other steps necessary or appropriate to launch a high quality, distance education entity in accordance with the description and business plan presented to the Board."

The Board was briefed on proposed changes to benefits for faculty and academic professionals.

The Board approved a carry-in item whereby property owned by the university was transferred to the Colorado State University Research Foundation, CSURF.

### **Chancellor's Agenda**

Chancellor Penley announced expanded duties for Frank Pierz and Rich Schweigert. He described visits he made to Grand Junction and to the Colorado Department of Higher Education.

### **Institutional Report Items**

Tony Frank, Senior V.P. and Provost of CSU – Fort Collins presented a report on the university's hiring, P&T, and post-tenure review process. After receiving his report in public session, the Board went into executive session to discuss particular cases relating to tenure and post-tenure review. After returning to public session, the Report on Annual Faculty Performance, Promotions, and Post-Tenure Review that had been pulled from the Consent Agenda, was approved.

After being pulled from the consent agenda, the Board received a report on Post-Tenure Review and Results of Faculty Activity. This report contained a description of the hiring process for faculty, annual performance reviews, reappointment policies, a summary table of tenure and promotion outcomes, post-tenure review policies, and a summary table of the results of post-tenure review.

Tony Frank, Senior V.P. and Provost of CSU described for the Board the overall faculty review process with an emphasis on the initial hiring decision. Provost Frank emphasized that we should have mostly successful outcomes if we apply strict standards when making the hiring decision. He indicated that this is the case. The critical role of faculty in maintaining professional standards within their respective departments was emphasized.

The Board then went into executive session where specific personnel matters were discussed.

The next regular meeting of the Board of Governors will be November 7, 2007 in Denver.

Gallagher clarified that, as stated by President Penley in the Dialogue, the draft business plan for CSU-Colorado was originally scheduled to be presented by Lou Swanson, Vice Provost for Outreach and Strategic Partnerships, to the Board of Governors at its March 2007 meeting. That meeting was canceled due to the lack of a quorum. It was rescheduled for the May 2007 meeting - but due to a heavy agenda was postponed and finally presented at the June 2007 Board of Governors meeting. The draft proposal was distributed again for the August 2007 meeting. Gallagher stated that he would send the report to anyone interested as he feels it should be distributed as widely as possible to academic faculty members to ensure active faculty interactions. Gallagher explained that CSU-Colorado is not an entity under the CSU campus but a third branch under the CSU System. He added that CSU's participation is not known at this time but added that communications could have been better and expressed to the Board of Governors that active faculty input should be sought.

Gallagher asked faculty members to assist him in reports to the Board of Governors by providing information that may be of interest to the Board members.

Paul Kugrens noted that Faculty Council members may not know Frank Pierz and inquired about his expanded duties. Gallagher explained that Frank Pierz is the Senior Advisor for Board Relations and Legislative Policy. Pierz will assume enhanced duties in work with the Board of Governors and in developing community partners across the State. He will also serve as Senior Advisor to the Chancellor on political and community issues.

C. W. Miller inquired about the President's trip to Grand Junction to speak at Mesa State and asked what the results of that trip. Gallagher responded that this was not discussed in detail at the Board meeting and had no information regarding this trip. Frank noted that this was a meeting of the Colorado Department of Higher Education administrators and was sponsored by Mesa State. Alan Lamborn, Vice Provost for Undergraduate Affairs, added that it was a discussion of how everyone involved in higher education can better cooperate.

GALLAGHER'S REPORT WAS RECEIVED.

D. Grievance Panel Annual Report 2006-07 - Paul Bell, University Grievance Officer

Jones asked Faculty Council members if there were any questions regarding the 2006-07 Grievance Panel Annual Report.

Miller noted that there were three tenure denials and two were overturned. He asked if the process needs to be changed. Paul Bell responded that there was turnover in administration which suddenly changed expectations for tenure.

BELL'S REPORT WAS RECEIVED.

E. Benefits Committee Annual Report 2006-07 - Vickie Bajtelsmit and Robert Liebler, Co-Chairs Benefits Committee.

Jones asked Faculty Council members if there were any questions regarding the 2006-07 Benefits Committee Annual Report.

BAJTELSMIT'S AND LIEBLER'S REPORT WAS RECEIVED.

F. Faculty Council Standing Committee 2006-07 Annual Reports

1. Executive Committee

Jones asked for questions regarding the Executive Committee Report. There were no questions.

