Regular Meeting
UNI FACULTY SENATE
10/23/2017 (3:30 – 4:23)
Meeting #1798

SUMMARY MINUTES

1. **Courtesy Announcements**
No members of the press were present.

Provost **Wohlpart** commented on three topics: Health Care campus kiosks and the need for immediate feedback on spring graduation times. (See Transcript pages 3-11 and 19-22)

Faculty Chair **Kidd** had no comments at this time.

Senate Chair **Walter** made time for United Faculty President Joe **Gorton** to speak about faculty health insurance. (See Transcript pages 11-19) He also mentioned that representatives from CSBS for the Graduate Council are still needed.

2. **Summary Minutes/Full Transcript** October 9, 2017
(**Gould/Stafford**) Passed. All aye.

3. **Docketed from the Calendar**

1352 - Preparing for HLC: General Education Revision at UNI Motion to docket
(**O'Kane/Strauss**) Passed.
https://senate.uni.edu/current-year/current-and-pending-business/preparing-hlc-general-education-review-and-revision-uni

1353 - College of Education, 2018-2019 Curriculum proposals, and Interdisciplinary proposals.
(Zeitz/Strauss) Passed.
https://senate.uni.edu/current-year/current-and-pending-business/college-education-2018-2019-curriculum-proposals-and

4. **No New Business**

5. **Consideration of Docketed Items**

1349 1237 Draft policy for Posthumous degree and in memoriam certificates.
(Burnight/Zeitz)** Passed. All aye.
https://senate.uni.edu/current-year/current-and-pending-business/draft-policy-posthumous-degree-and-memoriamcertificates

1350 1238 2018-2019 curriculum proposals for the College of Business Administration.
****(Mattingly/Campbell**) Passed. All aye.
https://senate.uni.edu/currentyear/current-and-pending-business/2018-2019-curriculum-proposals-college-business

6. **Adjournment** (**Campbell/Zeitz**) Passed.

Next Meeting:
Monday, Nov. 13
Rod Library Room 287 (Please note room change)
3:30 p.m.

Full transcript follows of 33 pages, including 9 Addendum

Regular Meeting
FULL TRANSCRIPT OF THE
UNI FACULTY SENATE MEETING
October 23, 2017
Mtg. 1752

PRESENT: Senators Ann **Bradfield**, John **Burnight**, Russ **Campbell**, Seong-in **Choi**, Faculty Senate Secretary Gretchen **Gould**, Senators David **Hakes**, Tom **Hesse**, Bill **Koch,** James **Mattingly**, Amanda **McCandless**, Steve **O'Kane**, Vice-Chair Amy **Petersen**, Senators Jeremy **Schraffenberger**, Nicole **Skaar**, Gloria **Stafford**, Mitchell **Strauss**, Faculty Senate Chair Michael **Walter**, Senator Leigh **Zeitz**. Also: Provost Jim **Wohlpart**, Interim Associate Provost Patrick **Pease,** Faculty Chair Tim **Kidd**, and NISG Representative Tristan **Bernhard**.

NOT PRESENT: Senator Lou **Fenech**, Associate Provost John **Vallentine**, UNI President Mark **Nook**.

GUESTS: Joe **Gorton**, Joyce **Morrow**, Windee **Weiss**.

CALL TO ORDER AND CALL FOR PRESS IDENTIFICATION

Walter: Shall we call the meeting to order? I'd like to call for Press Identification. Is there anyone from the Fourth Estate here? Okay, seeing none, President **Nook** is not here today.

Wohlpart: He's at the AASCU meeting, receiving our second in a year ASCUE award. No one else has done that. [Applause]

COMMENTS FROM PROVOST WOHLPART

Walter: So, comments from Provost **Wohlpart**?

Wohlpart: Can you pull up the document?

Walter: Which ones are we talking about?

Wohlpart: There were questions last time about…

Walter: There's the kiosk one. [Laughter] Does that embarrass you?

Wohlpart: We could talk about the kiosks. So, folks were asking last time about the health accounts: the expenditures/revenues. So this is up there for public information. You all can see this. We should have been sharing this information sooner; more readily and more quickly, and I'll take responsibility for not doing that. In the transition, this used to be a bargained item, and so it would go to United Faculty and United Faculty would work with the Board of Regents bargaining it. In the transition, we continued with the same process we had used in the past, and we should have transitioned the process. We didn't. So, I'm interested in hearing, and I've heard from lots of folks, but I'm interested in hearing from other folks about how else we can share this information. There are five plans on here: three health plans, two dental plans, and real quickly I'll just let you know what each of the lines mean. Remember that we are a self-insured plan, which means that we have to remain solvent. We have to pay for all the claims that come in. So the revenues are the premiums paid by the employers and the employee. That's where we get money for health insurance. The expenditures are mostly the claims that get paid. There's also some administrative cost. Blue Cross/Blue Shield administers our programs. It's not their health care program; it's ours, but they administrate it so there's some costs there with the expenditures. Questions about either of those two things?

