

JOURNAL OF THE FACULTY SENATE

The University of Oklahoma (Norman campus)

Regular session – October 14, 2013 – 3:30 p.m. – Jacobson Faculty Hall, Room 102

office: Jacobson Faculty Hall, Room 206 phone: (405) 325-6789

e-mail: facsen@ou.edu website: <http://faculty senate.ou.edu/>facebook: <http://www.facebook.com/OUFacultySenate>

Note: The remarks of the Senators and others are summarized and not verbatim. A recording of this meeting is available in the Faculty Senate office.

The Faculty Senate was called to order by Professor Edgar O’Rear, Chair.

PRESENT: Apanasov, Ayres, Bergey, Burcham, Burns, Clark, Cracknell, Cravey Stanley, Duncan, Elisens, Grady, Hahn, Halterman, Hewes, Irvin, Irvine, Johnson, Keresztesi, Kong, Kornelson, Kutner, Lamb, Laubach, Loon, Marcus-Mendoza, Merchan-Merchan, Miller, Mortimer, Nelson, O’Rear, Palmer, Pigott, Raman, Refai, Riggs, Schmeltzer, Schwarzkopf, Sharma, Shelton, Smith, Snell, Stoltenberg, Strout, Terry, Warren

ISA representatives: Cook, Hough

ABSENT: Bemben, Kim, Klein, Mackey, Thulasiraman

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APPROVAL OF JOURNAL

The Faculty Senate Journal for the regular session of September 9, 2013 was approved.

ANNOUNCEMENTS

The following faculty will serve on the 2013-14 Academic Program Review Committee: Wesley Long (Human Relations), Amy Cerato (Civil Engineering & Environmental Science), Jennifer Davis Cline (History), Guoqiang Shen (Regional & City Planning), and Jim Gardner (Educational Psychology). The panel also will include Associate Provost Michele Eodice (The Writing Center), Associate Dean Rozmeri Basic (Art & Art History), and Graduate Council representative Philip Gutierrez (Physics & Astronomy). The units to be reviewed are Political Science, Film and Media Studies, Psychology, Sociology, African and African-American Studies, Honors College, Religious Studies, and Modern Languages, Literatures & Linguistics.

The summary record of the disposition by the administration of Faculty Senate actions for September 2012 to August 2013 is attached.

The annual joint meeting of university governance organizations, the Faculty Senate, Staff Senate, and SGA representatives is scheduled for Thursday, October 24.

The Faculty Senate is sad to report the death of retired faculty members John M. Campbell, Sr. (Petroleum Engineering) on August 24, 2013 and Walter F. Scheffer (Political Science) on October 1, 2013.

The 12th annual Teaching Scholar's Initiative (TSI) Colloquium "Digital Directions in Education" will be Saturday, October 19 from 9:30 a.m. – 3:00 p.m. There will be a Pre-Conference Workshop on Friday, October 18 from 1:00 p.m. – 5:00 p.m. For more information and to register, please visit <http://www.ou.edu/cte/tsi.html>.

The New Faculty Seminar dealing with University Assessment & Governance will be held on Tuesday, October 15 at noon in the OMU Heritage Room. Register online at <http://teach.ou.edu>.

The Oklahoma Women in Higher Education Conference will be held Friday, November 15, at the University of Central Oklahoma. Further information is available at <http://www.okwhe.org/> under the "Events" tab.

The Institute of Child Development, a nationally recognized preschool program on campus administered by the OU Jeannine Rainbolt College of Education has immediate openings for 3- and 4-year-old children. To enroll your child, please contact the Director, Pamela Giberti, at pgiberti@ou.edu or 325-1641.

STATE OF THE UNIVERSITY ADDRESS BY PRESIDENT DAVID BOREN

Prof. O'Rear introduced President Boren and complemented him on his years of leadership at OU focusing the increased university's growth, vibrancy, increased quality of students and faculty, and encouragement of alumni support. Pres. Boren replied that he looks forward to meeting with the Faculty Senate annually as well as with the Senate Executive Committee monthly and he appreciates the feedback he receives. He encouraged faculty to contact him with their concerns.

In November, President Boren will be starting his 20th year at OU. He shared some words about a university and its special role in society that were written by the English poet John Masefield at the installation of the Chancellor of the University of Sheffield in 1946:

A UNIVERSITY: SPLENDID, BEAUTIFUL, AND ENDURING

There are few earthly things more splendid than a university. In these days of broken frontiers and collapsing values, when the dams are down and the floods are making misery, when every ancient foothold has become something of a quagmire, wherever a university stands, it stands and shines; wherever it exists, the free minds of men, urged on to full and fair enquiry, may still bring wisdom into human affairs.

There are few earthly things more beautiful than a university. It is a place where those who hate ignorance may strive to know, where those who perceive truth may strive to make others see; where seekers and learners alike, banded together in the search for knowledge, will honor thought in all its finer ways, will welcome thinkers in distress or in exile, will uphold ever the dignity of thought and learning and will exact standards in these things. They give to the young in their impressionable years, the bond of a lofty purpose shared, of a great corporate life whose links will not be loosed until they die. They give young people that close companionship for which youth longs, and that chance of the endless discussion of the themes which are endless, without which youth would seem a waste of time.

There are few things more enduring than a university. Religions may split into sect or heresy; dynasties may perish or be supplanted, but for century after century the university will continue, and the stream of life will pass through it, and the thinker and the seeker will be bound together in the undying cause of bringing thought into the world. To be a member of one of these great societies must ever be a glad distinction.

