

Senate Meeting Minutes February 15, 2023

Present: Alexander, Adam, Beemer, Bergland, Chloupek, Gallaher, Abington, Bandi, Jornaz, Myllykangas, Skinner, Olson, Scofield, Meyer (Chandler substitute) , Islam, Miller, Adebile, Fellah, Smith, Rourke, Black, Ford, Cline

Absent: Voss

Call to Order

Alexander called the meeting to order at 3:30.

Approval of the Agenda

The agenda was approved unanimously.

Approval of the Minutes

The minutes of the Feb. 1 meeting were approved unanimously.

Reports

NW President's Report (Green)

Budget/Higher Ed report: We are spending far less than other schools (on a per-student funding basis in state dollars) in the cost of graduating a student from Northwest. We are also at the bottom of funding from the state on an FTE basis. Essentially, because funding has been largely across the board (with some exceptions) and not based on enrollment, our funding dollars per student have gone down because of our growth, while the many schools that have dropped in enrollment have seen funding on an FTE basis increase. The state is looking into an NCHEMS model, a new funding mechanism for higher ed funding that would be more equitable. NCHEMS would replace performance funding (which hasn't been tied to higher education funding for the last few years, although we still keep the data).

Provost Report (Hooyman)

The recent focus of her office has naturally been on presidential candidates the last couple weeks. Candidates have all made very positive comments about the university and have praised the faculty for their engagement and quality of questions.

Other items:

- Legislative: The university is watching bills from the legislature, but nothing noteworthy is coming out of committee yet.
- Graduation: Her office is continuing plans for moving to an outdoor ceremony instead of multiple indoor ceremonies.
- Retirement dinner: Six individuals have turned in their retirement letters. The provost office is still working on dates for a retirement dinner, with a revised tentative April 21 date likely.
- Online Partnership: The office is continuing to examine the two bids and will be making a recommendation to the Board in March.

Human Resources (Barcus)

Barcus introduced Derek and Stephanie, USI consultants guiding the university for the renewal process for benefits. The main recommendation: To move away from a Health Risk Assessment screening and move to a model that is more focused on preventative care by getting annual blood draws and visits with primary care physicians. The goal is to increase longevity/survival rates and decrease premiums.

Derek presented slides showing how schools that had Primary Care Physician (PCP)- encouraged visits had loss ratios under 100% (fewer claims than projected/less expenditure than premiums collected), while those without PCP encouragement were typically higher and often over 100%. Schools implementing USI's recommendation to move to working directly with PCPs had significantly higher screening rates (breast cancer, colorectal, etc). The magic number (the carrot/stick) that is being recommended to get these screenings is \$50/month lower premiums. This incentive would also be accompanied by a more wholistic approach through the provider (Blue Cross/Blue Shield's "A Healthier You" which provides education, drawing, awards, etc., a broader spectrum beyond just the premium incentives).

Some of the details and logistics in working with the Physician Screening Form and MOSAIC are not yet finalized, including whether the employee will submit a filled-out form or whether the doctor's office submits the annual checkup form. All employees (not spouses/dependents) wanting the incentive will need to have their doctor visit completed by Oct. 15, including those who had HRAs in October of 2022. These annual preventative visit and blood panel draw will have \$0 cost under the plan. HR will be working on list of age- and gender-specific covered preventative care items (vaccines, mammogram, colonoscopy), which will also be free, regardless of whether the employee has a HMO or HSA. HR will send out information in an all-campus email soon.

Public Safety (Cullen)

Cullen was not able to attend.

Senate President's Report (Alexander)

- We need to nominate new officers (President elect (VP), Secretary, Parliamentarian). If you have nominations, please send them in an email to Bergland and Alexander (same email). We will vote at the first meeting in April.
- Presidential search meeting Feb. 20 at 2:00. We will need to vote and Adam will send in our top choice (as well as our order), pros/cons of each, and anyone we simply couldn't live with. It's critical that we have enough people at that meeting Monday to have a quorum.

Committee Reports

- Academic Petitions (Miller): Meeting last Thursday. 23 appeals reviewed.
- Academic Appeals (Bandi): No report
- Curriculum and Degree Requirements (Meyer): CDR is reviewing 13 proposal next week. Working on Guide for Proposals. Contact Meyer if there are any questions.
- Designated Curricular Matters (Richardson): No report
- Assessment (Voss): Met and continuing to work out final details of program learning outcome components.
- Faculty Welfare, Budget, and Finance (Smith): Meeting this Thursday.
- Teaching and Learning (Myllykangas): No report.
- Legislative Committee (Brett Chloupek) : No report
- COTE, Graduate Council, Research, IRB, Animal Welfare, University Seminar: No reports

Old business

Ford/Miller motioned to remove Proposal 122-46-01 from the table. (18-0-1, 1 abstention). Motion to approve made by Olson/Chloupek. Approved 18-0-1.

New business

Olson/Ford motioned to approve Proposal A, 122-62-42. Motion passed 18-0-1.

Questions

Ford raised the concern that faculty promotion & tenure documents required Adobe Acrobat Pro in order to work with them. Black echoed that concern. Alexander will bring up purchasing Acrobat Pro for faculty with the provost.

Gallaher expressed concern about the portfolio currently being used as a model, which is apparently a 400-page document that contains some materials that is not necessary/required.

Adjournment

Alexander adjourned the meeting at 4:50

Next Meeting: Feb. 20 (presidential recommendation meeting), 2 p.m.