O'Kane: I'm curious why revenues are going down so much? (At the top—the very top)

Wohlpart: So the first one is the old plan that in 2011 we went to arbitration for and nobody else could add it. And now, I think there's only a couple of people in that plan, and I believe it is now going to end in 2018. I think that's right. So that's why for that first plan, most faculty and staff—so remember that these three years are really for Faculty and P&S. None of this includes AFSME at this point. It will, going forward, but…

Campbell: Only UNI?

Wohlpart: Yes, only UNI AFSME. The Blue Advantage is the HMO and then there's the PPO. So that's the three health plans. Other questions? That's a good question.

O'Kane: Actually, I see where a lot of that's made up under the PPO revenue, which went up substantially.

Wohlpart: A lot of folks have jumped to the PPO. The provides--it is a lot more costly than the HMO, but it provides a lot more choice. The Mayo Clinic is included in the PPO, not the HMO. Iowa Hospitals is included in the HMO. Other questions?

Zeitz: This has to do with health. It doesn't have to do with that spreadsheet. Somebody was telling me…

Wohlpart: I may not be able to answer your question.

Zeitz: You can answer everything. Anyway, somebody—and I don't know who the personnel were, but anyway, one of my colleagues was talking to somebody in administration, asking them about lines, and they said something about 'We're contributing $3.2 million for insurance—no $3.5 million for insurance, and that's….no $3.2 million for insurance, and that's 35 lines.' Now seeing those in the same sentence really concerns me.

Wohlpart: Yes. So our health care costs have not gone up to employees until this year, and it is now going up. But in the past, it has not, and the Institution has covering more and more of our health care costs. It went from about 75% covered by the Institution to 86%. We are now covering 86% of the costs of health care. It used to be 75%. So the Institution is covering more and more of those costs because it has not been shifted to employees.

Zeitz: So we are looking at that so we can get more lines? Is that what that implies?

Wohlpart: This is part of what we need to do, is to try to find a better balance of how we're going to pay for health care, so that we're not just eating up other revenue sources. It's a very challenging decision to make and we have to balance all sorts of things.

Zeitz: Thank you.

Wohlpart: So yes, $3.2 million we've been adding into health care; covering more and more of that. We could keep doing that, but we have to get the money from someplace. Right? And so it's a hard decision.

Mattingly: What are the net transfers?

Wohlpart: Yes. Any other questions about the revenues or expenditures? So, you'll also see one line: 'Net Transfers.' We have to keep each plan solvent. The whole thing at the end has to be solvent. So we'll drop to the bottom in a minute, but each plan, in and of itself has to be solvent. So if you notice, the UNI Health was running a deficit of $4.5 million; had another million added to that, so we had to transfer money into that account to make it solvent and whole. And the 7.068: If you add up the net transfer out of Blue Advantage, out of the PPO and the other two adds up to that. So we're moving money around within the system to keep each of the plans solvent.

Mattingly: One more question: Of the expenditures, what proportion of that is Wellmark's administrative fee?

Wohlpart: Oh, gosh it's really small, but I don't know the exact.

Gorton: I think next year it's going to be about $700,000. Maybe I'm wrong about that, but it may be $300,000, but it's not…It's less than 2%.

Wohlpart: It's not a large amount. If you scroll to the bottom, you can look at the Total - All Plans, and you can see that with the UNI Health going away, the costs have remained fairly steady, but again remember the Institution is now covering 86% of the costs, not 75% of the costs. So we're covering more of those costs. And you can see the line that I'd like you to look at really closely is the 'Percent Net Assets to Total Expenditures.' These are our reserves, and generally, you want to have between 15 and 20% in reserves. You have to pay out the claims if they come in. If we had several people who had major claims that came in, we would have to cover it out of our reserves. And so you usually want to have between 15 to 20% in reserves. The most you can have is 25%. We do have an additional insurance that we pay. That's one of the other things that comes out of our expenditures. We have an additional insurance that kicks in at 25%. But up to 25%, we would have to cover those costs. So, we think based on the plan that was put together for next year that that 8.5% will remain fairly flat. If some of the behaviors change, we talked a lot about if we could direct behavior in certain ways it will reduce the expenditures. We hope that that will happen, and maybe the reserves will go up a bit. We need to get them back up to 15% at least, if not 20%. So, that's the other line I would have you look at. Questions; other questions?

Gould: Do we have a maximum cap with Wellmark? Do we have to pay everything or are we required to pay…?

Wohlpart: So remember Wellmark—it's not their plan. It's our plan, so we have to cover it. We have to remain solvent. So for instance if we wiped out our reserves and we had significantly more expenditures, we'd have to pull it out of our budget to cover the costs.

Campbell: But you said we are insured so somehow rather…

Wohlpart: Over 25%.

Campbell: So if claims come in at a certain high level, that insurance will pick them up rather than the State?

Wohlpart: Well yes, and it wouldn't be the State. It would be us, because this is our plan.

Walter: It's not exactly a rainy day fund, but we do have…

Wohlpart: Well the reserves are a rainy day fund. If we go up to the 25% and over that, then the portion over that gets picked up. Not the portion up to 25%, but the portion over that gets picked up. So if we only have 8.5% in reserves, and we end up needing 30%, that 5% would be covered, but all the way between 8.5% and the 25%, we would have to pull up out of our General Fund. That would be millions of dollars.

