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## Faculty Senate Meeting Minutes - October 19, 2005

Faculty Senators

*University of South Alabama*

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UNIVERSITY OF SOUTH ALABAMA  
FACULTY SENATE  
2005-2006

October 19, 2005  
University Library, Rm. 110  
3:00 p.m.

Approved MINUTES

The meeting began at 3:03.m. with Chair Doug Haywick presiding.

Present: Brenda Beverly, Robert Moore, Bill Pruitt, Donna Wooster, Nicole Amare, Steve Brick, Kristy Britt, Robert Coleman, Cynthia Crumb, Genevieve Dardeau, April DuPree, Nicole Flynn, Doug Haywick, Zoya Khan, Susan McCready, Barry Nowlin, Federico Perez-Pineda, Vasily Prokhorov, Tom Hain, Harold Pardue, Stephen Bru, Abdullah Ficici, Daphne Hubbard, John Kovaleski, Irene McIntosh, Vaughn Millner, Susan Santoli, Martin Parker, Nicholas Sylvester, Dennis Guion, Jie Li, Jan Sauer, Barbara Burckhartt, Melissa Costello, Curtis Harris, Natasha Delcoure, Ehab Molokhia, Randall Powell, Richard Whitehurst, Gary Carnahan, Kevin Olden, Frank Pettyjohn, Kathy Porter, Thomas Williams, Natasha Delcoure, Deborah Spake, Jim Swofford, Alice Godfrey, Cindy Morgan, Irene Rattie

Excused: Matt Ames, Elliot Lauderdale, Judy King, Kathy Porter, Rebecca Ryan

Unexcused: James Davis, Scott Douglas, Arnold Luterman, Elizabeth Mancini, Craig Sherman, Ed Harrison

Guests: Ken Davis, Wayne Davis, Pam Henderson, Ed Kahalley, Steve Morris (Past-Chair)

The Minutes of the September 21st meeting were approved with a minor correction.

### **Chair's Report**

Doug began the Chair's Report by indicating that today's agenda would allow ample time for discussion in the area of Salary and Benefits. Before moving to the major agenda item of the meeting, he announced his plan to attend the next meeting of the Faculty Senate Presidents.

### **Old Business**

A motion was approved to open discussion for the University's proposed dental plan. A subsequent motion was approved to limit discussion of the matter to 30 minutes.

**Guest Speaker:** Doug introduced and turned the floor over to Mr. Wayne Davis, Vice President for Financial Affairs, to discuss the University's proposed Dental Plan and USA Health Plan (a copy of the plan is available in the Faculty Senate's records). Mr. Davis introduced Pam Henderson, Director of Human Resources; Ken Davis, Associate Vice President for Finance; and

Ed Kahalley, long-time University outside consultant, and indicated they would be available to help answer questions about the plan. Mr. Davis briefly described the plan and noted that the dental plan is different from a plan offered and rejected in the past. He reported that President Moulton supports the plan and the University has committed \$1.2 million dollars for the first year to subsidize costs. This health plan (including dental) will increase faculty cost share by \$30 monthly for family coverage and \$10 monthly for single coverage. Although premiums will go up the second year, there are also changes in overall health benefits to help abate the costs (e.g., children go off the health plan now at 23; this will extend to age 25 for a full-time student in the proposed plan). For preventive care, co-pays will be waived, but the regular \$10 co-pay (with USA physicians) will continue for other services. For preventive dentistry and x-rays, there will be no co-pay as long as one is using services of a plan dentist. He opened the discussion for questions from senators.

There were several discussion points.

Concern was raised as to the plan's cost efficiency for families without children. If one takes good care of teeth and has no children, the plan does not appear to offer cost benefits. The family plan is not as good a deal if there are only two in the family. Mr. Davis replied this was considered. Results from an age risk analysis found that risk (and costs) seem to average out among those with no children, those with children and older adults (with potentially greater health problems).

Is there any chance of a stand-alone dental plan rate? Mr. Davis replied that the University looked at it, but it would have been too expensive for many people. By spreading it out over a large group, the University can get a better rate.

It was suggested that not to have a dental plan is the real problem. Most other Universities offer dental plans. Mr. Davis concurred.

It was asked if orthodontics services are covered. Mr. Davis responded that this would be considered in the future. Mr. Kahalley indicated that plans in traditional markets do not include implants.

With no further questions, Mr. Davis and other invited guests left the meeting. A motion was made to approve the plan and a paper ballot yielded an overwhelming majority vote in favor of the proposed Dental Plan. Senators gave approval to the Faculty Senate Executive Committee to compose a Senate Resolution in support of the plan (see addendum) and the subsequent presentation of the resolution to President Moulton by Chair Doug Haywick.