The Executive Committee report was received.

2. Committee on Faculty Governance

Jones asked for questions regarding the Committee on Faculty Governance report. There were no questions.

The Committee on Faculty Governance report was received.

3. Committee on Intercollegiate Athletics

Jones asked for questions regarding the Committee on Intercollegiate Athletics report. There were no questions.

The Committee on Intercollegiate Athletics reports was received.

4. Committee on Libraries

Jones asked for questions regarding the Committee on Libraries report. There were no questions.

Ramish Akkina asked due to the recent flooding in August - is the problem of future flooding under control? Laurence Johnson, Chair, Committee on Libraries responded that the flood mitigation that has been completed on campus since the 1997 flood has been sufficient for the campus.

The Committee on Libraries report was received.

5. Committee on Responsibilities and Standing of Academic Faculty

Jones asked for questions regarding the Committee on Responsibilities and Standing of Academic Faculty report. There were no questions.

The Committee on Responsibilities and Standing of Academic Faculty report was received.

6. Committee on Scholarship, Research & Graduate Education

Jones asked for questions regarding the Committee on Scholarship, Research and Graduate Education report. There were no questions.

The Committee on Scholarship, Research and Graduate Education report was received.

7. Committee on Scholastic Standards

Jones asked for questions regarding the Committee on Scholastic Standards report. There were no questions.

The Committee on Scholastic Standards report was received.

8. Committee on Strategic & Financial Planning

Jones asked for questions regarding the Committee on Strategic and Financial Planning report. There were no questions.

The Committee on Strategic and Financial Planning report was received.

9. Committee on Teaching & Learning

Jones asked for questions regarding the Committee on Teaching and Learning report. There were no questions.

The Committee on Teaching and Learning report was received.

10. Committee on University Programs

Jones asked for questions regarding the Committee on University Programs report. There were no questions.

The Committee on University Programs report was received.

11. University Curriculum Committee

Jones asked for questions regarding the University Curriculum Committee report. There were no questions.

The University Curriculum Committee report was received.

### **CONSENT AGENDA**

Jones explained the process for the "Consent Agenda" to the Faculty Council members. He noted that this is a new addition to the Faculty Council agenda. Jones explained that if no one objects to the consent agenda items, the Vice Chair of Faculty Council will move to approve the entire consent agenda. With one motion, without discussion, and one vote, all motions within the consent agenda will be approved. If anyone has questions or wishes to speak to a motion they can request that the motion be removed from the consent agenda and moved to the special action agenda to be handled as a special action item. In the event that someone objects to the consent agenda but does not have a reasonable questions, the Faculty Council Chair can require a motion and second and vote of the body before removing an item from the consent agenda.

- A. Changes in Curriculum to be Approved: University Curriculum Committee Minutes: April 16, and 23, 2007
- B. Confirmation of Faculty Council Parliamentarian (Term 2007-2008) - Kirk Hallahan
- C. Confirmation of Faculty Council Secretary (Term 2007-2008) - Diane Maybon

Richard Eykholt, Vice Chair Faculty Council, ON BEHALF OF EXECUTIVE COMMITTEE MOVED THAT FACULTY COUNCIL ADOPT THE CONSENT AGENDA.

EYKHOLT'S MOTION WAS ADOPTED.

### **SPECIAL ACTIONS**

- A. Proposed Revisions to the *Manual*, Code Section C.2.1.9.5.i - The Standing Committees of Faculty Council - Committee on Teaching and Learning - Committee on Faculty Governance

Victor Baez, Chair, Committee on Faculty Governance, moved that Faculty Council adopt the proposed revisions to the *Manual*, Code Section C.2.1.9.5.i - The Standing Committees of Faculty Council - Committee on Teaching and Learning to be effective upon approval by the Board of Governors as follows:

Underlines - additions    ~~Overstrikes~~ - deletions

C.2.1.9.5 The Standing Committees of Faculty Council

- i. *Committee on Teaching and Learning* - The Committee on Teaching and Learning shall consist of one academic faculty member from each college and the Libraries, one graduate student, one undergraduate student, ~~and~~ the Provost or his or her designee (*ex officio*), ~~and~~ the Vice President for Student Affairs or his or her designee (*ex officio*), and the Director of the Institute for Learning and Teaching (*ex officio*). The duties of this standing committee shall be to recommend to the Faculty Council:

- (1) Policies, practices, and standards for maintaining and improving the quality of teaching and learning.