Strauss: The reduction in net assets is because of large claims or have we been spending it on putting roofs on buildings and things like that?

Wohlpart: This has nothing to do with putting roofs on buildings. This is all health care costs here. So, it's large claims and it's also we have not greatly increased the contribution of faculty and staff. We have been on the administrative side. We could have increased that more, which would have again decreased the amount of money as Leigh (**Zeitz**) put it out, that we have for faculty and staff lines and things like that. It's a balancing act. All of these pieces have to fit together.

Wohlpart: This is on a fiscal year, and the reason we have shifted in 2015 to fiscal years is because that's how our budget runs, so we really need to be closing out our health care budget at the same time we close out our book of business here at the University. But if you remember our plan year is a calendar year. So at the end of December, the current plan year will end, and a new plan year—a new plan—will begin but the fiscal year will only be half way through. But one of the things that we do and we will do is we pull a snapshot halfway through the year. End of the plan year, we get an idea halfway through the year the revenues and expenditure are. Remember, we don't pull that for December 31st until probably February maybe early March, because you have to let the claims roll. You can't pull it until all the claims are in. You can pull it, but you can be certain that it's not going to be very accurate. So, we are going to pull the revenues and expenditures---I'll share them here again. We probably need to get an email out to faculty to let them know that they can come and look at that. So, we'll pull it for December 31st. It will probably be February; maybe March. Then we will pull it again as quickly as we think we can after June 30th, which would probably be August, September before we have a sense that the claims have really all rolled in and that its done for the year. So you all can get an idea of what goes in, what comes out. It has to be a closed system.

Walter: One thing, Jim (**Wohlpart**) Blue Cross/Blue Shield is managing this for us, so we're the customer. Is it too much to ask for them to shift to our fiscal year? Is that…

Wohlpart: Oh this is not them at all. This is not them at all.

Walter: Well then it seems like we're doing a lot of guessing for half of the year; a little bit of guessing for half the year. If that's as bad as the Revenue Estimating Committee in Iowa…Sorry. Did I say that out loud? [Laughter] There's a lot of guessing.

Wohlpart: Michael, (**Walter**) there's no guessing. The issue isn't the plan year and the fiscal year. That's not the problem. The problem is that it takes two to three months for claims to roll in. That's what makes it a challenge.

Walter: It's the expenditures.

Wohlpart: It doesn't really matter when you end it, but if you end it June 30th, even if that wasn't your plan year, you still wouldn't know what your total costs were for a couple more months.

Walter: Sure.

Wohlpart: Because you have to let all those claims roll.

Walter: Other questions? Joe (**Gorton**) wants to say something. I want to bring Joe in for my remarks, so if you want to continue for any other items you wanted to address here today, he'll be addressing the insurance item.

Wohlpart: It's up to you all. I could come back to the kiosks if you want.
[Laughter]

Walter: Joe, do you prefer to speak now?

Gorton: I think it would be good. I think what I have to say really augments many of Jim's (**Wohlpart**) comments. I have a handout, but before I talk about what's on the handout, I want to make a couple of comments. First of all, Jim (**Wohlpart**) I want to thank you again for having gotten closer to where the rubber was meeting the road in this matter. That you did step forward and get involved. Because, as you know well, and I don't think this is on you frankly, but information was not being shared about all the factors that were going into determining what our premiums were going to be. I don't think that had so much to do with bargaining, as it had to do—because I've been requesting from Michelle (**Byers**), who I like very much, for lots of weeks to bring us into the loop and give us information. I don't this was an outgrowth of not being in a bargaining session any longer on health insurance. I don't know what frankly, but I will say this: Had we been able to share information earlier, I think that faculty leadership would have been in a better position to further reduce the harm in terms of faculty pocketbooks that was done by some of these increases; not just the premiums, but out-of-pocket increases. And it's too bad that didn't happen, and I agree Jim (**Wohlpart**) that it's going to be really important for that kind of communication to happen moving forward. Let's see. A couple of things. Let me talk first about Jim's (**Wohlpart**) comments on the reserves. I think they were pretty much spot-on. The thing that we don't know moving into 2018 is what the impact…there are two things we don't yet really have full appreciation of: When people went in 2015-16-17 from the United Health Plan, which was relatively inexpensive and had a lot of folks in it who had a lot of health care costs, when they moved into the PPO, we're just now starting to get a sense of what those costs are, and how those are increasing because on one hand many of the folks who move over have a higher health care cost, but they're also paying more premiums and out-of-pocket expenses. So we don't know what the implication yet of that is going to be for reserves. In addition, we don't know the what the implication will be for reserves for this bottom line of now covering the AFSME Merit staff. That could be significant. We just don't know. We just don't know. Now, lastly, just on the reserves, I would say that at least we're moving in the right direction. Wouldn't you say, Jim (**Wohlpart**)? I mean if we look at from 2015 to 2016, we went from 4.8% to 8.5%. So we're moving in the right direction, and there is a possibility with the increases in out-of-pocket expenses and some increases in premiums, that those reserves –I don't know what the calculation is—they say they'll remain flat, but they could go up. We just don't know. There are too many factors right now that we do not know about. Alright? Now, on the handouts that I've given out, first of all I want you to see that this first table, out of pocket expenses, Jim (**Wohlpart**) is correct, and we'll see this in the next table, that the employer is covering more of the costs. But I think when you say that Jim, you're referring to premiums, and not out-of-pocket expenses. Because what we see, and these are the only areas for which we have data right now, but in terms of the out-of-pocket expenses, you can see every one of these numbers is an increase in the 2018 plan on out-of-pocket expenses. You can read this just as well as I can, but you can see this. Now, I'm not—I didn't put this plan together, but my guess is that what HR and Wellmark have decided to do is say, "Well we'll try to reduce premiums or keep premiums the same, but increase out-of-pocket costs, so that the people who are actually using the insurance will pay more for it. And one of the things, and this goes to your question Mitch (**Strauss**) is that these costs are not only the product of – the increasing costs are a product of people like me—we're getting older. I'm in pretty good health, but still, as we Baby Boomers get older, we're subject to having more chronic conditions, and the big things is multiple chronic conditions. Two or more chronic conditions slams. And then of course if someone has a catastrophic problem of some kind, that's the big deal. That's what's really driving our costs and so this is why we're going to see increases from at least the administration's perspective, and I'm not being an apologist for the administration—don’t get me wrong, I’m just saying to you how this is working. The increases are largely in out-of-pocket expenses. There’s some really interesting numbers here, but I’m not going to go into all of those today.