## **New Business**

Several concerns were expressed about the calculation of raises. One senator raised the issue of equity. Should all get a 4% pay raise unless there is a compelling reason not to give raises? Another senator reported that in one school, a faculty member can have an exceptional year versus an ultra-exceptional year for another. The faculty member with the exceptional year may not get full merit pay. It was suggested by Steve Morris that criteria used to evaluate faculty should be examined to determine if this should be revised. The issue was raised that it is

unacceptable to being labeled less than average when one is actually doing well. Several suggestions were offered. First, if faculty members have concerns at this point, go through the channels of talking with their Chair, Dean, and finally Dr. Covey if there is no resolution. Doug asked senators to send questions to him and if needed, he would take them to Dr. Covey.

### **Standing Committees**

Academic Policy: John Kovalski reported that he is discussing with Dr. Covey her perspective about the faculty senate's role in mentoring. There is more of an emphasis now on mentoring at the University level as a result of this committee's work. John believes that the University will continue to support mentoring and sees the faculty senate's role to be that of influencing policy.

Academic Handbook and Faculty Handbook : Donna Wooster's committee reviewed the faculty handbook. Everything appeared to be in order.

Environmental Quality Committee: Barry Nowlin discussed four initiatives as follows: (1) There was a plan to find a campus organization to sponsor a campus-wide clean-up day. The Sierra Club agreed to sponsor a campus clean-up in conjunction with Earth Day this Spring. The Club will organize the event and will call upon other student organizations to participate. Faculty senate members and all club advisors should also consider taking part. (2) Final administrative approval has been granted for establishing Wellness trails on the University's campus. Included will be jogging, walking, and nature trails; biking trails will come later. Dr. Philip Theodore, Director of the Recreation Center, will work with the Senate Environmental Quality Committee to locate trails in appropriate areas as well as place signage. Funds for the signage has yet to be secured. The EQ Committee will also work with the Biology Department to establish the nature trails. (3) Jeff Poor of *The Vanguard* has been contacted regarding writing an article on the University's diverse topography and unique environmental assets. He has not responded yet to the committee's inquiries. The Committee will continue to pursue additional ways to educate the faculty and students on environmental issues pertaining to the campus. (4) The Committee still intends to conduct a campus-wide survey to determine if there is any interest in a smoke-free campus. Doug added that the new student services building has presented an environmental problem. As a result, there is now a best management plan being developed by a team of experts at the University.

Evaluation: Deborah Spake reported her committee met and are working on this year's faculty survey.

Planning and Development: Nicole Flynn reported her committee has met to discuss their efforts regarding the University Club and to develop questions for the survey.

Salary and Fringe Benefits: Susan McCready report was contained within the Dental Plan discussion during Old Business.

Technology Utilization: Jan Sauer displayed a glimpse of the Faculty Forum Bulletin Board (see <http://lists.usouthal.edu/phpBB2/index.php>) and described how to access the forum. Jan also described the benefits of using the forum. She reported that better coordination and publicity of faculty development sessions on technology are needed among various University offerings. In a

separate matter, a few senators expressed concern that the University server is full on registration day and some could not access the Internet.

### **Caucus Leader Reports**

Allied Health: Bob Moore. No report.

Arts and Sciences: Federico Perez-Pineda. No report.

CIS: Harold Pardue. No report.

College of Education. Daphne Hubbard introduced Dr. Abdullah Ficici, the new COE senator. She also reported that the faculty approved the Faculty Council Bylaws for the College of Education.

Continuing Education. Elliott Lauderdale. No report.

Engineering: Martin Parker. No report.

Library: Dennis Guion. No report.

College of Medicine: Gary Carnahan. No report.

Mitchell College of Business: Jim Swofford. No report.

Nursing: Irene Rattie. No report.

With no further business, the meeting was adjourned at 4:10 p.m.

Next meeting: Wednesday, November 16, 2005

Addendum

Faculty Senate Resolution

Dental Plan



**Resolution**

Whereas the University's Fringe Benefits Committee has proposed the addition of dental coverage to the medical plan at an increased premium of \$15 per month for a single member and at an increased premium of \$40 per month for a family and

Whereas the University's Fringe Benefits committee has voted to approve the USA Health and Dental Plan and

Whereas the University has reduced the first year's additional premium to \$10 per month for single and \$30 per month for family and

Whereas the University's Faculty Senate has approved the plan described above by an overwhelming majority

Be it resolved that the Faculty Senate endorses adoption of the plan as described above this 19<sup>th</sup> day of October, 2005.