- (2) Policies related to undergraduate advising.
- (3) Policies related to academic records and registration and undergraduate admissions.
- (4) Policies related to the activities of
  - a. ~~Office of Instructional Services~~ The Institute for Learning and Teaching
  - b. Academic Computing and Networking Services
  - c. Student Outcomes Assessment
  - d. Other offices and programs that directly support instruction and student development.
- (5) Policies related to standards of student behavior, academic honesty, co-curricular activities and other aspects of campus life.
- (6) In addition to the foregoing, the Committee on Teaching and Learning will oversee the selection of the University Distinguished Teaching Scholars. The criterion for selection is outstanding teaching. The Committee on Teaching and Learning will develop and publicize the selection process and the specific criteria for making the selection.

Baez explained that the proposed revision reflects changes related to the dissolution of the Office of Instructional Services and the creation of the Institute for Learning and Teaching.

**BAEZ'S MOTION WAS ADOPTED BY THE NECESSARY TWO-THIRDS (2/3) VOTE.**

**B. Request to drop Gerontology Graduate Interdisciplinary Studies Program - University Curriculum Committee**

Carole Makela, Chair University Curriculum Committee, moved that Faculty Council adopt the request to drop Gerontology Graduate Interdisciplinary Studies Program effective Spring Semester 2008.

Makela explained that according to the request from the College of Applied Human Sciences, the option for the online Great Plains Interactive Distance Education Alliance (GP-IDEA) graduate certificate in Gerontology is being dropped due to the lack of enrollment. She added that this request has been reviewed and approved by the Committee on Scholarship, Research, and Graduate Education.

Makela's motion was adopted.

***CURRENT ISSUES TOPIC***

**A. Proposal for New Benefits Funding for Academic Faculty and Administrative Professionals - BenPay Model to Cost Share Model - Implementation Date - January 2008 - Bob Rizzuto, Vice President for Finance and Administration - Vickie Bajtelsmit, Co-Chair University Benefits Committee - Carol Shirey, Director of Human Resources, and Teri Suhr, Manager Benefit.**

Bob Rizzuto explained that the University is determining the possibility of a change in the Benefit funding mechanism to become effective January 1, 2008. On that date, the University would change its funding mechanism for benefits from Ben Pay to a new approach called "cost share." This funding will make benefits more affordable for lower-income employees and employees with families. He added that the model was refined during Spring 2007 and admits that it is on a short time frame for discussion. He noted that \$1.5 million was added to the Benefits plan this year to make implementation possible. He explained that discussion on this proposal begin June 25 and he has met with the Council of Deans, the University Benefits Committee, the Faculty Council Committee on Strategic and Financial Planning, the Faculty Council Executive Committee, the Administrative Professional Council, and the Vice President's Operation Forum group. He announced that open fora have been scheduled to discuss the new cost share model. The first open forum was scheduled for August 30 and the second open forum is scheduled for September 5, 2007 - 10 - 11 a.m., Grey Rock Room - Lory Student Center. He encouraged faculty to attend.

Carol Shirey reported that this model support the effort to hire more new faculty and the University needs to model its benefit packages after other organizations. She noted that the majority of other universities use the cost share model. She added that this cost share model will benefit lower-income faculty members - who are generally new faculty.

Teri Suhr explained that the current Ben Pay model gives monthly cash allowances to faculty. She noted that these cash allowances are taxable. The cash allowances are used by faculty to cover all or part of the cost of benefits elected or are considered cash to the employee if costs are less than allowance. Suhr explained that under the cost share model the employer pays all or part of the cost of benefit plans directly to the plan. The employee receives an employer contribution only if electing coverage in the University plans (medical and dental). In addition, the University will pay the full cost of \$50,000 in life insurance, short term disability, and long term disability insurances. Suhr stated that the cost share model will enhance the University's competitiveness in the labor marketplace, with ensure better use of scarce University resources, increase the financial stability of the University's medical and dental plans, and will guarantee greater affordability of all benefit plans. She added that additional advantages of the cost share model would included:

- Enhance recruitment and retention efforts by providing a more competitive level of support to individuals with spouses and/or families;

- Allow the University to index contributions to the change in plan cost;

- Increase plan participation which will keep costs down by spreading risk across a broader demographic pool;

- More typical way for employers to contribute to benefit plans.

