

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 Rita Knoll, ext 1-5693.

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

MINUTES
FACULTY COUNCIL
November 4, 2014

CALL TO ORDER

The Faculty Council meeting was called to order at 4:05 p.m. by Mary Stromberger, Chair.

ANNOUNCEMENTS

- A. Next Faculty Council Meeting – December 2, 2014 – A201 Clark Building – 4 p.m.

Stromberger announced that the next Faculty Council meeting would be held on December 2, 2014 at 4:00 p.m. in Room A201 Clark Building.

- B. Executive Committee Meeting Minutes located on FC website – September 23, 2014; October 14, 2014

Stromberger noted that the September 23 and October 14, 2014 Executive Committee meeting minutes can be found at the following website:

(<http://facultycouncil.colostate.edu/files/ecminutes>)

MINUTES TO BE APPROVED

- A. Faculty Council Meeting Minutes – October 7, 2014

By unanimous consent, the October 7, 2014 Faculty Council meeting minutes were approved.

UNFINISHED BUSINESS

- A. Elections - Faculty Council Standing Committees – Committee on Faculty Governance

BALLOT
Academic Faculty Nominations to Faculty Council Standing Committees
November 4, 2014

Committee on Responsibilities and Standing of Academic Faculty

Richard Eykholt Natural Sciences 2017
(Nominated by Committee on Faculty Governance)

Committee on Non-Tenure Track Faculty

Jenny Morse College of Business 2017
(Nominated by Committee on Faculty Governance)

Committee on Libraries

Susan Baker Health and Human Sciences 2017
(Nominated by Committee on Faculty Governance)

Committee on Scholastic Standards

Karen Barrett Health and Human Sciences 2017
(Nominated by Committee on Faculty Governance)

Committee on Scholarship, Research and Graduate Education

Juyeon Park Health and Human Sciences 2017
(Nominated by Committee on Faculty Governance)

Steve Reising, Committee on Faculty Governance, nominated, on behalf of the Committee on Faculty Governance, Richard Eykholt (Natural Sciences) for CoRSAF; Jenny Morse (COB) for CoNTTF; Susan Baker (HHS) for CoL; Karen Barrett (HHS) for CoSS; and Juyeon Park (HHS) for CoSRGE.

Stromberger asked if there were any nominations from the floor. There were none, and Stromberger declared the nominations closed.

Eykholt, Morse, Baker, Barrett and Park were unanimously elected to three-year terms for each respective committee, effective immediately.

- B. Elections – Student Reps (Graduate) – Faculty Council Standing Committees – Committee on Faculty Governance

BALLOT

November 4, 2014

**Graduate Student Positions on Faculty Council Standing Committees
(One-Year Terms)**

Committee on Scholarship, Research and Graduate Education

<u>Anne Byrne</u> (Nominated by ASCSU)	Student Representative (Graduate)	2015
---	--------------------------------------	------

Steve Reising, Committee on Faculty Governance, nominated, on behalf of the Committee on Faculty Governance, Anne Byrne, Graduate Student representative for CoSRGE.

Byrne was unanimously elected to serve a one-year term on CoSRGE.

REPORTS TO BE RECEIVED

1. Provost/Executive Vice President – Rick Miranda:

No report (absent)

2. Faculty Council Chair – Mary Stromberger

Stromberger reported on developments in the new funding formula from the Colorado Commission on Higher Education (recently passed legislation requires these developments). A recent meeting was held on the CSU campus to gather input (similar meetings are taking place across the state). Mary Van Buren, David Gilkey and Mary Stromberger were all at the open meeting. The metrics for the formula have already been decided upon. These metrics include selectivity of the institution (not clear if more or less selectivity is better), number of campuses and locations (rural vs urban), cost per student, research, remediation for students that are not prepared, and performance (number of completions, transfers, graduation rates, technology transfer and innovation). Relative weights for these metrics will be different depending on the institution (e.g., community colleges will be judged differently than CSU). The Commission is working on the algorithm and this should be completed by the end of December.

Roger Culver (College Natural Sciences) asked what was to be negotiated at the meeting? Stromberger answered that the weights for the metrics was open for discussion. Culver

asked if there would be other open meetings concerning this topic. Stromberger noted that notification of this past meeting was announced and that the public outreach meetings have been completed.