Pres. Boren remarked that a university is a place where all of human experience is brought together and preserved. Pres. Boren discussed his participation in the recent "Conference on Higher Education" in New York City that was sponsored by the Carnegie Foundation, the Gates Foundation, and Time Magazine.

Pres. Boren distributed handouts (attached) and stated that in two years, OU will celebrate its 125th anniversary and that the university is thriving. In FY 2013, OU received \$194 million in private gifts, which is the second best year of fundraising in its history. Administrative costs are down and endowed chairs have continued to go up. OU had its highest ranked freshman class based on ACT scores this year; the average score was 26.2. Also, graduation rates are up to 68%.

Within the Big 12, OU is in second place in terms of average faculty salary plus benefits, adjusted for cost of living. Pres. Boren hopes to see a salary program this year, contingent upon university revenues and legislative actions. He noted that the Faculty Senate Executive Committee recommended to him that if there are only funds available for a less than 2% raise, that it should be across-the-board. However, if there are funds for a larger raise, then there should be a consideration of merit.

Pres. Boren stated that the new flat rate tuition program seems to be working very well. Parents of OU students realize that encouraging students to graduate within four years will save them money in the long run. He said that we are seeing an 8% increase in the number of students taking at least 15 hours per semester. In addition, OU still has scholarship funding available for students who have to work more than 25 hours per week.

The Scholars Walk is to be completed soon. The East side of the South Oval will be closed off to traffic. Along that walk, we will have the names of all those back to the beginning of the University who won the most important scholarships at OU and the most competitive scholarships in the world. It is very much devoted to our academic achievement. Also along that walk, our university historian is going select with the help of others, two faculty members to honor. We are going to start a tradition of honoring a faculty member by a statue or piece of sculpture along the Scholars Walk for every 50 years of the history of the

University. It is very important that we honor academic achievement both by students and faculty very visibly at the university.

Prof. Burns complemented Pres. Boren on his support of the Study Abroad Program and asked him to describe what is going on there. Pres. Boren praised OU's facility and program in Arezzo and encouraged faculty members to develop courses to present there. He also stated that about 27% of OU students study abroad at some point and that OU is increasing the amount of scholarship funding to support study abroad.

There were no further questions, however Pres. Boren asked faculty to email him with any concerns or questions.

Pres. Boren enthusiastically described the "Collaboratorium" that will be located in the lower level of the Bizzell Library. More information can be found at <http://libraries.ou.edu/file.ashx?id=6>. This Collaboratorium will encourage undergraduate students, graduate students, and faculty to work together and collaborate on projects while having access to the most recent digital technology.

Pres. Boren closed by remarking that faculty have worked to save our students almost \$500 per year on textbooks by putting more course material online.

REMARKS CONCERNING BENEFITS BY HUMAN RESOURCES (HR) DIRECTOR LES HOVEN, ASSISTANT DIRECTOR NICK KELLY, & OU-HSC EMPLOYEE SERVICE MANAGER ANGELA HAWPE

Human Resources Assistant Director Nick Kelly gave a brief update on the upcoming annual benefits enrollment, communicated details of 2014 insurance plan renewal, and provided an overview of Affordable Care Act (ACA) and exchanges.

OU-HSC Employee Service Manager Angela Hawpe gave a presentation titled "University of Oklahoma Health Insurance & the ACA: 2014 and Beyond" (attached).

In terms of the renewal for 2014, there will be no changes in any benefits on any of the employee plans. Because the University contributes based on the PPO plan, the employee increases for the more expensive HMO plan will be from 13% to as much as 30%, since increases are based on how much OU employees use the plan, and HMO members are using more services on average than PPO members. There will be no increase in Dental, Life, AD&D, Vision, Disability, or Long Term Care premiums. The Flexible Spending Accounts are still available with a \$5,000 annual maximum for Day Care and a \$2,500 annual maximum for Health Care.

Ms. Hawpe remarked how competitive OU is on its benefits compared to other universities. OU employees make decisions on their insurance and other benefits annually; this year will be October 28 to November 8. She stated that there would be a Benefits Fair on the Norman Campus on Thursday, October 24, in the OMU Frontier and Heritage Rooms from 9:00 a.m. to 3:00 p.m.

Prof. Schwarzkopf asked if there would be any changes to the retiree benefits. Ms. Hawpe said that in regards to retirees, pre-65 retirees have the same increase and plan as active employees, the Medicare Plan deductible increases to \$200 in 2014, and Medicare rates have gone down 9.4%, but retiree medical costs continue to increase rapidly due to more retirees every year. She noted that in the next five years, approximately 15% of OU employees will be eligible to retire. Prof. Schwarzkopf asked if the deductible increase applied to all retirees or just new ones. Ms. Hawpe said it applied to everyone in the Medicare plan.

Ms. Hawpe then discussed the ACA's effect on benefits:

- Allowed dependents on plan until age 26 regardless of student or marital status

- Pre-existing condition clause for under 19 went away
- Dollar limits on certain benefits went away
- Added various women's wealth coverage including no cost birth control coverage
- All pre-existing condition clauses go away
- Added preventive services such as physicals and certain screenings

The financial impacts of ACA on OU include:

- FSA for health care reduced to \$2,500 from \$5,000 in 2013
- Comparative Effectiveness Research Fee- \$1 per member per month for insurance plans, in place currently, (about \$150,000 for OU) doubles to \$2 in 2013, (about \$300,000 for OU). The fee will go away in 2020.
- "Cadillac Tax" begins in 2018 for plans at certain value level- OU not expected to reach that level until 2023
- Transactional Re-insurance Fee to fund exchange costs
- Health Insurance Provider Fee- does not apply to governmental plans but OU may see some costs passed on from carrier.
- W-2 reporting of health insurance value began in 2013 – Non-Taxable

Ms. Hawpe said that "Affordable Care" is defined as a plan which meets the Federal guidelines and the plan must pay on average at least 60% of out-of-pocket health care costs. OU's plans cover roughly 80% (PPO) to 90% (HMO) of out-of-pocket health care costs. An affordable plan is defined as one which does not cost more than 9.5% of employee's gross income for EMPLOYEE ONLY coverage. OU's plans provide on average 95% of EMPLOYEE ONLY coverage and are considered affordable. That means that OU employees will not qualify for subsidies from the exchange.