Suhr explained that the medical premiums paid by the University would be as follows:

- Employee only coverage: 100 percent of Green Plan; apply same dollars to Gold and POS plans

- Employee plus one coverage: 75 percent of Green Plan; apply same dollars to Gold and POS plans

- Family coverage: 75 percent of Green Plan; apply same dollars to Gold and POS plans

Suhr explained that the dental premiums paid by the University would be as follows:

- Employee only coverage: 100 percent of Unident plan; apply same dollars to other dental plan

- Employee plus one coverage: 75 percent of Unident plan; apply same dollars to other dental plans

- Family coverage: 75 percent of Unident plan; apply same dollars to other dental plans

Suhr explained that the cost share will be optional for the first four years, then the cost share participation will be required. Beginning January 2008, the cost share plan is required for all new benefits-eligible employees or those with a break in service. She added that the changes to the level of University support moving forward will be - Ben Pay frozen at current individual amount and the cost share will be tied to medical inflation.

Vickie Bajtlesmit noted that the University Benefits Committee is an advisory committee to the administration. She noted that the University Benefits Committee has for many years been in favor of a change that would make health insurance more affordable to lower income participants and families. Bajtlesmit explained that although this is not the University Benefits Committee proposal, the idea is supported in principle and it is believed that it will accomplish the desired result. For the last few weeks the University Benefits Committee has been receiving feedback from our constituents, most of it positive. She noted that the University Benefits Committee met this summer to identify relevant issues and make some suggestions for information dissemination to the campus community.

Some important things to keep in mind when looking at the comparisons available on the web are:

The projected employee cost differences are based on 2007 health premiums. The University Benefits Committee expects a low double digit increase for 2008. The administration has indicated that it is committed to provide 100% funding for the Green single coverage.

Allowing people to be “grandfathered” in the BenPay system will soften the blow to those who will have greater out-of-pocket expenses under the new system.

The proposal does not assume any change in the actual health plan design. It is **only** the funding mechanism that is changed.

Bajtelsmit explained that the University Benefits Committee’s recommendation is to proceed with dissemination of information and open fora for employees to better understand the changes. These fora have already been scheduled and information has been available on the web for the last few weeks. It is also recommended that the University change the proposed “grandfathering” provision to freeze BenPay at what it would have been in 2008. It is the opinion of the University Benefits Committee that this change to the proposal would reduce some of the dissatisfaction that will result from those individuals who will have greater out-of-pocket costs under the new system. Additionally, there is little to be gained by delay.

David Dandy, Chair, Committee on Strategic and Financial Planning reported that this committee also discussed this proposal and was unanimous in its support for the cost share model.

Dennis Lamm pointed out that he is a federal employee and asked if he could enroll in this plan. Shirey responded that anyone that is eligible can enroll but you cannot be enrolled in two plans. William Mister asked what percentage of the \$1.5 million will be used for “grandfathering.” Shirey responded costs for “grandfathering” can not be determined until the open enrollment process is completed. It was asked if the cost share model is turned down do faculty members lose life insurance benefit. Suhr responded that faculty would not lose their life insurance benefit if they choose to opt out of this plan, but noted that the life insurance under the cost share model is \$50,000. Michelle Wilde stated that the cost share plan will cost more for the single employee. Shirey responded that this plan is not perfect for everyone and there are some disadvantages. Dan Turk asked how many people potentially could be negatively affected. Rizzuto noted that there are 3400 eligible employees and 700 employees have opted out. Richard Eykholt inquired if employee only coverage could be turned down. Shirey responded yes. Phil Chapman inquired if Faculty Council is suppose to formally endorse this plan. Jones responded that Faculty Council has not been requested to formally approve this plan and that the “Current Issue Topic” was for discussion, questions and input. Makela asked what is the basis for the medical insurance numbers. Rizzuto responded that these costs were based upon experience with past claim expenses. Raymond ‘Steve’ Robinson asked if the DCP vs. PERA was relevant. Shirey responded that there are approximately 450 PERA employees and less than 50 federal employees. She added that the percentage of base for DCP is 2.5 percent vs. PERA 0.7 percent of salary for Ben Pay. Sue Pendell agreed that the University needs to help employees with lower incomes and she supports this plan even if there are additional costs to her. She did request that the University explore ways to try and keep the single employee premiums lower and asked if a term other than “grandfathering” could be used. A question was raised concerning how many employees are now enrolled in the single plan. Shirey estimated 1300, but added, that with the new plan many of these employees may bring their spouses into the plan.