Mary Van Buren (Anthropology) expressed some skepticism about the impact of faculty input due to the nature of the legislation and timeline. Stromberger explained that the legislation is partly targeted at increasing transparency about funding for higher education. Stromberger also expressed some frustration that these metrics are not the same as for performance contracts.

David Gilkey (College of Veterinary Medicine and Biomedical Sciences) explained that similar initiatives have taken place in other states.

Stromberger noted that community colleges are concerned about the funding models because much of their funding comes from the state and they have the most to lose. CSU only gets ~10% of our budget from the state.

Michael McCulloch (Philosophy) thought that CSU would be in decent shape as we do not have much state funding to lose.

Stromberger met with CSU Police Chief Scott Harris about the growing nation-wide trend of universities receiving military surplus equipment. Chief Harris said that CSU is not participating in this program.

Stromberger noted that faculty would be hearing more about the new NCAA autonomy proposal concerning athletes. CSU is examining an option to provide an additional meal to all athletes at a cost of \$200-400 thousand dollars per year. The Athletic Department has met with Faculty Council standing committees (Committee on Intercollegiate Athletics and Committee on Strategic and Financial Planning) to discuss the meal proposal. Some institutions are spending more than \$1 million on unlimited meals. NCAA has other autonomy proposals in the works –such as full cost of attendance payments (not just tuition), 4-year scholarships, and unlimited lifetime scholarships. Boise State University recently instituted the full cost of attendance proposal. We will be hearing more about these proposals during spring semester.

Stromberger discussed the recent All Faculty Forum that was held in the Lory Student Center concerning the importance of teaching. About 250 faculty showed up. We will hear more about this topic.

Pedros-Gascon thought the forum was too long and detailed. Stromberger noted that the presentation was taped if people wanted to see it.

Stromberger and Executive Council has charged CoRSAF to look at Appendix 1 of the *Manual* (sexual harassment) due to recent new Federal regulations. Diana Prieto is working on this as well. Expect updates/revisions in the spring semester.

Stromberger met with the CoNTTF and heard issues of concern from non-tenure track faculty. We could have these issues as a future discussion topic.

Stromberger's report was received.

3. Board of Governors Faculty Representative – Alexandra Bernasek

Bernasek had no report.

4. University Benefits Committee Report:

May, 2014

TO: Amy Parsons, Vice President of University Operations, CSU
Tony DeCrosta, Executive Director/Chief HR Officer, CSU HR

Teri Suhr, Associate Director, CSU HR Benefits
Tim Gallagher, Chair, Faculty Council
David Mornes, Chair, & Toni Lee Viney, Vice Chair, Administrative Professional Council

FROM: University Benefits Committee (UBC)
Co-Chairs: Jennifer Bissell and Scott Woods
AP Representatives: Angie Addie, Joanna Holliday
Faculty Representatives: Torsten Eckstein, Kelly McArthur, Jean Opsomer,
Yongli Zhou
Retiree Representative: Robert "Bob" Meroney
CPC Representative (ex-officio): Jeff Sturgeon

SUBJECT: 2013-2014 Annual Report of the University Benefits Committee (UBC)

It is our pleasure to provide the following report on behalf of the University Benefits Committee (UBC).

2012-2013 Top Recommendations for 2013-2014:

Our top recommendations included:

- 1) Defined Contribution Plan Improvements/Increases
- 2) Administrative Leave Policy Enhancements (in lieu of Leave Bank Proposal)
- 3) CSU Retiree Eligibility to Long-Term Care Insurance Group Rates

Results of 2012-2013 Top Recommendations:

- 1) CSU has adopted an incremental plan to increase their contribution to employee retirement plans at a rate of 1% increase per year until they reach 12%.
- 2) Parental Leave and Catastrophic Circumstance Leave policies were updated to provide improved leave benefits effective May 2013. CSU did not adopt a "leave bank" plan similar to the State Classified Leave bank system.
- 3) Long Term Care Plan now available to Faculty and AP reps through Genworth.