Prof. Kutner asked if the 3.5 % included the cost of the increased coverage. Ms. Hawpe said that it would.

Prof. Schwarzkopf said that we used to have few employees covering their families. Ms. Hawpe said that we have seen an increase in this since OU started contributing to family coverage.

Prof. Hahn asked that the presentation be available online and Ms. Hawpe said that it would be available on the HR website. Prof. Schmeltzer asked if OU has considered a "shopping basket" way of selecting benefits similar to what the state has. Ms. Hawpe said they would consider it.

ELECTION, COUNCILS/COMMITTEES/BOARDS

The Faculty Senate approved the Senate Committee on Committees' nominations to fill vacancies on university and campus councils, committees and boards and nominations for Faculty Senate standing committees (attached).

INFORMATION TECHNOLOGY COUNCIL (ITC) RESOLUTION FOR STUDENT RESPONSE SYSTEMS

Prof. O'Rear introduced Al Schwarzkopf, Chair of the Information Technology Council (ITC). There was no additional discussion of the resolution that was introduced at the September 2013 Senate meeting. The Faculty Senate approved the resolution (attached) that recommends a committee be formed to endorse a single Student Response System (clickers) for OU.

CHANGES TO THE FACULTY HANDBOOK RECOMMENDED BY THE ATHLETICS COUNCIL

Prof. O’Rear introduced Charles Kimball, 2012-13 Chair of the Athletics Council and Jason Leonard who is Head of Compliance for OU. In their 2012-13 annual report, the Athletics Council recommended changes to the Faculty Handbook. A copy of those recommendations is attached which deals with accommodations for athletes for exams, makeup exams, and final exams.

Prof. Kimball stated that he would be happy to respond to whatever questions senators had about the recommended change to the Faculty Handbook. The Council found over a period of time that there were a number of minor issues and actually some discrepancies between the Regent’s policy related to student athletes and the Faculty Handbook. A major part of what the Athletics Council is doing is trying to rectify and clarify to make sure that everybody is on the same page, knows what the policies are, and how things work. He stated that the proposed changes are highlighted in the document.

Prof. Marcus-Mendoza asked why the section of the Faculty Handbook that mentions jury duty states that students “must” be given an accommodation, but under the other circumstances listed it just requests that an “attempt” be made to accommodate. She also stated that in her program, there are graduate students who are not athletes, but are trainers or other team staff who need to be able travel with the teams. Jason Leonard said that trainer absences from class are not covered in the policy as excused absences. He said that they are encouraged to make sure that their class schedules do not conflict with their athletic commitments. Also, the purpose of the requested changes by the Athletics Council was to address the sections of the Faculty Handbook that affected just student athletics. Therefore, they did not address the difference in accommodation between jury duty and other circumstances.

Prof. Burns advised that when teaching a large class, it would be easier if the Athletics Department would contact teaching assistants through the course’s OU email address instead of sending emails to the professor’s personal OU email address.

Prof. O’Rear mentioned that it was the former Athletics representative, Prof. Connie Dillon, who retired from OU last year who initiated the changes in this policy.

Prof. Schwarzkopf stated that the changes coming from the Athletics Council make sense. However, there are other students, such as the trainers mentioned by Prof. Marcus-Mendoza who need accommodations to travel with teams as well. He suggested that perhaps the Faculty Senate Executive Committee should consider addressing this concern.

Prof. Johnson said she had recently had a discussion with some OU student athletes about pop quizzes and participation points when student-athletes are gone. She stated that she would like a guiding document with more details on how to address these situations.

Prof. Riggs said that he is against adding more language to this policy. He thinks that the details should be left to the individual instructors, unless there is a documented, serious problem with instructors abusing their flexibility.

Prof. O’Rear thought that it appeared the Senate could vote on the current resolution, but that there are other issues for the Senate, Executive Committee, and the Athletics Council to discuss. He stated that the Senate would vote on this at the November 11, 2013 meeting.

SENATE CHAIR’S REPORT, by Prof. Edgar A. O’Rear, III

“The Fourth Annual Research Town Hall Conversation took place September 16th in Meacham Auditorium with a presentation by Vice President for Research Kelvin Droegemeier and then panel discussions by faculty and administrators. VPR Droegemeier’s talk “Have We Changed?” highlighted progress in research scholarship and funding based on standard metrics. Strategic

planning such as Aspire 2020 is producing results with broader representation in Federal support and initiatives involving bolder thinking and larger projects. New programs, including re-structured Research Council awards and the Arts and Humanities Faculty Fellowships, show great promise in promoting and supporting research, and investment in the VPR's organizational staff is paying off. Professors Norah Dunbar, Sam Huskey, Xuguang Wang, Zhisheng Shi, Hank Jenkins-Smith, and Sherri Irwin each gave a presentation on his/her research program with topics ranging from assessing credibility to new laser devices undergoing commercialization to philosophy of contemporary art. Administrators Nancy Mergler, Kyle Harper, Danny Hilliard, Loretta Early and Kelvin Droegemeier addressed a range of questions from attendees before the meeting adjourned to a reception in the Crawford University Club.

