

FACULTY SENATE

THE UNIVERSITY OF ALABAMA

FACULTY SENATE STEERING COMMITTEE MINUTES

October 12, 2004 – 3:00 PM – 307 FERGUSON

APPROVED MINUTES

ATTENDING: John Mason, Mathew Winston, John Vincent, Marcia Barrett, Wolfgang Bertsch, Priscilla Davis, Wythe Holt, Clark Midkiff, Robert Moore, Karen Steckol, Nick Stinnett, Tatiana Summers, Margaret Garner, Bob Sigler

GUESTS: Joanna Hutt, Dialog; Joan Garrett, Crimson White

The minutes of the September 14, 2004 Faculty Senate Steering Committee meeting were approved.

Robert Moore and Jerry Weaver of the Faculty and Senate Governance Committee brought forward a proposed change to Article III in the Faculty Senate Bylaws.

Proposed Change to Article III in Faculty Senate Bylaws

Article III, section 3, paragraph 4 of the **Senate By-Laws** says "The privilege of the floor, including the right to address the Senate on any pending question subject to applicable rules or parliamentary procedure are extended to one delegate representing the Retired Faculty Association of the University of Alabama, one delegate representing the Black Faculty and Staff Association, one delegate representing the Professional Staff Committee,..."

The suggestion is to replace the words "**Professional Staff Committee**" with "Professional Staff Assembly." The Professional Staff Assembly will not be operational until next fall. A motion could state a date for the change. Professional Staff is only one of three staff organizations. The other organizations are Office-Technical and Maintenance. This proposal could be tabled until next fall. A motion was made to forward this proposal to the Senate with the provision that it would take effect when the Professional Staff Assembly is officially recognized. The motion passed unanimously.

The Faculty Life Committee brought forward a "**Resolution on the Creation of a Wellness Center at The University of Alabama**". The benefits of a Wellness Center would include reducing health risks and overall health care costs, disease management, improved lifestyle, less absenteeism and improved productivity. The opinion was expressed that the University should step up and subsidize wellness. It was expressed that more specifics should be included in the resolution regarding the definition of wellness and research results from other institutions with these facilities. The questions posed were who would be the director of such a center and to whom would that person report? Several years ago Margaret Garner proposed the development of a center for clinical and lifestyle education and research. The model would have involved nursing, dietetics, health education, social work, psychology, medicine, etc. It would provide a place for people to go for comprehensive education about disease and health. There would be strong faculty involvement with student learning involvement and outcome research meeting the mission requirements of research and service. It was suggested that Grant Savage, Natalie Adams (proposed the resolution) and Margaret Garner meet to discuss this issue. The Steering

Committee voted to table this resolution until the next meeting.

The Carolyn Dahl memo to Provost Bonner requesting approval of revisions to **Appendix H of the Faculty Handbook** was the next item on the agenda. The revised document has been approved by the Council of Deans and is ready for the consideration of the Faculty Senate. An email from Steve Miller to Nancy Barrett on June 13, 2002 stated acknowledgement of the Faculty Senate's approval of Appendix H revisions regarding intellectual property rights as stated in the Faculty Handbook. Comments included the University has an interest in the material faculty produces and the presumption is that faculty owns the copyright. The exceptions did not automatically grant the copyright to the University in any case that is known. Numbers two and three addresses negotiation at the time the grant or the commission is received by the faculty member, leaving it open as to the ownership of the copyright. Number one states negotiation if the University contributes extraordinary resources and/or assistance which is more than or exceeds that which is normally offered to faculty. It was not normal in the past for the University to provide the facilities that it does now such as laboratories and studios. These are part of inducements for hiring new faculty. The definition of "excessive" is not clear. The third sentence of B-1 states that the University will inform the faculty when resources are excessive. B-5 contains a loophole dealing with "institutional works" that cannot be attributed to a single author or group of authors because it is the result of contributions or revisions by numerous faculty members, employees, or students of the University. The probable meaning is a recognizable group of faculty members. The application to research done or contracted by students should be clarified. Discussion continued on the issues of the definition of digital courses and teaching courses at another institution that competes with a course taught at the University, which is not permitted. A course on a DVD competing with any course at the University is not allowed. The University of Alabama proposed operating budget on the third page under Education and General Revenue/Sales and Services of Educational Activities lists \$10,521,000 with UAB listing \$50,000,000. An explanation is needed for these figures and categories. Copies of Appendix H will be e-mailed by John Mason to each Steering Committee member to compare proposed revisions and the current policy. The Academic Affairs Committee will take this issue and present a report at the next meeting.

Questions regarding the extent to which some deans were following the procedures outlined in the **Faculty Handbook** were discussed in executive session. The matter was referred to committee for further study.