2013-2014 UBC Report

The year 2013-2014 was a year of "education" for the UBC as more than half of the committee was newly appointed. Many of the topics that were considered priorities became a learning moment for the committee which resulted in no actual specific recommendations from the committee at this time. It was discovered that many of the proposed agenda items are actively being addressed by CSU and/or had already been reviewed for viability and were tabled with good cause. This "year of education" has provided the committee with a list of topics that we will cover in the 2014-2015 academic year

2013-2014 UBC Items Considered:

1. Additional Improvements to Employee Study Privilege. The UBC committee tabled this item for 2013-2014 and will revisit it again in 2014-2015. The committee decided to table the item for this year for two reasons:
 - a. The proposed enhancements will have an additional cost and the committee felt that it was more important that CSU funding go towards increasing its contributions to the retirement benefit to bring CSU in alignment with our peer institutions when it comes to the retirement benefits
 - b. It has only been about a year or two since this benefit received an enhancement bringing the total number of credits per year up to 9 from 6.
2. Leave pool for faculty and AP staff similar to Leave Bank Program. Leave enhancements were implemented (both parental and catastrophic circumstances) for faculty and staff soon after the final report from the 2012-2013 was submitted.
3. Offer an HDHP with H.S.A. medical plan. Offer a Kaiser Permanente medical plan. These two offerings would more closely align our medical plan benefits with those plans available to State Classified staff.
 - a. Learned that HR has considered and evaluated the pros and cons of these medical plans and will continue to consider these options each year. At this time HR has elected not to offer either option. There is still limited availability of Kaiser services and facilities in northern Colorado so this type of plan would not be easily accessible to many CSU

faculty and staff at this time. HR is very concerned about the number of employees that would NOT benefit if the Green plan was switched to an HDHP H.S.A. option because of IRS rules for accumulating family deductibles.

4. Enhanced offering of language courses for work and personal purposes. The UBC has decided to continue investigating this topic in the 2014-2015 academic year.
5. Campus parking and transportation concerns. UBC learned of the Transportation Office's plans for enhancements related to campus transportation and parking. The committee feels that we need to wait and see how the campus community feels about parking and transportation issues once these enhancements are implemented.
6. Employee scheduling.
 - a. Some departments don't seem willing to use the flexible scheduling options with staff.
 - i. Learned that this is not a benefit but more of a management tool. It was understood that H.R. is moving forward on improving training about how to use the tool and improved wording in the HR manual and other policy statements regarding flexible work arrangement.
 - b. Discussions on how to define full-time employees and see if there would be any benefit in redefining full-time to get cost savings in actual wages that could be used to offset new health care expenses to the university.
 - i. Learned that with all the different classifications of positions (full-time, part-time, temporary, faculty, transitional, special – exempt vs. non-exempt etc.) here at CSU, combined with state and federal regulations, the definition of what is a "full-time" number of hours has a different and complex answer. Pursuing the possibility of redefining the number of hours per week that equal full-time status does not seem viable at this time.
 - c. Discussion on supervisors and how to deal with PTO and "flex" time in relation to exempt versus not exempt employees
 - i. After discussion it was agreed that the UBC would support the APC and CPC recommendations for more management training.
7. Supplemental Insurance Plan offerings outside of the new Long-Term Care plan.
 - a. CSU does not work specifically with supplemental insurance companies such as AFLAC, Colonial Life, Aetna, etc. because:
 - i. People can choose to purchase on their own without the aid of CSU (individual policies). This gives the consumer the right to choose which company and product best fits their needs.
 - ii. Wouldn't be able to offer AP and State Classified the "pre-tax" benefit of pulling out premiums if CSU partnered with a provider on the AP side. HR works hard to not make too many inequities between State Classified and Admin Pro. The

- iii. State of CO will not allow the University to affect the benefits offerings for State classified staff.
- iv. Because policies can be purchased individually, if CSU did offer the benefit of pulling out premiums pre-tax, HR would have to work hard when employee leaves to make sure employee know to continue paying premiums on their own or the insurance will lapse; due to loss of benefits eligibility, separation of service, retirement etc.