“On Tuesday, September 17, Ed O’Rear attended the Faculty Advisory Council Meeting of the Oklahoma State Regents for Higher Education. The Faculty Advisory Council is comprised of representatives from the research universities, comprehensive universities, the community colleges, and independent institutions. At this meeting, Vice Chancellor for Strategic Planning Tony Hutchison made a presentation on Complete College America (CCA) Performance Funding. Complete College America, a program by America’s governors, aims to increase college graduation rates. The program involves shifts of emphasis in formula funding from models based on credit hour enrollment to one on indices reflecting student achievement, such as numbers of college graduates, degrees conferred and certifications awarded. The present level of funding through Complete College America is relatively small in Oklahoma, but some influential state senators would like to see all funding to higher education go through the funding formula. Also examined were work plan topics for 2013. These were (1) services for military, veterans and family members; (2) best practices for IT services and support; (3) survey of faculty issues; (4) online courses and lower textbook costs, and (5) improved preparation for higher education of all students.

“In the second week of September, the Provost invited the submission of three names as candidates for the College of Arts and Sciences Dean Search Committee and three names for candidates for the Price College of Business Dean Search Committee. Randy Hewes, Chair of the Committee on Committees and Faculty Senate Chair Elect and Ed O’Rear, Chair of the Faculty Senate consulted a number of faculty, administrators, and former administrators for names of suitable candidates. Suggested qualifications included good academic values, a broader appreciation for the College and University, ability to articulate strengths and weaknesses of the college, and a willingness to devote the effort to do a good job. This broad survey yielded names of about 40 individuals from 17 departments over six colleges, principally of course in Arts and Sciences and Business. Most of the individuals approached expressed a willingness to serve. The search committee candidate lists were reduced to three each with consideration of academic discipline, experience, career stage, and diversity. These were submitted to the Provost.

“Dean of University Libraries Rick Luce, Dean of the Graduate College Lee Williams, and VPR Kelvin Droegemeier along with Chair Elect Randy Hewes and Chair Ed O’Rear met twice in September to discuss the new policies and procedures related to the dissertation repository ShareOK. A variety of concerns have been raised with significant differences among disciplines. The issues are complex with changes at OU taking place in the context of national trends involving open access and ongoing debates external to the University on options to embargo dissertations. One aspect of the latter is how a decision on an embargo will be reached when the research involved is interdisciplinary or multi-disciplinary, a situation where the individual student’s work often cannot be clearly presented as a stand-alone document. Misinformation seems to be a problem also. To address this, Deans Luce and Williams plan to make a presentation at an upcoming Faculty Senate meeting in the near future. We will then be asking Senators for input from faculty on their concerns. In addition, the VPR has offered to take the issue to a national forum through the Association of Public and Land Grant Universities (APLU).

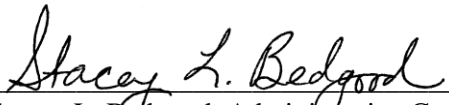
“At the October 7 Faculty Senate Executive Committee meeting, Human Resources Director Les Hoven, Assistant Director Nick Kelly, and Senior HR Advisor Angela Hawpe reviewed health

insurance plan costs and benefits. Increases have been quite modest in recent years at 1-2% compared to 10-15% nationally. OU premiums will increase substantially for 2014, overall about 9%. The Norman campus pays about \$40 million annually through a tiered premium structure. There is some concern about the future viability of the HMO option as participation has been declining. HR will be developing a long term, 4-5 year strategy for health insurance coverage. The Faculty Senate Executive Committee reviewed a draft policy on unmanned aircraft systems after a presentation by VPR Kelvin Droegemeier with the assistance of Associate Vice President Morris Foster and Assistant Vice President James Grimsley. The Executive Committee provided several suggestions for revision of the policy document. Faculty concerns about open access and embargoes were discussed with Senior Vice President and Provost Nancy Mergler at the meeting. An action plan under development to review recently announced policies and procedures was shared with the Provost. The Provost discussed recent studies on the future of Higher Education. The first of these, a conference titled Re-Invented Higher Education, was sponsored by Time magazine along with the Carnegie and Gates Foundations. Before examining ideas for change from Time Educational Summit, the Provost noted each idea came either from a politician, academic leader, or head of an association of universities with their respective perspectives. Tying funding to graduation rates is a concept already being implemented in many states. Paying solely for numbers of graduates however creates an incentive to simply pass students along. We need to do our best to graduate more students while upholding standards. For some years now, graduation rates at OU have been increasing steadily. Making college costs more transparent represents an area where OU might show improvement. We have a wide assortment of fees and costs that are confusing. Many of our students simply do not know what they owe until they see a statement from the Bursar's Office. In spite of decreasing support from the State, the Provost felt strongly about the idea of keeping public universities public. Many institutions have openly described themselves as becoming private. Public education, however, has played an important role in our culture and in the ideals we espouse including particularly access to college. Another thought from the summit involves having all students get debt counseling. Individuals should have a better understanding of their future financial situation and their prospects for handling debt. In one idea from the summit, universities were advised as traditional institutions to embrace parallel universes, that is, online providers and other modes of education delivery. This overlapped with one of the so-called "big ideas" in a report from the Chronicle of Higher Education titled NEXT: Shaking Up the Status Quo. This report espoused the position that institutions need to make it easier for students to traverse multiple institutions and providers of online instruction. It was also suggested students with professional experience and training be allowed to test out of courses. More information can be found on the internet for the Time summit and from the October 4 issue of the Chronicle for Shaking Up the Status Quo.