If we could go to the other slide, so what we see now, and this gets to Jim’s (**Wohlpart**) point I think about how the increases are actually taking place across these plans. So what we have are the 2017-2018 premiums. So the top column are the annual premiums for employees, that’s EE. And single and family, and the annual premiums for the employers and the changes. So, if you look in the fourth row down, second column, it’s says 243---that’s the only change—in terms of the PPO—that’s the only increase in PPO employee premiums. You can see it’s a 6% increase. So people who are on the PPO and have a family, they’re premiums are going to go up 6%. Now when we move over to the right, we see the employer’s premium for single is going to go up about 6%. Move over to the right again, and their family premium is going to go up about 5%, and so the total increase for the annual premium on the PPO by the employers is $1400, and that matches Jim’s (**Wohlpart**) figures in the percentage of increase that the employer is paying up.

Now when we go down to the HMO, we see as with the single, we see no increases in premiums for any of the single PPO or HMO, and then for the HMO and family—I think I left a dollar figure out there. How did I do that? I left a dollar figure out?

Walter: In the third column? It’s $4,291.

Gorton: Right. So you can see there is a change there for the HMO premium and I didn’t put that in—Russ (**Campbell**) can quickly do the math. That’s his thing.

Gorton: But there is a percent change so here, so there's an increase in the family premium for the employee, but the biggest increases again are going to be picked up by the employer. Okay? So 15% and 6% respectively for single and family. So the total increase that the employer is going to pick up of the HMO is a little bit more than $2,000. Alright? So that's just an overview. Here's what I'd say about this in sum: I'd say the good news is that employees are not going to be—especially singles, but for the most part, are not going to be picking up increase of the premium cost. The bad news is we're going to be picking up a greater share of the out-of-pocket expenses for drugs and all this business and that sort of thing. Right?

Walter: Thanks Joe (**Gorton)**. Thanks for coming up with this this afternoon, but it's really good that we can discuss this right in this venue. Questions?

Campbell: An earlier version was going to have a single charge for the PPO. You've gotten rid of that then?

Wohlpart: I don't know where these numbers come from. These are Joe's (**Gorton**) numbers, so I'm not sure.

Gorton: These are Michelle **Byers'** numbers.

Campbell: I saw an earlier draft where they were going to charge singles had to PPO. Is that no longer the case?

Wohlpart: I think there is a $21 charge for the singles in the PPO. I'm not sure that the family under the HMO…

Gorton: You’re right. It has $21 for the single.

Wohlpart: I’m not sure that the family is $4, 291. There was no increase there.

Walter: So that number’s not right then?

Gorton: You’re right.

Wohlpart: It’s $181 a month times twelve.

Gorton: You’re right. So it’s the same number. That number just shouldn’t have been there. That was a mistake.

Kidd: I just noticed that the numbers for the HMO, the $4,291 is the same as the PPO, but also I think the numbers might be a little weird for the other things in that same row. I just thought it would be funny that the employer contribution was $8,484 and $17,163 for both the HMO and PPO. So those numbers might…

Wohlpart: Yeah. That’s not right.

Walter: It looks like they got duplicated inadvertently.

Gorton: I think you’re right. I’ll make corrections and send it out.

Walter: Send it to me, Joe (**Gorton**) and I can distribute it.

Strauss: Thank You. I’m sorry if I see a little dim but when I see 50/100 is that individual and family costs on this chart? Is that maximum out-of-pocket increase?