Suggested Topics for 2014-2015

- Review and possibly come up with recommendations for updates to the UBC web site once it goes live
- Improve education for employees about Employee Benefits options
- Increase options for study of languages for professional and personal use
- Benefits offerings for dependents of Grad Students
- Additional enhancements to Employee Study Privilege
- CSU Retiree Medical Subsidy Increase (Employer contribution; increase in monthly subsidy for retirees under age 65 who choose to continue medical coverage under the "Green Plan"). Seeking increase in both employer match to medical plan coverage for the individual, as well as increase to the \$200 per month stipend that has not changed since 1993

The UBC would like to thank Joanna Holliday for her service on this year's committee. We would like to welcome Allison Dineen the APC nominee for 2014-2015.

The University Benefits Committee report was received.

CONSENT AGENDA

1. UCC Minutes (9/19; 9/26; 10/3 and 10/10 and 10/17)

Carole Makela, Chair, University Curriculum Committee, moved that Faculty Council approve the UCC Minutes from September 19 and 26, and October 3, 10, and 17, 2014.

Makela noted that the first undergraduate certificates are included in the October 17 UCC minutes, and graduate certificates will be coming soon.

By unanimous consent, Faculty Council approved the 9/19; 9/26; 10/3, 10/10 and 10/17/14 UCC minutes.

ACTION ITEMS

1. Proposed revisions to the *Graduate and Professional Bulletin* – E.1.3. Scholastic Standards - CoSRGE

Paul Doherty (Vice Chair, Executive Committee), moved that Faculty Council approve the proposed revisions to the *Graduate and Professional Bulletin*, E.1.3. Scholastic Standards as follows:

DATE: October 2, 2014

RE: Revisions to the *Graduate and Professional Bulletin* –

E. – *SCHOLASTIC STANDARDS*

THE COMMITTEE ON SCHOLARSHIP, RESEARCH AND GRADUATE EDUCATION MOVE THAT FACULTY COUNCIL ADOPT THE REVISIONS TO SECTION e: “*SCHOLASTIC STANDARDS*” – OF THE *GRADUATE AND PROFESSIONAL BULLETIN* TO BE EFFECTIVE UPON FACULTY COUNCIL ADOPTION EFFECTIVE IMMEDIATELY AS FOLLOWS:

ADDITIONS - UNDERLINED - DELETIONS ~~OVERSCORED~~

E.1.3. SCHOLASTIC STANDARDS

Failure to maintain good academic standing due to a cumulative grade point average less than 3.00 results in being placed on academic probation. (New regularly admitted students will not be placed on probation until they have completed 12 regular credits or two semesters of graduate work, whichever comes first.) The probationary period extends for one semester beyond the one in which this status is acquired. During this probationary period, the student must register for traditionally graded courses that affect the grade point average. With permission of the student’s advisory committee, the student may register for continuous registration instead of traditionally graded courses. Continuous registration may be used to extend the probationary period for a maximum of two semesters, after which traditionally graded courses must be taken. Students on probation are subject to dismissal by the academic department or the Dean of the Graduate School at the end of the probationary semester unless good academic standing has been regained. This requires adequate improvement in cumulative grade point averages (3.000) and/or satisfactory progress as determined by the student’s graduate advisory committee. Students not making satisfactory progress due to their grade point average are encouraged to contact their advisors and/or advisory committees in order to set up a meeting to create a progress plan. Track III students in combined bachelor’s/master’s degree programs who have accumulated at least 120 credit hours of course work and who fail to maintain a 3.000 GPA in their graduate course work including any courses listed on their GS 6 Form will be placed on probation by the Graduate School and will have one semester in which to improve their cumulative grade point averages to no less than 3.000 in their graduate course work. Failure to bring the cumulative graduate GPA to at least 3.000 will result in dismissal from the Graduate School with no re-enrollment permitted prior to completion of the bachelor’s degree. Track III students who are dismissed from the Graduate School, and who are still in good standing within their undergraduate programs, will be permitted to complete their undergraduate degrees. These students can petition the Registrar to reinstate courses to be applied toward their undergraduate degrees.

When a student’s graduate advisory committee or an appropriate departmental graduate committee finds that a student is not making satisfactory progress toward the degree due to factors other than grade point average, and that satisfactory progress cannot be anticipated, a plan should be created and the following steps should be taken.