"The Faculty Senate Executive Committee met with President David Boren on October 9. A discussion of anticipated increases in health insurance premiums led into an examination of how salary increases, if any, might be employed. A poll of the Executive Committee showed considerable sympathy for a small across the board increase to offset higher insurance costs. It was felt that any additional funds should go for compression/inversion issues and for merit raises. President Boren had been an invited speaker at the TIME Summit on Higher Education and he gave his thoughts on the conference. There were not a lot of people there representing public universities. Representation was very much tilted towards elite research institutions and elite private universities. The Secretary of Education talked about plans to give more support based on college graduation rates. President Boren received applause for his comments on declining public support for education. With regard to digital method of instruction, the president noted the residential component of academic community is very important and online instruction can be a supplement, but not replacement. After some informal discussion of the situation in Washington, the meeting with the President adjourned."

ADJOURNMENT

The meeting adjourned at 5:11 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, November 11, 2013, in Jacobson Faculty Hall, Room102.



Stacey L. Bedgood, Administrative Coordinator



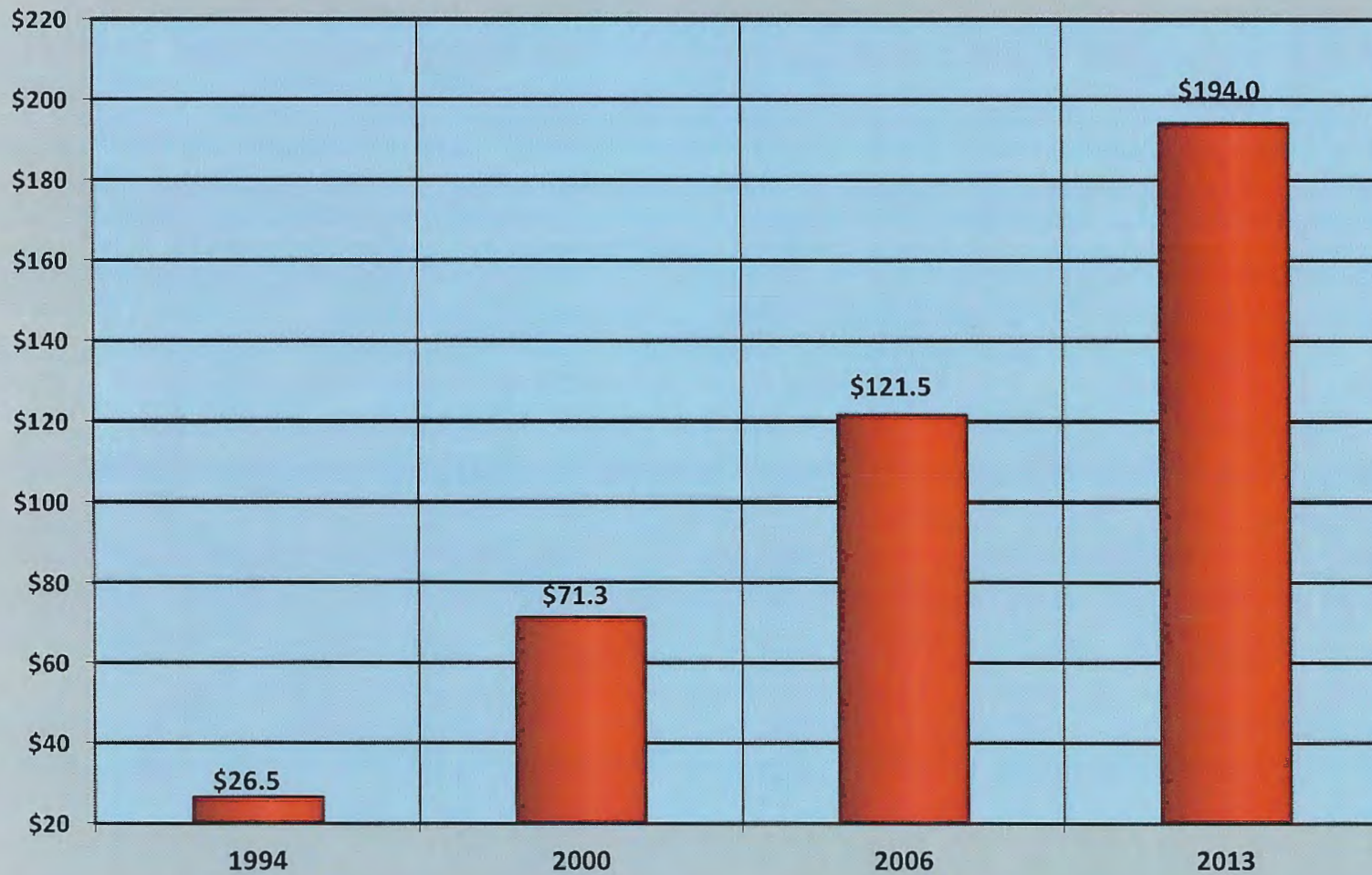
Jill A. Irvine, Faculty Senate Secretary

