

**FACULTY SENATE  
EXECUTIVE COMMITTEE**

The Executive Committee of the Faculty Senate met on Wednesday, April 19 , 2017, at 3 p.m. in the University Club Boardroom, Chair Krista Wallace-Boaz presiding.

**VOTING MEMBERS REGISTERING ATTENDANCE:**

Krista Wallace-Boaz, Enid Trucios-Haynes, Pam Feldhoff, Robert Barker, Roger Bradshaw, Terri Holtze, David Owen, David Simpson, Chin Ng, Susan Peacock, Karen Hadley, Kurt Metzmeier

**VOTING MEMBERS NOT REGISTERING ATTENDANCE:**

J.P. Mohsen

**OTHERS IN ATTENDANCE**

**PROVOST DESIGNEE:** Tracy Eells

**STAFF SENATE REP:** Ginger Brown

**SGA REP:** Meredith Cooksey and Jonathan Fuller

**AAUP:** Susan Jarosi

**CALL TO ORDER**

**ACTION ITEM: Approval of Minutes for 2/15, 3/22 & 3/29 – Wallace-Boaz**

- February 15 – A correction was made to the P&B Report. The minutes were approved unanimously as corrected.
- March 22 – A changes were made to the HRAC report; in Data Integration; and, in President Search. The March 22, 2017 minutes were approved unanimously as corrected.

**REPORT: Student Government Association – Fuller**

Ms. Cooksey reported on several topics, including:

- Jonathan Fuller was introduced. He is the new SGA Academic Vice President, and representative to the Faculty Senate.
- The SGA banquet was held last night and the new officers were seated.
- The new top four will work on resolutions over the summer.
- Aaron Vance is studying the student athletic fee. It was started in 2002 for the SAC renovation. The fee had a sunset clause for 2006, but it keeps changing. It is now included in the Athletic Director's contract, so it is hard to get information.

**REPORT: Staff Senate – Brown**

Ms. Brown on several topics, including:

- The Staff Senate met on April 10, 2017.
- Interim Billingsley updated the Senate on the budget.
- HR is working on customer service improvements.
- Email will migrate to Office 360. It will be completed by December 2017.
- The deadline for performance evaluations has been extended to May 31, 2017.
- The Staff Senate meets on May 8, and nominations for officers will be made for the elections in June.

## FACULTY SENATE EXECUTIVE COMMITTEE

### **REPORT: Faculty Senate Chair – Enid Trucios-Haynes**

Senate Chair Trucios-Haynes reported on several topics, including:

- Provost's Budget Development Committee – The Provost has agreed to add more faculty members – two (2) from Belknap and two (2) from HSC. The committee meets each Tuesday at 4:00 p.m., and will continue to meet over the summer. Some members will have to call into the meetings. Senator David Owen volunteered for one of the Belknap seats. A faculty member from HSC will be needed.
- Discussion of part-time faculty teaching lower level courses and the return on investment for teaching faculty's scholarly work.
  - It was mentioned that a scholarly article can cost the University \$50K.
  - This brings up the issue of faculty being commodified and questions the return on faculty work.
  - Thoughts for consideration:
    - The function of a university and the arguments on it
    - No sacred cows – tenure
  - As members of the Atlantic Coast Conference, UofL also competes academically. Bearing this in mind, committee members thought data used to calculate ROI, should be from a national source.
  - An equation for computing a faculty member's ROI was suggested to be:
    - $\text{Salary} \times \% \text{ of work load} = \$$ . The outcome would be different for each unit and within units. It also does not allow for homogenizing art and music with business or science.
  - A discussion took place on workloads and how they vary across units.
    - The national average for part-time faculty (PTF) is 25%. UofL has been at 30%. The tuition generated by part-time faculty is high, making PTF very lucrative. PTF do not participate in the University the same as full time faculty.
    - Regarding PTF, there is a false sense that there are more PTF than fulltime faculty teaching. The Board of Trustees already thinks we make too much money, with no return on that investment.
    - The committee thought that sharing statistical information on faculty work plans and teaching loads with the Board of Trustees could help them better understand their value to the University.
    - The committee members discussed putting together a statement to include:
      - Guiding principles
      - Value statement
      - Tenure

### **DISCUSSION and UPDATES – Wallace-Boaz**

Request from a faculty senator regarding UofL and UL Foundation management issues

In preparation of Ms. Hughes arrival, the committee reviewed the Data Integration document. Senate Chair Trucios-Haynes said there is now a new proposal attempting to merge lifestyle information into the current proposal for data integration. Down the line, with a new administration, this information could be used for purposes we cannot foresee.