1. Inform the student of the concerns, create a progress plan with the student, develop a timeline and inform the student of the potential consequences (dismissal) if the progress is not satisfactory.

2. The committee should keep in contact with the student to give feedback during the progress plan timeline and document such contacts and their outcomes.
3. At the end of the timeline, if progress is not adequate, the committee may recommend dismissal from the program. The recommendation goes to the Department Head and the Dean of the Graduate School and should include documentation on the steps taken with justification for this action.

Rationale:

1. The policies related to probation and dismissal are publicized and have always served to provide the standard operating procedures around probation and dismissal. Students are informed they are on probation by the Graduate School when their GPA does not meet a 3.00. The letter from the Graduate School states that they are encouraged to meet with their advisors to discuss strategies to create a progress plan. By including this language in the Bulletin the information is consistent with the letter and the content in the Bulletin that discusses unsatisfactory progress due to factors other than GPA below.
2. This language clarifies that this portion of the policy addresses unsatisfactory progress due to factors OTHER THAN GPA. Though this portion of the policy has been applied only in these situations in the past, there has recently been some confusion due to a lack of explicit labeling. The specificity in the language in this paragraph and that in the previous about GPA-related policy provides a clear explanation of each portion of the policy.

Doherty's motion was adopted.

2. New CIOSU: The Africa Center – CUP

Laura Jones, CUP, moved that Faculty Council approve the New CIOSU: The Africa Center.

Jones' motion was adopted.

3. New SAU: The School of Biomedical Engineering – UCC

Carole Makela, Chair, University Curriculum Committee, moved that Faculty Council approve the new SAU: The School of Biomedical Engineering.

Makela's motion was adopted.

4. New CIOSU: Colorado State University Prevention Research Center – CUP

Laura Jones, CUP, moved that Faculty Council approve the New CIOSU: Colorado State University Prevention Research Center.

CW Miller (Veterinary Medicine and Biomedical Sciences) asked for an explanation concerning the title. Doug Coatsworth responded that the name reflects current research interests and that the name is common at many places. Miller asked if a center about

“Cardiovascular prevention” would fall into this category and noted that the current title seems too broad and a qualifier about “behavior” might be more appropriate.

Jones’ motion was adopted.

DISCUSSION

1. Proposed Changes to Health Care Benefits
 - Diana Prieto, Executive Director of Human Resources
 - Teri Suhr, Associate Director of Human Resources

Prieto and Suhr gave a PowerPoint presentation on proposed changes to the Health Care Plans, for 2015 and 2016. The presentation related to faculty and administrative professional benefits – not state classified positions. Prieto desires feedback on upcoming changes to benefits plans. The presentation slides will be available on the Faculty Council website.

CSU has not increased premiums for medical premiums in many years. Our expenditures are now exceeding money coming in. Thus, a recommendation of 4% increase in premiums for all plans was presented to President Frank and the Cabinet, for CY 2015. Our peers are increasing their premiums 6 to 7.6%. A recommendation of no change to the premium for our dental plans or short- or long-term disability will be made.

Roger Culver (College Natural Sciences) asked for clarification on the effect of the Affordable Care Act would have on the plans. Prieto and Suhr explained that the impact is significant (probably ~\$500,000) and that money supports health care exchanges.

Suhr detailed changes in the Gold medical plan for CY 2015 because of decreased enrollment in this plan. The deductible will increase from \$500 to \$750. Other deductibles in the plan will also increase in similar proportions.

Pedros-Gascon (Foreign Languages and Literatures) asked why the decline in Gold plan enrollment. Suhr said the benefit for the cost has not been attractive. The entire suite of choices (i.e., Green, Gold, and POS) need to be viewed as a whole. The Gold plan is losing money. Prieto noted that 2,127 people are in the Green plan, 672 in the Gold plan, and 1,219 in the POS plan.

Suhr noted the dental plan is doing well. The orthodontia maximum will be increased to \$1800 from \$1500. Additional preventive care will no longer count against annual maximum.

Van Buren (Anthropology) asked if CSU-Pueblo is included in our insurance pool. Prieto answered no. Van Buren asked if there was a benefit to increasing the pool of

applicants. Prieto answered not exactly. An analysis of the additional pool applicants and costs for those people need to be examined. A bigger pool is not always better. CSU's expenditures have been low and even though some advisors suggest a larger increase in premiums, Prieto does not think a larger increase is warranted.