Walter: Single and family, right.

Strauss: Is there a move to limit where we're going to have coverage? Are we still going to have access to Mayo and PPO?

Wohlpart: Yes.

Strauss: Is that under threat at all in the future?

Wohlpart: There's no desire on the part of the administration to get rid of that, but it does increase our cost.

Strauss: Mayo is considerably more expensive than Iowa?

Wohlpart: We get a pretty good deal if we go to Iowa. That's why Iowa is in the HMO, and Mayo is not. In fact, Iowa wanted us to jump onto their plan.

Strauss: I'm sure they did.

Wohlpart: Which would have meant that all of our health care would have happened in the hospital. So, it works for them, but we would be driving down there for all our visits.

Walter: Anyone else have a remark on this?

Hakes: One comment about the out-of-pocket. It seems to me that when we stay within our preferred providers, that they provide some kind of discount for the out-of-pocket, unless I'm mistaken. Because even though our co-payments proportions seem to go up, a trip to Mayo in my case netted me like $7 or something like that. It was way less than under the original Blue Program where the percentages were smaller, but I really had to pay it. Now, the percentage is larger, but I believe that because we're inside the Preferred Provider Plan, then you get a discount that you're not aware of as you use it and you discover that you're out -of-pocket is even far less than under the old Blue Program. Again, I don't have a lot of medical expenses, so I've only got a couple.

Wohlpart: That's correct.

Gorton: All of these PPO out-of-pocket numbers are in-network. So, you have a choice to go out of network. When you go out of network, it jumps up.

Hakes: Right. And as long as you stay in network, they're even smaller than the old small percentage, even though it appears the percentage is higher. The discount more than covers the larger percentage. It seems to me. Maybe I had a strange procedure. I don't know. But then it makes it hard to calculate the actual out-of-pocket, because the out-of-pockets are just estimates because you don't actually see our out-of-pockets. It appears to me, the out-of-pockets in network are actually smaller than before.

Gorton: It also makes it difficult to talk about, and Tim (**Kidd**) and I had some discussion on this—about how much the increase is actually going to be to faculty. We don't know, especially bringing in the AFSME Merit. We just don't know.

Walter: So, stay in shape. Don't smoke. Don't drink. [Laughter] Okay, don't smoke.

Hakes: And use in-network.

Walter: Do you want to talk about the kiosks?

Wohlpart: I'd love to talk about the kiosks. [Laughter] I just want to make sure that if there's anyone who has…These kiosks are about 35 years old. They were paid for by one of the classes that graduated a long time ago. They are falling apart and they would cost about $25,000 to $35,000 each to fix, and so we wanted to just see if there was a desire. My understanding is that the students thought that maybe we should keep a couple of them?

Bernhard: There was a couple of good suggestions that came out of student conversation. Jamal (**White**) and I had the opportunity to present this to students at NISG last week. One of the suggestions that seemed pretty popular, especially after the meeting, was perhaps cutting down on the number of them and then reducing them to one or two digitalized ones, which would obviously be a much greater financial burden, at least to get started. But, they feel that especially the work that's been done in Maucker Union with that same model has been very successful. Students really like being able to see the amount of events. You can scroll and have lots of information available at one time. Obviously, having the screens outside, you'd have to go through precautions and stuff like that. But they thought that would be a better investment: to have one or two stations that would be incredibly useful to students, rather than five or six that might have questionable utility.

Wohlpart: And of course turning them into digital would cost a whole lot more than $30,000. You'd probably be looking at $100,000 each. So if you all have feedback about the kiosks, I'd love to hear that feedback.

O'Kane: Was the $35,000 to repair them, or to build a new one?

Wohlpart: It's to upgrade them, so that they are workable and accessible and not falling apart. Then the other thing is I'd like feedback on spring commencement. I'd love to have your feedback on spring commencement. If you remember, last spring we did three commencements—you may not know this. We have to be there for all of them. So it's three commencements in one day: Start at Saturday morning at 9:00 and finish Saturday night at 8:00, 9:00 p.m. and the staff were exhausted at the end of that. There's a conversation about how we should do our spring commencements. The idea is to do one on Friday night at 7:00 and the other two on Saturday. If you all have feedback about that, I'd welcome your feedback.

Zeitz: A couple of years ago you did the Friday night one, and I've got graduate students all over the state, even outside of the state, and the idea of coming in here for…if you've got somebody in Council Bluffs, they either have to take half the day off or a whole day off, and then drive in and drive back out.

Wohlpart: Leigh, (**Zeitz**) is that just the College of Education?

Zeitz: Basically, it's the people who are online. I don't know how much of the rest of the campus is online.

Wohlpart: That's mostly the College of Education. That's most of the masters degrees online, which is a large part of what happens in Education.

Zeitz: Okay.

Wohlpart: I don't think that that affects other colleges. So, if we did a different college Friday night, it wouldn't affect you all.

Zeitz: Great with us.