**RECORD OF DISPOSITION BY ADMINISTRATION OF FACULTY SENATE ACTIONS
(September 2012-August 2013)**

	Date of Senate meeting	Item*	Origin	Disposition by administration; Date
1	10-08-2012	Faculty appointments to councils/committees	Faculty Senate Committee on Committees	Appointed; 1-11-13
2	10-08-2012	Revisions in the charge of the Parking Violations Appeals Committee	Faculty Senate	Approved; 1-11-13
3	12-10-2012	Parking Resolution from the Faculty Welfare Committee	Faculty Senate, Faculty Welfare Committee	Approved; 1-11-13
4	12-10-2012	Endorsement of Staff Senate Resolution for Same Sex Partnership Family and Medical Leave Eligibility	Staff Senate	Approved; 1-11-13
5	03-11-2013	Reapportionment of the Faculty Senate for 2013-16	Faculty Senate, Ad Hoc Committee on Reapportionment	Notified; 9-13-13
6	04-08-2013	Revisions to the Faculty Appeals Process	OU Legal Counsel	Approved; 9-13-13
7	05-06-2013	Faculty appointments for end-of-the-year vacancies on university and campus councils/committees/boards and Faculty Senate standing committees	Faculty Senate Committee on Committees	Appointed; 9-13-13
8	05-06-2013	Proposed Incomplete 'I' grade change policy	Academic Regulations Committee	Notified; 9-13-13

*Full text of recommendation can be found in Faculty Senate Journal for date indicated at left

Fiscal Year Cash and In-Kind Gifts (In Millions)