Prieto said CSU has been asked to bring a high deductible, health savings plan to campus and she discussed plans for 2016 and beyond. A high deductible, health savings plan is being considered. Such a plan can be intimidating if you are not familiar with such a plan. Education is needed. A Consumer Driven Health Plan is a high deductible, health savings account plan (HDHP – High Deductible Health Plan).

Stephen Hayne (Computer Information Systems) asked what the limits are for a definition for a HDHP and that he thought the Green plan was a HDHP according to the tax code. Suhr defined an HDHP and noted that the Green plan was not an HDHP, because its deductible (\$1,000) does not meet the IRS definition as a high deductible plan.

For an HDHP, a Health Savings Account (HSA) is established to pay for expenses and deductible. The HSA can also be used as an additional vehicle for retirement savings.

Prieto explained that an HSA is not a Flexible Spending Account. The HSA rolls over (unlike the Flexible Spending Account) and an employee can take the account with him/her when you leave CSU.

Stromberger asked if additional money is paid for premiums, on top of what is saved. Suhr replied that yes, the premium payment (for employee +1 or family plans) is separate from what is put into a savings account.

Hayne (Computer Information Systems) asked if the Flexible Spending Account will go away and about relative impacts and deductible across the plans. The Flexible Spending Accounts would remain. Faculty Council could ask for the Administration to seed the HSA to help ameliorate plan switching. Suhr detailed the amounts that can be contributed for each plan.

Jennifer Portz (Social Work) asked for an estimated out-of-pocket maximum. Suhr detailed what the deductibles would be, but noted numbers could change by 2016.

Paul Doherty (Fish, Wildlife, and Conservation Biology) asked why changes were being considered to the Green plan when the Gold plan was where the dissatisfaction occurs. CSU needs to create an appropriate spread of expenses across the plans in the future.

Ross McConnell (Computer Science) asked if details are available online? Prieto and Stromberger said these slides would be available on the Faculty Council website,

Gilkey asked that given the salary of the Blue Cross Blue Shield CEO, how can CSU justify an increase in premiums. Prieto noted that our increases are below our peers. Suhr noted that a competitive bid is part of the process of choosing health plans. Suhr also noted that CSU is a self-funded program and we have more flexibility in the cost of CSU plans.

Prieto noted that CSU is in the process of increasing the contribution to the DCP retirement plan to 12% (increasing by 1% a year).

Barb Hooper (Occupational Therapy) asked if someone would need to be in the Green plan to use the HSA. Suhr answered affirmatively and noted that laws would not allow the HSA for other plans.

Prieto noted changes that our peers have been making.

Suhr noted that our wellness plan has had higher participation than expected. Future monetary incentives will be instituted to participate in such plans.

Van Buren (Anthropology) asked if yoga classes could be given in class buildings as part of the wellness Healthy Lifestyles benefits. Suhr noted that a discount is given for faculty to use the recreation center. Van Buren noted that in some places the activities are taken to where the faculty are. Suhr said this would be considered in the future.

Stromberger asked why the blood draw times were so late as this timing made it inconvenient. Suhr explained that additional blood draw dates have been added.

Stromberger asked if the high deductible is a proposal and if one possibility is that the Green plan stays the same? Prieto said this could be the case. The high deductible option is just a proposal to be considered.

Van Buren asked where feedback could be given. Prieto said contact her or Suhr and that other forums in the spring would be organized.

Joseph DiVerdi (Chemistry) expressed dissatisfaction with the lines for drawing blood last year. Suhr explained that a scheduling process was instituted.

Stromberger asked if anyone wanted to speak for or against this proposal and that we need to find a way to get faculty concerns/approvals for this recommendation.

Van Buren (Anthropology) asked for a table of costs/benefits/pros/cons of the options. Prieto responded that such information and communication will be forthcoming.

Stephanie Clemons (Design and Merchandising) asked for information for how peer institutions were chosen and why a different set of peers is used for retirement vs. health care. Prieto said that regional peers are more useful for health care.