Skaar: I think that year it was the option for everybody, right? I think every graduate student got the opportunity to either choose Friday or choose Saturday. I didn't like that. Just because we had students that came both days and they didn't get to see each other, and we had to go to two graduation ceremonies. That was my preference, not to have to go to two, but you have to. So, I guess it's hard for me to complain about that.

Wohlpart: I love all of them. I have no problem with that, but the staff are exhausted at the end of the day, because they're the ones that are really working it. So if you have any feedback about that, Joyce (**Morrow**) definitely wants to weigh in.

Morrow: I just want to tell you that the feedback is a sense of urgency. We're just starting to get phone calls about people wanting to make flight arrangements for spring, so if you do have feedback, please give it to him soon, because we need a decision if we're going to change this year or if it will be too late. We'll have to wait another year.

Wohlpart: So right now I'm hearing NOT College of Education Friday night, but other than that I'm hearing people don't necessarily...

Campbell: It just seems to me that the undergraduate body is from across the state fairly much so, would any college have problems with students?

Zeitz: Parents of people coming up.

Wohlpart: So Russ, **(Campbell**) I think the problem was that the students are taking the courses online and the students couldn't get here on Friday night to walk. You're absolutely right, that on a Friday night, the parents may have a hard time getting here, but the students would already be here in the other colleges.

Skaar: Is the plan to still keep it every college is the same, and not moving back to graduate college, undergraduate college?

Wohlpart: To split out—and I had to make that decision the first year I was here—to keep the graduate colleges separate would mean we would have to go to four graduations. We cannot do four graduations, because the colleges were just too big. In fact, in that first year I was here in the spring, we had too many people in the arena for a couple of the graduations. We pushed the limit. We can't go over fire code. So if you have other feedback, please give it to me soon. If you want to ask your colleagues, that would be awesome. Send me an email. If people don't care, as long as it's not College of Education, that's great. I would appreciate that. That's all I had. You want to talk about kiosks some more?

Walter: I really don't. Just one remark though: Places to staple ragged pieces of paper anywhere on campus—that's been a part of my college upbringing.

Wohlpart: You're not allowed to do that anymore.

Walter: See? That's not something I choose to worry too much about. Comments from Faculty Chair **Kidd**? That's you.

Kidd: We've had a lot of comments, so I think I'm okay today.

Walter: Time for my comments: Let's see. We still have a few missing representatives from CSBS for the Graduate Council that's still in need. They're still working on that?

Petersen: She is.

Walter: So if you know anyone who might be able to jump in on that, please encourage them and use the phrase 'faculty governance.' That's part of it anyway. Leigh **Zeitz**, I think you had a little something to say?

Zeitz: I am the Senate's representative for the Gallagher-Bluedorn. And one of the things they do, I don't know if anybody's ever taken part in this—is they have a focus group. They go through and take a look and see all the different acts that are possible to come, and then what they'll do is they'll make little clips of them. Then they ask people to come in and see what they like. Now, I must admit, there were a few of them I wanted that didn't show up, but that shows how much power I carry. The thing is, what they would like to do is to invite all of you to come to a focus group. The question is, how to do that? The easiest thing would be to go down there and do it. Would you all be up for doing that? Going down to the Gallagher-Bluedorn? Maybe, since we meet at 3:30 on this Monday, maybe it would be an off Monday. In other words, when we're not meeting.

Walter: Leigh (**Zeitz**) can I suggest that we give a 'yea' or 'nay' if we're interested? And I would just add that the same dog and pony show came to my Rotary Club and it was really fun to see all the stuff and you vote. Right John (**Burnight**)? You were there for that.

Zeitz: You put in, "I would really like to go to this event. Maybe this not so much, and also you put in your demographics, because that's an important thing because they want to find out what demographics they want to appeal to. It's a great event. Would you like me to see about arranging it?

Campbell: How long does it take?

Zeitz: An hour.

Campbell: That would be most of the Senate meeting.

Walter: A lot of short clips. I don't know that it would replace the regularly scheduled Senate meeting.

Zeitz: It would be like next week. It would be an off-week. I'm not sure they would want to do it here, because there is a certain amount of secrecy to it.

Walter: Okay.

Zeitz: Should we do a 'yea' or 'nay' as to whether….

Walter: So, all interested please indicate by saying, "Whoopee.' Opposed? I didn't figure being too format about it was too much fun.

Zeitz: Say, a Monday that isn't a Senate meeting, would that be a good time? At 3:30? Down at the Gallagher-Bluedorn, that good? Okay, so we'll send out an official invitation. Have them set up a date and send out an invitation.

Walter: Give them plenty of notice

MINUTES FOR APPROVAL

Walter: Great. So now we move on to the approval of the minutes from October 9th. These have been posted for some time. Do I hear a motion to vote on approval of minutes for October 9th? Moved by Senator **Gould,** seconded by Senator **Stafford**. All in favor of approving the minutes for October 9th, please indicate by saying 'aye.' Opposed, 'nay.' Abstain, 'abstain.' The motion passes. Now on to some Consideration of Calendar Items for Docketing.

CONSIDERATION OF CALENDAR ITEMS FOR DOCKETING

Walter: We had an item regarding Gen Ed Revision HLC. I think Provost **Wohlpart**, you had some remarks on that?