The Faculty Council meeting adjourned at 6:05 p.m.

Robert L. Jones, Chair  
Richard Eykholt, Vice Chair  
Diane L. Maybon, Secretary

ATTENDANCE

**BOLD INDICATES PRESENT AT MEETING**  
**UNDERLINE INDICATES ABSENT AT MEETING**

***Agricultural Sciences***

***Stephen Koontz***

*John Scanga*

***William Jacobi***

***Harrison Hughes***

***Greg Butters***

***Dennis Lamm***

***Louis Bjostad***

***Agricultural and Resource Economics***

*Animal Sciences*

***Bioagricultural Sciences & Pest Management***

***Horticulture & Landscape Architecture***

***Soil and Crop Sciences***

***College-at-Large***

***College-at-Large***

***Applied Human Sciences***

***Molly Eckmann***

***Robert W. Gotshall***

*TBA*

***Thao Le***

***Michael Nobe***

***David Greene***

***Cliff Harbour***

*TBA*

***Design and Merchandising***

***Health and Exercise Science***

*Food Science and Human Nutrition*

***Human Development and Family Studies***

***Construction Management***

***Occupational Therapy***

***School of Education***

*School of Social Work*

***Business***

***William Mister***

***Dan Turk***

***Patricia Ryan***

***Jackie Hartman***

***Joe Cannon***

***Accounting***

***Computer Information Systems***

***Finance and Real Estate***

***Management***

***Marketing***

***Engineering***

*Chris Kummerow*

***David Dandy***

***Tom Sanders***

***Steve Reising***

***Azer Yalin***

*Paul Heyliger*

*TBD*

*Atmospheric Science*

***Chemical Engineering***

***Civil and Environmental Engineering***

***Electrical and Computer Engineering***

***Mechanical Engineering***

*College-at-Large*

*College-at-Large*

***Liberal Arts***

***Lynn Kwiatkowski***

***C. DiCesarve for Patricia Coronel***

*Elissa Braunstein*

*Carol Cantrell*

***Frederique Marie Andree Grim***

***Jared Orsi***

***Cindy Christen***

***Joel Bacon***

***Anthropology***

***Art***

*Economics*

*English*

***Foreign Languages and Literatures***

***History***

***Journalism and Technical Communication***

***Music, Theater, and Dance***

*Liberal Arts (Continued)*

*Michael McCulloch*  
*John Straayer*  
*Evan Vlachos*  
*Kirsten Broadfoot*  
*Sue Pendell*  
*Eric Aoki*  
*Phil Cafaro*

*Philosophy*  
*Political Science*  
*Sociology*  
*Speech Communication*  
*College-at-Large*  
*College-at-Large*  
*College-at-Large*

*Natural Resources*

*Barry Noon*  
*Mark Paschke*  
*John Ridley*  
*Maureen Donnelly*

*Fish, Wildlife and Conservation Biology*  
*Forest, Rangeland, and Watershed Stewardship*  
*Geosciences*  
*Human Dimensions of Natural Resources*

*Natural Sciences*

*Paul Laybourn*  
*David Steingraeber*  
*George Barisas*  
*Dale H. Grit*  
*Kenneth Klopfenstein*  
*Raymond 'Steve' Robinson*  
*Patricia Aloise-Young*  
*Phil Chapman*  
*Stephen Stack*  
*Zinta Byrne*  
*Paul Kugrens*

*Biochemistry and Molecular Biology*  
*Biology*  
*Chemistry*  
*Computer Science*  
*Mathematics*  
*Physics*  
*Psychology*  
*Statistics*  
*College-at-Large*  
*College-at-Large*  
*College-at-Large*

*Veterinary Medicine and Biomedical Sciences*

*James Madl*  
*Juliet Gionfriddo*  
*Sue Larue for John Reif*  
*Ramesh Akkina*  
*John Zimbrick*  
*Sue Vandewoude*  
*C. W. Miller*  
*Julia Inamine*  
*Paul Morley*  
*Jeffrey Wilusz*