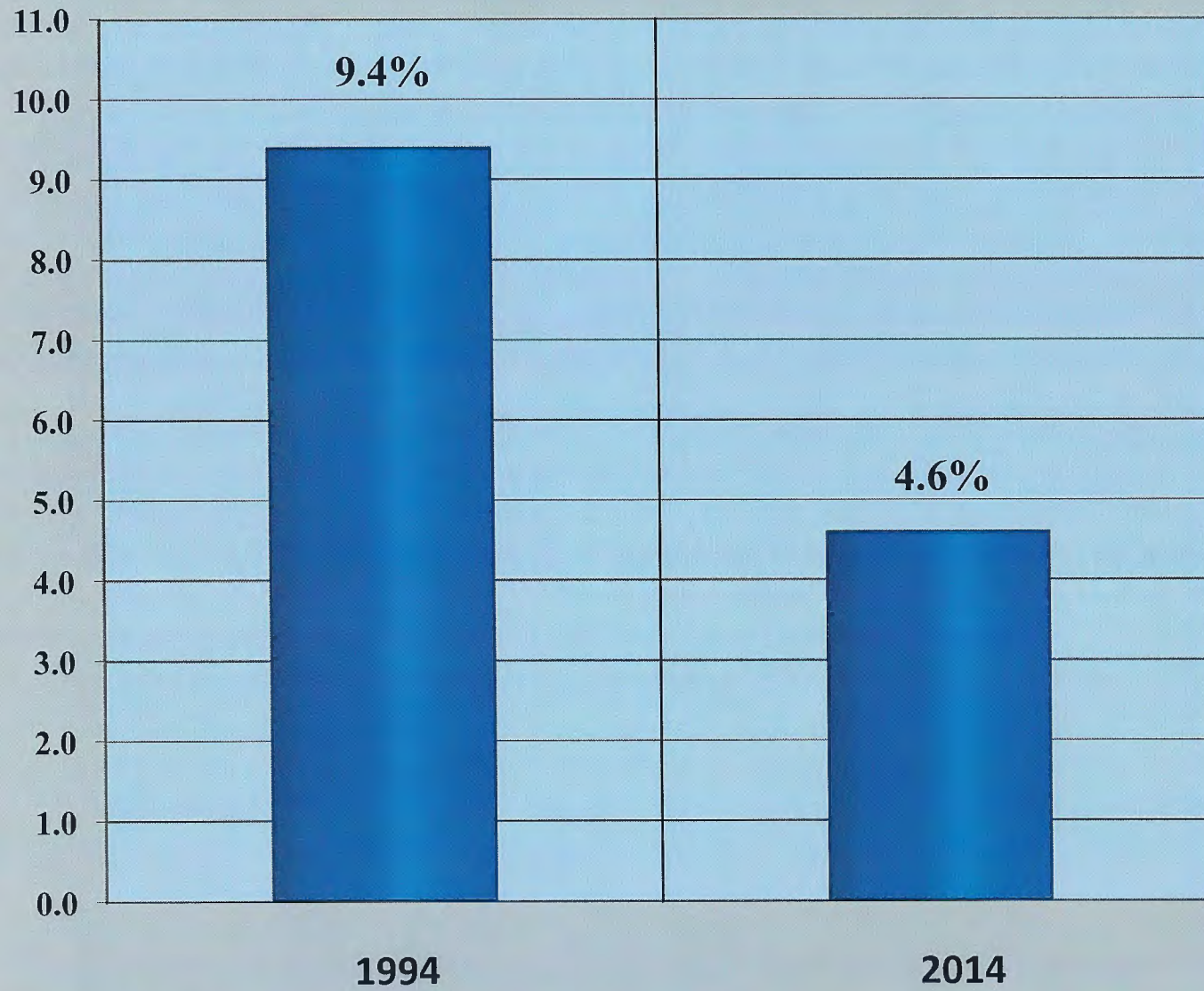


Total Endowment Funds

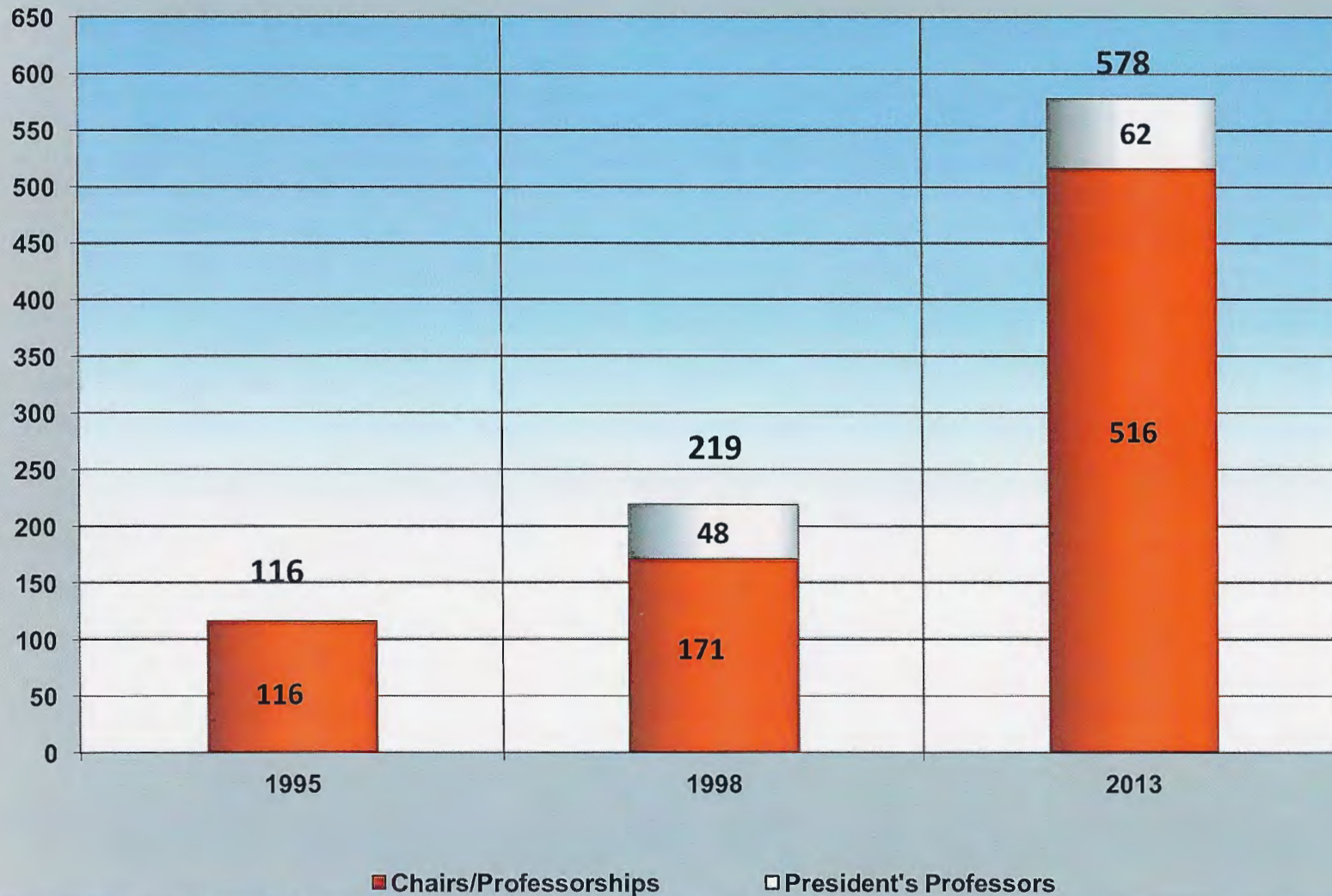
(In Millions)