Wohlpart: We've shared it here. We've shared it at the Liberal Arts Core Committee. It's been talked about for a year and a half. It's on the Academic Master Plan and the Strategic Plan.

Walter: We've been over and over this basically. We didn't have time last time because of the calendar docketing business to get this on the menu, so let's…Do I have a motion to vote for moving Calendar Item 1352, Gen Ed Revisions, to Docket Item 1240 for the next meeting?

O'Kane: So moved.

Walter: So moved by Senator **O'Kane**. Seconded by Senator **Strauss**. Further discussion? Hearing none, all in favor of this motion, please indicate by saying 'aye.' Opposed, 'nay.' Abstain, 'abstain.' The motion passes. That's now Item Number 1240. Calendar Item 1353 College of Education 2018-2019 Curriculum Proposals and Interdisciplinary Proposals. This one has been posted for at least a week. Assuming everyone has had a chance to look at this, do I have a motion to move Calendar tem 1353 as Docket Item 1241 for our next meeting? Moved by Senator **Zeitz**. Seconded by Senator **Strauss**. Any discussion on this? All in favor of moving Calendar Item 1353 in as Docket Item 1241, for the next meeting, please indicate by saying 'aye.' Opposed, 'nay.' Abstain, 'abstain.' The motion passes.

CONSIDERATION OF DOCKETED ITEMS

Walter: So, our first docketed item is 1237. I think we discussed this a little bit last time. Joyce **Morrow**, Registrar, are you here to talk about this one?

Morrow: All I can really add is that we've developed this to be flexible so that we have the opportunity to offer it, but flexible enough that we have the opportunity not to offer it. And a little procedure behind it, so we know who to go to and what to do with it. So I welcome any conversation or any suggestions.

Walter: Thanks Joyce (**Morrow**) for coming in twice on this.

Wohlpart: This is actually the third time she's been here.

Zeitz: This is for students? Because I recall talking about faculty last time. But these are for students?

Walter: Right.

Zeitz: Thank you.

Walter: The faculty was an emeritus item.

Wohlpart: We have used this since I've been here three or four times. Once we did a ceremony for the family up in the Great Reading Room and it was incredibly moving. The whole department was there. Other students were there. They all spoke about the student and the student's contribution. The family was just blown away. We've also delivered the posthumous degrees or in memoriam certificates at the memorial service to the families and again they were incredibly moved by someone showing up. It's a really nice thing. What I appreciate is that there is a process that includes the department and the faculty. We always reach out to the department when this happens. So it's feedback from the department saying, "Yes, this is somebody who really had an impact."

Walter: Further comments?

Hesse: Just one question. Under Point 2 there—75% of degree completion, is that for the credits for the degree, like for the B.A.? Or, is there a minimum number of credits for their major that they have to complete?

Morrow: It's 75% of the degree. So that gives some flexibility, so that it works for both undergraduate and graduate, and it's still at the discretion of the faculty and it moves up the ladder to the department and the Provost.

Wohlpart: I'm thinking about one of the cases in which the student had been here for the full three years and had completed just over 90 hours but had had an impact. So the department wanted to recognize the individual.

Hesse: I just wasn't sure if there were scenarios where the student had accumulated 90 hours but had completed only half of the requirements for the major.

Wohlpart: And in a case where the department wouldn't even know the student because perhaps they hadn't really… perhaps they'd transferred, et cetera et cetera, then faculty probably wouldn't recommend it.

Campbell: I'll just comment on the flexibility. I like Point 4 because although everyone here loves their department heads, there could be a department head who for some reason doesn't want to do it. And making it "any exceptions will be made by the Provost."

Wohlpart: Because everybody loves the Provost. [Laughter]

Campbell: If the department head refuses to initiate it, it's clear that they can go to the Provost, if there's some problem with the department head, which is certainly not with any department head at this point in time, but there have been problems in the past with department heads.

Walter: That's a good point to bring up, Russ (**Campbell**).

Wohlpart: You just like Number 4 because it was your writing.

Walter: Oh. Full disclosure. Okay. Are there other comments on this? Do I hear a motion to vote on this matter? Motion by John **Burnight** and seconded by Leigh **Zeitz**. Further discussion?

O'Kane: Are we voting to accept, approve or …

Walter: We're voting to approve Docket Number 1237.

Wohlpart: This is going to be a policy, but this is the beginning of the process. One of the things I've been trying to do more is move the beginning of policies here so that it has a conversation here before it goes through the rest of the process. And if you remember with the policy for academic freedom, we had a long conversation at the end of spring. People weren't completely settled. We allowed it to go through part of the process, but I promised it would come back here and did that. I don't think we need to do that with this one.

O'Kane: So this could change yet a little somewhere else?

Wohlpart: I'd be shocked if Faculty Senate approves this that there will be any changes to it.

O'Kane: Okay. Alright. Fine.

Wohlpart: I can't imagine anybody else who would weigh in and change it.

Walter: Other questions?