Gilkey (Veterinary and Biomedical Sciences) noted that quality, satisfaction, and freedom of choice should be considered as well as cost. Prieto replied said the HDHP is more of a consumer plan and agreed with the comment.

Rachel Erb (Libraries) noted that the HDHP does not allow time for investigation for health emergencies and asked what would happen in those cases. Stromberger also noted the problem and asked if resources would be available to help faculty make decisions on cheaper diagnostics,

Hayne expressed frustration about plans that would cost more money but with little additional flexibility. Hayne wants to spend less money and have an expert help choose wisely. Stromberger asked if anyone has experience with HDHP. Rachel Erb (Libraries) had an experience with a similar plan in South Carolina but opted not to enroll in the plan. Having a child was more expensive with the plan. Elizabeth Williams (Communication Studies) has used such a plan through her husband's employer and noted the plan can be good in years when health costs are not high, but there is a bit of a gamble in other years.

The Faculty Council meeting adjourned at 5:35 p.m.

Mary Stromberger, Chair
Paul Doherty, Vice Chair
Rita Knoll, Executive Assistant

ATTENDANCE
BOLD INDICATES PRESENT AT MEETING
UNDERLINE INDICATES ABSENT AT MEETING

Agricultural Sciences

<u>Norman Dalsted</u>	Agricultural and Resource Economics	2016
<u>Jack Whittier</u>	Animal Sciences	2015
Deb Young	Bioagricultural Sciences & Pest Management	2015
Bradley Goetz	Horticulture & Landscape Architecture	2016
<u>Francesca Cotrufo</u>	Soil and Crop Sciences	2017
Milt Thomas	College-at-Large	2016
Kelly Curl	College-at-Large	2015
Jason Ahola	College-at-Large	2017

Health and Human Sciences

Stephanie Clemons	Design and Merchandising	2016
Tracy Nelson	Health and Exercise Science	2016
David Sampson	Food Science and Human Nutrition	2016
Lisa Daunhauer	Human Development and Family Studies	2015
Scott Glick	Construction Management	2014
Barb Hooper	Occupational Therapy	2017
Sharon Anderson	School of Education	2015
Jennifer Portz	School of Social Work	2014

Business

Suzanne Lowensohn (Fall 2014); Margarita Lenk (Spring 2015-16)	Accounting	2016
Stephen Hayne	Computer Information Systems	2015
Patricia Ryan	Finance and Real Estate	2016
<u>Jim McCambridge</u>	Management	2015
Kelly Martin (Spring); Chris Blocker (Oct); Kathleen Kelly (Nov/Dec) (Fall)	Marketing	2015

Engineering

Russ Schumacher	Atmospheric Science	2015
Travis Bailey	Chemical and Biological Engineering	2016
<u>Suren Chen</u>	Civil and Environmental Engineering	2015
Steve Reising	Electrical and Computer Engineering	2016
Azer Yalin	Mechanical Engineering	2014
J. Rockey Luo	College-at-Large	2016
<u>Jose Chavez</u>	College-at-Large	2016

Liberal Arts

Mary Van Buren	Anthropology	2017
-----------------------	--------------	------

<u>Eleanor Moseman</u>	Art	2017
Elizabeth Williams	Communication Studies	2016
Robert Keller	Economics	2016
Sue Doe	English	2015
Ernesto Sagas	Ethnic Studies	2017
Antonio Pedros-Gascon	Foreign Languages and Literatures	2015
<u>Adrian Howkins</u>	History	2017
Jangyul Kim	Journalism and Technical Communication	2017
Gary Moody	Music, Theater, and Dance	2016
Michael McCulloch	Philosophy	2015
<u>Kyle Saunders</u>	Political Science	2015
Ken Berry	Sociology	2016
Mohammed Hirchi	College-at-Large	2017
TBD	College-at-Large	2016
Eric Aoki	College-at-Large	2016

Natural Resources

Monique Rocca	Ecosystem Science and Sustainability	2017
Will Clements (replace Paul Doherty (through Spring 2015))	Fish, Wildlife, & Conservation Biology	2016
Yu Wei	Forest and Rangeland Stewardship	2015
<u>William Sanford</u>	Geosciences	2015
Stuart Cottrell	HDNR in Warner College	2017