Copies of two **University of Alabama budgets** approved by the Board of Trustees on Friday, October 1, 2004 were handed out. After the budget was proposed the University discovered the State of Alabama wanted \$300,000 more for PEEHIP. The reserve increase was reduced by \$300,000. Schedule A and D for the Athletic Department was also distributed. The administrative overhead figure for 2002-03 was almost one million dollars. Budgeted for 2003-04 was \$226,000 and budgeted for 2004-05 was \$49,160. These are amounts paid to the University by the Athletic Department for administrative costs including handling Athletic Department payroll and other paperwork. The Financial Affairs Committee members in their meeting with the Financial Vice President of the University and Reba Essary will question those figures. Every auxiliary of the University pays administrative costs to the University. Under "Revenue - Other Expenses" two million dollars is listed. Revenues 2002-03 has ten million dollars more than expenses increasing net assets. Revenues from all sports are listed in the budget with football and men's basketball financially supporting all men's and women's sports. This past year UAB used six million dollars of academic monies for athletic programs and UAH is three million dollars in the red.

The next item on the agenda was a suggestion for a resolution requesting a four million dollar overage (this monies are already allocated) be placed in a **health care reserve** and to reduce THE FIRST ANNUAL prescription drug deductible to \$25 per person per contract. Much of the four million dollars came from reallocations from colleges and much has been committed to revenue allowing possible allocations for salaries. Attempts are being made to have one million dollars in the Health Care Reserve by December 31. A \$1.2 million dollar surplus is being projected by December 31. One part of the surplus comes from the \$75 prescription drug deductible effective in January, 2004. This deductible was per person. A change requested was drug formulary (applied to a drug with no generic alternative). The formulary is a method of choosing one drug for reimbursement to the University. A Blue Cross-Blue Shield committee determines the list of drugs on the formulary. Non-formulary drugs are the expensive drugs not on this list. A \$30 co-pay per prescription for each drug that is on the formulary matching what is paid currently was adopted. A \$40 co-pay for each non-formulary drug was also accepted. Other changes that were requested were to lower prescription drug deductibles to \$25 per person per contract per year lowering it 50%. The predicted revenue loss was recovered by Emergency Room payments and non-surgical procedures at surgical out patient centers. The procedures included MRIs, Colonoscopies where no polyp is found and Cat Scans. The first two changes were voted in on the condition that the reduction from \$75 deductible to \$25 deductible would be accepted. It was not accepted. The two voted in were retained but the \$75 deductible was reduced to \$50. Only the first three insured would pay the \$50 deductible. The Faculty Senate passed a measure last year requesting that the deductible not be increased but to increase premiums. Administration is putting the emphasis on increasing the reserve. If there is a standard developed of state employed insurers paying 12 ½% of health coverage costs, the married policy holders are well above that figure and the single policy holders are well under that percentage. The request of the Benefits Committee to establish another tier of insurance premiums has repeatedly been denied. The University contributes 75% to 80% of health care costs for employees. Employees are paying more of the costs each year through co-pays and deductibles. It was suggested to have a resolution stating the University portions of health care costs remain constant. This issue was assigned to the Faculty Life Committee. They will also look into the possibility of PEEHIP being the insurer for the University. It was also suggested that the committee contact Jacksonville State University for information since they use PEEHIP as their insurer.

Committee Reports –

Faculty Life – (*Wythe Holt & Nick Stinnett*) The Financial Affairs committee met last week and discussed their mission. It seems that the Faculty Life committee is handling some issues that could be assigned to Financial Affairs. Cooperation between the two committees was suggested and an explanation of assignments was given.

The Dialog published remarks made by John Mason at the Faculty Staff meeting concerning membership in the HEP and PAC. The membership fee is one dollar a month. The effects from Hurricane Ivan are not known. It will surely impact sales taxes and businesses in that area adversely affecting the University's funding from the State. .

Bob Moore of the Faculty and Senate Governance Committee reminded everyone that elections for members of the **Mediation and Grievance Committee** and the **Merger and Discontinuance Committee** would call for nominations. Information about those ending their terms and criteria for the positions will be made available at the Senate meeting. No one should be nominated without being consulted beforehand.

Continued Issues for Next Meeting:

Appendix H revisions – copyright issues Wellness Center

Russian Program issue Insurance Deductible

Priscilla Davis of Student Affairs Committee will be meeting with the Vice President for Student Affairs and will have a report for the next meeting.

Comments were made concerning two ill students and the response of the University was commendable.

John Mason will check with the Dean of Students concerning the Faculty Senate's request to have input into the development of a policy dealing with entertainers on campus.

The Reception for the Deans will be held at 5:30 today in the Dogwood Room at Indian Hills Country Club for Faculty Senate Steering Committee members and Deans.

Meeting adjourned 5:00 PM