*Biomedical Sciences*  
*Clinical Sciences*  
*Environmental and Radiological Health Sciences*  
*Microbiology, Immunology and Pathology*  
*College-at-Large*  
*College-at-Large*  
*College-at-Large*  
*College-at-Large*  
*College-at-Large*  
*College-at-Large*

*University Libraries*

*Michelle Wilde*  
*Louis Feldmann*

*Libraries*  
*At-Large*

***Ex Officio Voting Members***

<b><i>Victor Baez</i></b>	<b><i>Chair - Committee on Faculty Governance</i></b>
<b><i>Sue LaRue</i></b>	<b><i>Chair - Committee on Intercollegiate Athletics</i></b>
<b><i>Laurence Johnson</i></b>	<b><i>Chair - Committee on Libraries</i></b>
<b><i>Steve Newman</i></b>	<b><i>Chair - Faculty Committee on Responsibilities &amp; Standing of Academic</i></b>
<b><i>Robert Gotshall*</i></b>	<b><i>Chair - Committee on Scholarship Research and Graduate Education</i></b>
<b><i>Dan Turk*</i></b>	<b><i>Chair - Committee on Scholastic Standards</i></b>
<b><i>David Dandy*</i></b>	<b><i>Chair - Committee on Strategic and Financial Planning</i></b>
<b><i>Naomi Lederer</i></b>	<b><i>Chair - Committee on Teaching and Learning</i></b>
<b><i>TBA</i></b>	<b><i>Chair - Committee on University Programs</i></b>
<b><i>Carole Makela</i></b>	<b><i>Chair - University Curriculum Committee</i></b>

*\*Indicates Elected Member of Faculty Council*

***Officers of Faculty Council***

<b><i>Robert L. Jones</i></b>	<b><i>Chair</i></b>
<b><i>Richard Eykholt</i></b>	<b><i>Vice Chair</i></b>
<b><i>Timothy Gallagher</i></b>	<b><i>Board of Governors Faculty Representative</i></b>
<b><i>Diane Maybon</i></b>	<b><i>Secretary</i></b>
<b><i>Kirk Hallahan</i></b>	<b><i>Parliamentarian</i></b>

***Ex-Officio Non-Elected Non-Voting Members***

<b><i>Larry Edward Penley</i></b>	<b><i>President</i></b>
<b><i>Anthony Frank</i></b>	<b><i>Provost/Senior Vice President</i></b>
<b><i>Robin Brown</i></b>	<b><i>Vice President for Enrollment and Access</i></b>
<b><i>Bill Farland</i></b>	<b><i>Vice President for Research</i></b>
<b><i>Blanche M. Hughes</i></b>	<b><i>Vice President for Student Affairs</i></b>
<b><i>Tom Gorell, Excused</i></b>	<b><i>Vice Provost /Faculty Affairs</i></b>
<b><i>Peter Dorhout</i></b>	<b><i>Vice Provost/Graduate Affairs &amp; Ass't. Vice President for Research</i></b>
<b><i>Lou Swanson</i></b>	<b><i>Vice Provost/Outreach and Strategic Partnerships</i></b>
<b><i>Alan Lamborn</i></b>	<b><i>Vice Provost/Undergraduate Affairs</i></b>
<b><i>Marc Johnson</i></b>	<b><i>Dean, College of Agricultural Sciences</i></b>
<b><i>April Mason</i></b>	<b><i>Dean, College of Applied Human Sciences</i></b>
<b><i>Ann Gill</i></b>	<b><i>Dean, College of Liberal Arts</i></b>
<b><i>Ajay Menon</i></b>	<b><i>Dean, College of Business</i></b>
<b><i>Sandra Woods</i></b>	<b><i>Dean, College of Engineering</i></b>
<b><i>Rick Miranda</i></b>	<b><i>Dean, College of Natural Sciences</i></b>
<b><i>Catherine Murray-Rust</i></b>	<b><i>Dean, University Libraries</i></b>
<b><i>Lance Perryman</i></b>	<b><i>Dean, College of Veterinary Medicine and Biomedical Sciences</i></b>
<b><i>Joseph O'Leary</i></b>	<b><i>Dean, Warner College of Natural Resources</i></b>

***Guest Speakers***

***Bob Rizzuto, Vice President for Finance and Administration***  
***Carol Shirey, Director Human Resources***  
***Teri Suhr, Manager Benefits***  
***Vickie Bajtelsmit, Co-Chair, University Benefits Committee***