Bernhard: For clarification, so for them to be get the degree—to be awarded the degree, they would need to have 75% of the credits from the college that they're in for the degree that they're participating in at the time?

Wohlpart: So if it's a 120-hour degree bachelor of arts, they'd have to have 90 credit hours done, but exceptions can be made by the Provost.

Bernhard: Okay. So, alright.

Walter: So there's built-in flexibility.

Bernhard: Alright. I like the exceptions.

Wohlpart: Thanks, Russ (**Campbell**).

Walter: Thank you Russ (**Campbell**). Okay. Shall we go to a vote? All in favor, please indicate by saying 'aye' Opposed, 'nay.' Abstain? The motion passes. So now we have Docket Item 1238, Curriculum Proposals for the College of Business Administration. This has been posted. The link had failed at a certain point. Gretchen (**Gould**), is this the one that isn't going to come up?

Gould: I fixed it.

Walter: There you go. I must be special. Summary: Is everyone satisfied with the summary, or is there something else you want to look at here? I assume you've kind of looked at this already. Tell me if you want me to scroll down or up please.

Campbell: I think this is usually where we ask John **Vallentine** if there's any—or we ask Kavita (**Dhanwada**) if there were any controversies in the process up to this point?

Wohlpart: So this would be Patrick (**Pease**).

Walter: Do you have any comments?

Pease: This was—the Business Administration packet was fairly straightforward. It was the least onerous for UCC to go through; it was the smallest amount of changes of the programs. Really, it amounts to there was an edited International Business minor. Most of that was adding an elective. There was a new certificate—probably the most significant change, was a new certificate in Business Administration. That was something that Business is doing in collaboration with Allen College. This is in collaboration with a Masters of Nursing. Allen had contacted UNI about having a post-baccalaureate certificate program that Nursing Masters students could couple together with their program. They were interested in Nursing Administration. So this was a—no new courses were created for this. This was coupled with a certificate those students could take. There's a number of criteria put on that that basically you have to be in good standing. You have to be one of those students coming from Allen, and so it's set up as a direct link with that program. Otherwise, everything was fairly minor. There was Accounting had a couple of course changes. A changed title. They did actually create a new course: Advanced Auditing. They changed the name of the advanced accounting systems to Business Analytics in Accounting, and then Management had three course changes. Again, they were editorial for the most part. One name change, and a description change to update the Global Strategic Supply Chain to Global Supply Chain Management, and then a couple of courses that they were dropping the prerequisites, and the frequency of the courses offered. So all in all, fairly minor and routine changes.

Walter: And these are the kinds of things you and I were discussing a few minutes ago, that don't have to go before the Board of Regents, so the deadline system is different here.

Pease: Correct. Right. These are in-house changes.

Walter: That was interesting to find out.

Wohlpart: The Board of Regents do ask us to report every year of the number of courses that we have added and dropped, and they get very suspicious when we add more courses than we drop. So if we have a whole bunch of courses that we're not teaching and not planning to teach, it would be good to drop them.

Walter: Other questions, comments, remarks on this item? Further discussion? So do I have a motion to approve these curriculum proposals, Docket Number 1238 for Business Administration? Moved by Senator **Mattingly**, second by Senator **Campbell**. All in favor please indicate by saying 'aye.' Opposed, 'nay.' Abstain? The motion passes. So it's probably going to go up on the November 13th schedule. This had shown up on our agenda that by previous agreement we had agreed to discuss this Academic Forgiveness Policy on the 13th because of other people's schedules. We can read up on that for the next time.

Campbell: I sent out an email, and I have no idea: Did it go through to people? Okay. It did go through. Okay.

Walter: On what, Academic Forgiveness?

Campbell: Yes. Probably two weeks ago or something like that. Okay. That email program does not send a copy to myself. It doesn't bounce, sometimes. I just wanted to know that it did go through.

Pease: Is this something Chris (**Curran**)would have seen or needed to see in preparation for November 13?

Petersen: I can share it with her.

Walter: Thank you Amy (**Petersen**). So, I think we're nearly done. Does anyone have any shameless plugs? I have one, but I'll let other people go first. Re-announcing that this month is Fight Polio. I'm a Rotarian and I go on and on about this stuff if you let me but not today. Tomorrow is "Dine Out for Polio." Various Rotary Clubs and the restaurants in the local area—and that's all listed if you look under, "Dine Out for Polio," you'll hit it easily…are contributing part of their evening's take for our effort for polio vaccination. We have three countries left that still have active cases. The total number of cases is around 67, which is pretty amazing since the epidemics of the 50's. Anyway, I have a certain prejudice toward talking about this because I'm a microbiologist. So, do yourself a favor, go out to dinner Tuesday night and help fight polio. That's my shameless plug. Any others? Do I hear a motion to adjourn? A tie between Russ **Campbell** and Leigh **Zeitz**, and I'll give them both credit for seconding it. We're done here. Thank you.

Follows are 0 addendum

Submitted by
Kathy Sundstedt
Administrative Assistant/Transcriptionist
UNI Faculty Senate

Next Meeting:
Monday, Nov. 13, 2017
Rod Library Room 287
3:30 p.m.