

## **Executive Committee Report for September 2017**

The Executive Committee of the Faculty Senate met on September 20, 2017 and September 27, 2017.

In addition to regular monthly reports by staff senate, student government, the faculty senate chair, and standing committees, the XC met with the following guests, and discussed the following items:

### **Presidential Search**

The XC is opposed to the closed Presidential Search, and is currently finalizing a letter to members of the Board of Trustees expressing extreme concern. This letter will also outline suggestions for broader campus and community inclusion in the process. Once the letter is approved and sent to the BOT, a copy will be available on the Faculty Senate website.

### **John Elliott, Interim Associate VP Human Resources**

The following is a summary of items discussed and presented.

#### **-HRA data merger**

There has not been any merger of the Health Risk Assessment data with Anthem or claims data. There are no plans at present to do so.

#### **-Smoking surcharge status**

There will be no smoker surcharge for the 2018 plan year.

#### **- Spousal surcharge status**

There will be no spousal surcharge for the 2018 plan year.

#### **-Health insurance waivers**

The waiver credit program will be discontinued beginning with the 2018 plan year. The plan had fallen out of compliance with the ACA regulations. The HRAC vetted this with our benefits consultant, Aon, and their legal team. Affected employees will receive a transition year. These employees have received communications on this issue.

#### **-Update on RIFs**

We have had 89 RIFs as of August 1. 50 were grant funded. 11 people have been re-hired. A chart is attached for your reference.

#### **-Rehiring of RIF'ed employees**

Currently, hiring managers are only encouraged to interview RIF'ed candidates if they meet the minimum qualifications and requirements and are only encouraged to consider them. There are no mandates or requirements to hire at this time; it's hiring manager discretion.

#### **-Benefit information and details**

Benefits information and details on benefits can be found online here:

<http://louisville.edu/hr/benefits>

FYI: The annual benefits Open Enrollment begins Monday, October 16 at 8 a.m., and closes Friday, October 27 at 5 p.m. More details will be released soon via UofL Today and a mailing will be sent to your home. Take a moment to check in Ulink that we have your most up-to-date mailing address.

#### **-Open Enrollment Benefits Fairs**

Oct. 17 and Oct. 18, 9 a.m. – 4 p.m., CTR Building, HSC Campus

Oct. 25 and Oct. 26, 9 a.m. – 4 p.m., Get Healthy Now wellness center, Belknap Campus

**Intellectual Property Policy, with a focus on online teaching: Presentation by guests Gale**

Rhodes, Associate Provost, Delphi Center, with David King and Allen Morris

The XC was asked to review the current IP Policy, including the issues with online teaching.

The committee heard a presentation on September 20, and discussed further on September 27.

After discussion the XC opposes any change to the current IP Policy.

**Tenure Policy Research**

Members of the XC along with other Faculty Senators and faculty representatives will begin to collect data on tenure, promotion and other reviews to provide data to the BOT subcommittee on Tenure and Nepotism. Topics for research include:

- Types of Faculty Appointments (funding source, if identified)
- Definition of Tenure
- Tenure Clock
- Standards for Tenure (i.e. proficient, excellent, etc.)
- Procedures for Tenure and Promotion (i.e. external review, committee, etc.)
- Standards for Promotion (i.e. proficient, excellent, etc.)
- Post Tenure Review: Standards and Procedures
- Cycle for Post Tenure Review
- Provisions for Extension of Probationary Period
- Version of “Minimum Guidelines” (if exists)
- Process for Amending Tenure Policies
- Other

**DACA Students**

The XC will begin drafting a statement in support of our students.

Other Vice-Chair Activities in September include:

Pre-Senate meeting with Enid Trucios-Haynes, Tracy Eells and Provost Dale Billingsly

TFTFS Meeting

PSFCC Meeting

BAC Meetings

ULAA Board of Directors Meeting

CAP Meeting

Respectfully Submitted,

Krista Wallace-Boaz

Executive Committee of the Faculty Senate, Chair

Faculty Senate, Vice-Chair