Natural Sciences

<u>Tom Santangelo</u>	Biochemistry and Molecular Biology	2016
David Steingraeber	Biology	2015
<u>George Barisas</u>	Chemistry	2017
Ross McConnell	Computer Science	2016
Anton Betten	Mathematics	2017
(Substituting for Iuliana Oprea)		
<u>Mingzhong Wu</u>	Physics	2015
Zinta Byrne	Psychology	2016
<u>Geof Givens</u>	Statistics	2016
<u>Ed DeLosh</u>	College-at-Large	2017
<u>Christos Papadopoulos</u>	College-at-Large	2016
Roger Culver	College-at-Large	2015
Carl Patton	College-at-Large	2015

Veterinary Medicine & Biomedical Sciences

Elaine Carnevale	Biomedical Sciences	2016
<u>Howard Seim</u>	Clinical Sciences	2016
Lucas Argueso	Environmental & Radiological Health Sciences	2017
Gary Mason	Microbiology, Immunology and Pathology	2015

<u>Ryan Ferris</u>	College-at-Large	2017
Gerald Callahan	College-at-Large	2017
<u>Pete Hellyer</u>	College-at-Large	2016
David Gilkey	College-at-Large	2016
<u>E.J. Ehrhart</u>	College-at-Large	2016
DN Rao Veeramachaneni	College-at-Large	2016
C. W. Miller	College-at-Large	2015
<u>Ronald B. Tjalkens</u>	College-at-Large	2015

University Libraries

Michelle Wilde	Libraries	2017
	(Substituting for Nancy Hunter)	
Rachel Erb	At-Large	2016

Ex Officio Voting Members (*Indicates Elected Member of Faculty Council)

Mary Stromberger	Chair, Faculty Council/Executive Committee	
Paul Doherty	Vice Chair, Faculty Council	
Alexandra Bernasek	BOG Representative	
Don Estep, Chair	Committee on Faculty Governance	2016
Susan LaRue, Chair	Committee on Intercollegiate Athletics	2016
Jerry Magloughlin, Chair	Committee on Libraries	2016
Jennifer Aberle, Chair	Committee on Non-Tenure Track Faculty	2016
David Greene, Chair*	Committee on Responsibilities & Standing of Academic Faculty	2016
Mark Zabel, Chair	Committee on Scholarship Research and Graduate Education	2016
Melinda Frye, Chair*	Committee on Scholastic Standards	2016
Jeff Wilusz, Chair*	Committee on Strategic and Financial Planning	2016
Stephanie Clemons , Chair*	Committee on Teaching and Learning	2016
Eric Prince, Chair	Committee on University Programs	2016
Carole Makela , Chair	University Curriculum Committee	2016

Ex-Officio Non-Voting Members

Anthony Frank	President
Rick Miranda	Provost/Executive Vice President
Brett Anderson	Vice President for Advancement
Mary Ontiveros	Vice President for Diversity
Lou Swanson	Vice Provost for Engagement/Director of Extension
Robin Brown	Vice President for Enrollment and Access
Dan Bush	Vice Provost for Faculty Affairs
Patrick Burns	Vice President for Information Technology/Dean Libraries
Jim Cooney	Vice Provost for International Affairs
Tom Milligan	Vice President for Public Affairs
Alan Rudolph	Vice President for Research
Blanche M. Hughes	Vice President for Student Affairs
Kathleen Pickering	Vice Provost for Undergraduate Affairs
Amy Parsons	Vice President for University Operations
Craig Beyroudy	Dean, College of Agricultural Sciences
Jeff McCubbin	Dean, College of Applied Human Sciences
Ajay Menon	Dean, College of Business
David McLean	Dean, College of Engineering
Jodie Hanzlik	Dean, Graduate School
Ann Gill	Dean, College of Liberal Arts
Jan Nerger	Dean, College of Natural Sciences
Mark Stetter	Dean, College of Vet. Medicine & Biomedical Sciences
John Hayes	Dean, Warner College of Natural Resources
Timothy Gallagher	Former Faculty Council Chair
Toni-Lee Viney	Chair, Administrative Professional Council