**FACULTY SENATE  
EXECUTIVE COMMITTEE**

**GUEST: Executive Director of Human Resources - Jeanell Hughes**

Committee introductions were made as Ms. Hughes joined the meeting. Ms. Hughes opened the discussion and reported on several topics, including:

- Data Integration – To create a health profile, information from health claims and the Health Risk Assessment (HRA) would be merged. This would show how successful our Health Management program has been over the past five (5) years. It could help get lower costs and be included in the RFP for a new health plan administrator. There have been no premium increases for five (5) years. There has been a lot of discussion about this. In 2009, the data was merged (claims and HRA data). That report focused on Health Fitness and was good for UofL. The current proposal is for Aon to create a UofL profile with aggregate data. It is open to discussion to get more information, or if there are new thoughts about it. Committee Chair Wallace-Boaz said the issues of trust and the validity of the data still remain.
  - Question: Where are the cost savings?
    - Ms. Hughes responded that Aon had advised to do as much as possible to put forth the best profile for the RFP.

Addressing the privacy concern, Ms. Hughes said that none of the information would ever come to UofL. It will stay with Aon, who already has the data. And all the data is in aggregate form, with no identifying information. Concern was raised that by tying the two (2) sets of data together, there must be a link somewhere. Another concern was the trust that the information was for personal use and not for other unknown uses. Ms. Hughes said there was a disclaimer and waiver included.

A discussion took place on scrubbing identifying information, which is already done. A concern was raised that what happens in a few years when this data is no longer sufficient.

- Question: Is there any thought of separating Disease Management with health claims?
  - Yes, we have the disease information and want to connect it with behaviors.

This raised immediate concerns with the committee members who voiced their objections to merge these data sets. Ms. Hughes said the intention was only to add this to the UofL profile.

- HRAC – In studying potential cost savings for HR, there are three (3) ideas, not yet decided. They are:
  - Eliminate the healthcare waiver. There are about 800 employees who do not participate in UofL's healthcare benefit. Each month they get \$2100.00 to cover other healthcare. This is not allowed under ACA, so we are out of compliance. We have not been fined yet for being out of compliance, but the fines are steep.
    - Question: Will it be a break even situation, when the 800 either take insurance or no longer receive the money?
      - There is some data on that, but we did the waiver because UK and the state did it. They have phased it out.
    - Question: Is there a way to be in compliance with ACA and still have a waiver?
      - No.
  - Surcharges – This is another idea for cost savings.
    - Smoking Surcharge – This is common in an academic medical institution.
      - Charge smokers or discount for non-smokers. This is self-inform information and tied to claims.
    - Spousal Surcharge – If spouse has access to other insurance, and they are added to UofL insurance, there could be a surcharge.

## FACULTY SENATE EXECUTIVE COMMITTEE

- Other cost-saving ideas:
  - Work Force Hour Reduction – reduced work week
  - Furlough
  - Early Closure

There are many details to work out and no decisions have been made. None of these are easy to do, but HR was asked for ideas.

- Question: Who decides?
  - President Postel and his team.
- Question: Heard a proposal to move people to 80%. Who decides that?
  - The whole policy is not complete. It must be fair and equitable.
- Questions: Across the board?
  - Not possible, but it is easy to do.
- Question: Staff only?
  - No, both staff and faculty.
- Comments: Not faculty, as The REDBOOK states in [Section 4.3.2](#), that faculty pay *shall not be reduced except in a fiscal emergency or under the most extreme circumstances*.
  - Ms. Hughes said she is aware of that and The REDBOOK can be changed. She did not say it will be changed.
- Question: Is there a timeline for these savings?
  - They are for the next fiscal year, so July 1 is ideal.
- Question: Is there benchmark information on all of this?
  - HR has a benchmark list for 17 institutions, but, that is not a comprehensive report.
- Question: Is there information on faculty furloughs?
  - University of California.
- Question: Those were temporary. Are these suggestions permanent?
  - No. Any of these measures are one-time for 2018.
- Question: A faculty furlough is not an HR savings, but for the unit.
  - It would save on healthcare costs, which is HR.
- Question: What about attrition? It brings about \$18M annually.
  - If that happens, there will be no furlough.

Ms. Hughes said a lot is unknown, but we need to save about \$19M. She asked the committee to wait to make a recommendation until more information is available. She is flushing out ideas with Interim COO Lee Smith. This has been helpful for her recommendations to Interim Provost Billingsley.

### **STANDING COMMITTEE REPORTS**

#### **ACADEMIC PROGRAMS COMMITTEE (APC) – Ng**

This committee did not meet and has no report.

#### **COMMITTEE ON COMMITTEES & CREDENTIALS (CCC) – Hall**

This committee is working on the election for next month.

#### **PART-TIME FACULTY COMMITTEE (PTF) – Peacock**

This report will be made next week.

**FACULTY SENATE  
EXECUTIVE COMMITTEE**

**PLANNING & BUDGET COMMITTEE (P&B) – Hadley/Mohsen**

This committee did not meet and has no report.

**REDBOOK COMMITTEE (RB) – Metzmeier**

This committee has no report.

**OTHER COMMITTEE REPORTS**

- **ATC/STEC –Trucios-Haynes** - STEC met and heard a presentation on the enterprise system issues from Jeff Rushton.

**OLD BUSINESS**

None

**NEW BUSINESS**

None

**ANNOUNCEMENTS**

None

**ADJOURN**

The meeting adjourned at 5:05 p.m.