OU Budgeted Administrative Overhead Costs

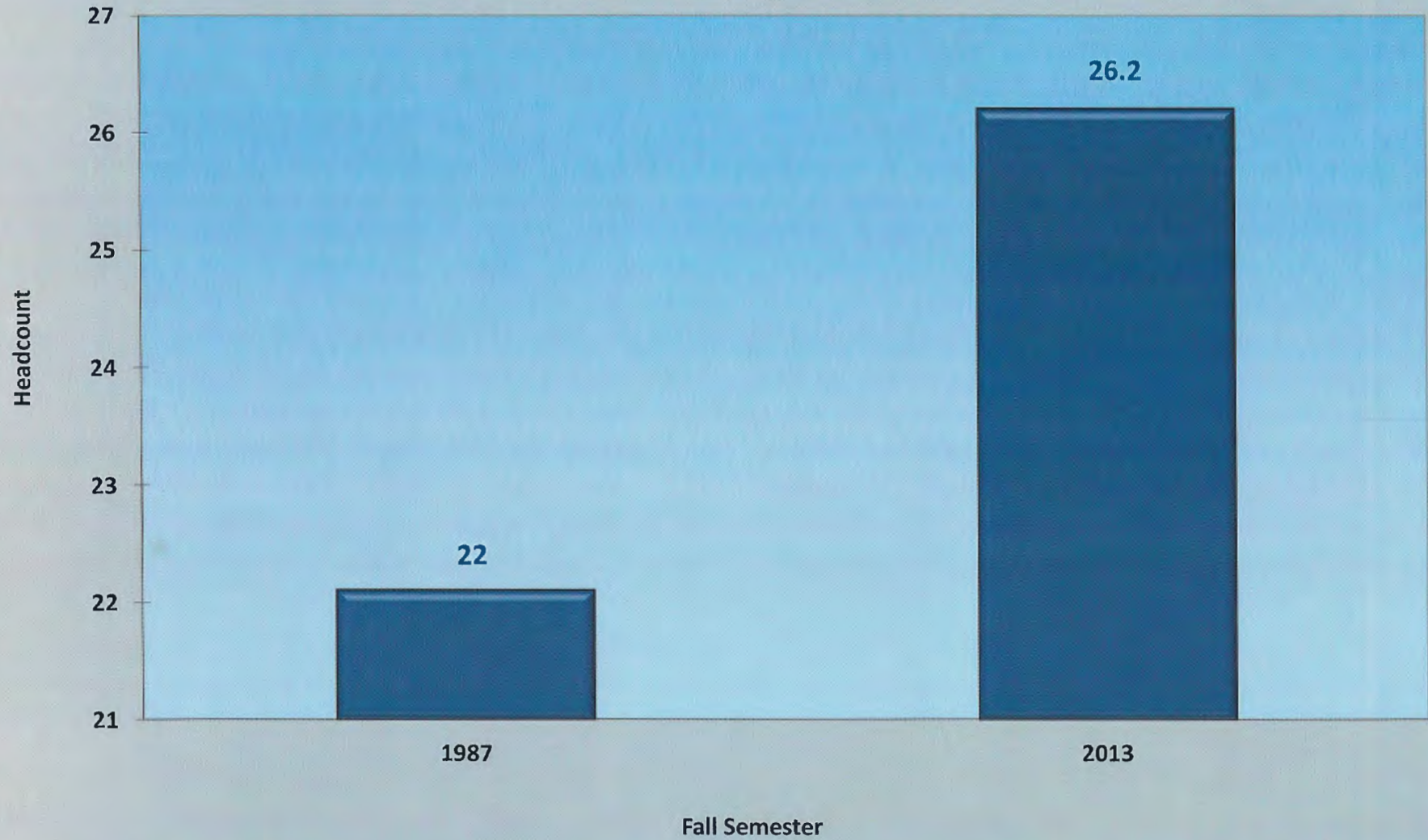


**Endowed Chairs and Professorships
Norman Campus and Health Sciences Center
(Including President's Professors)**

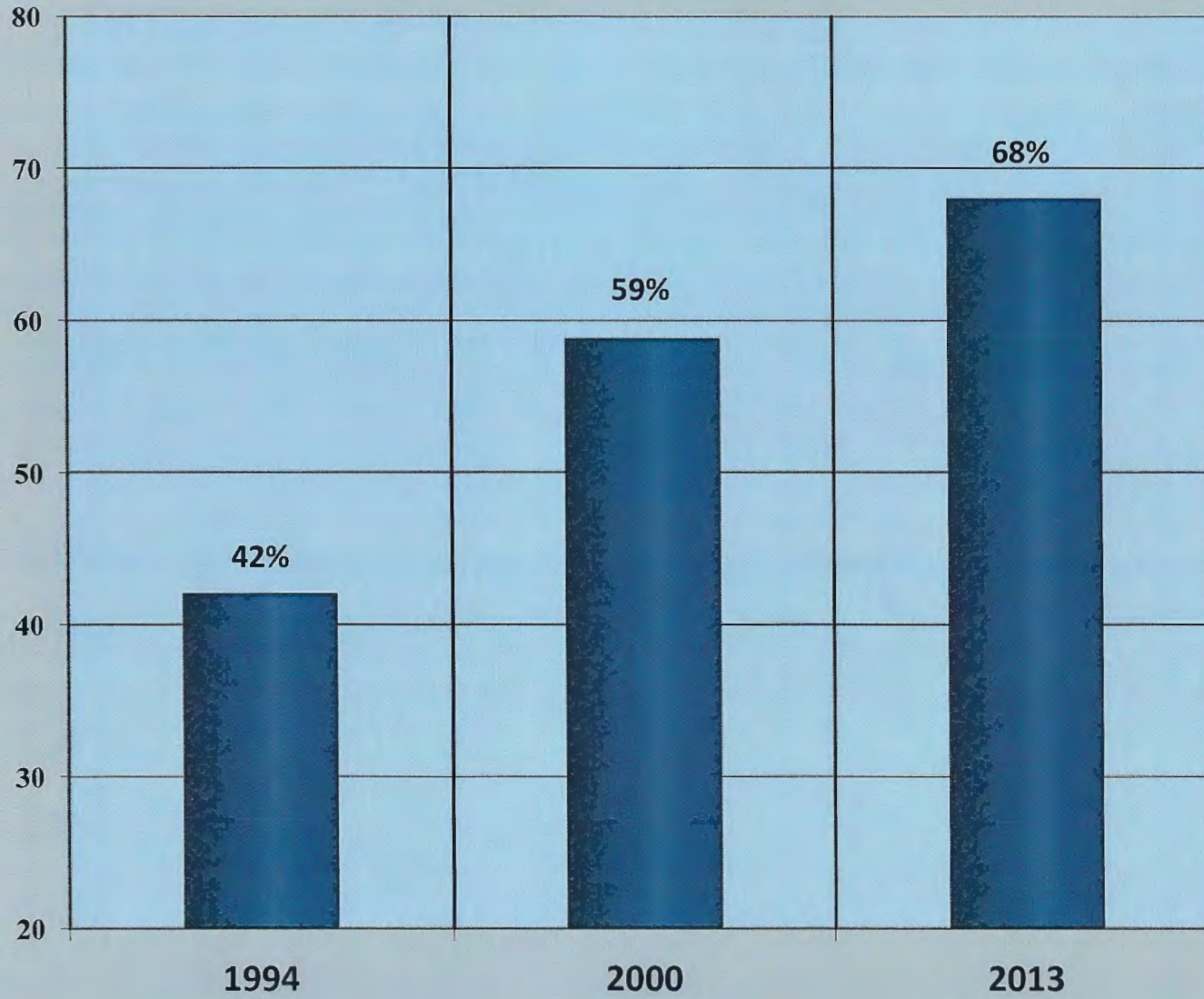


Average ACT Scores of First-Time Students

Fall 1987 and Fall 2013

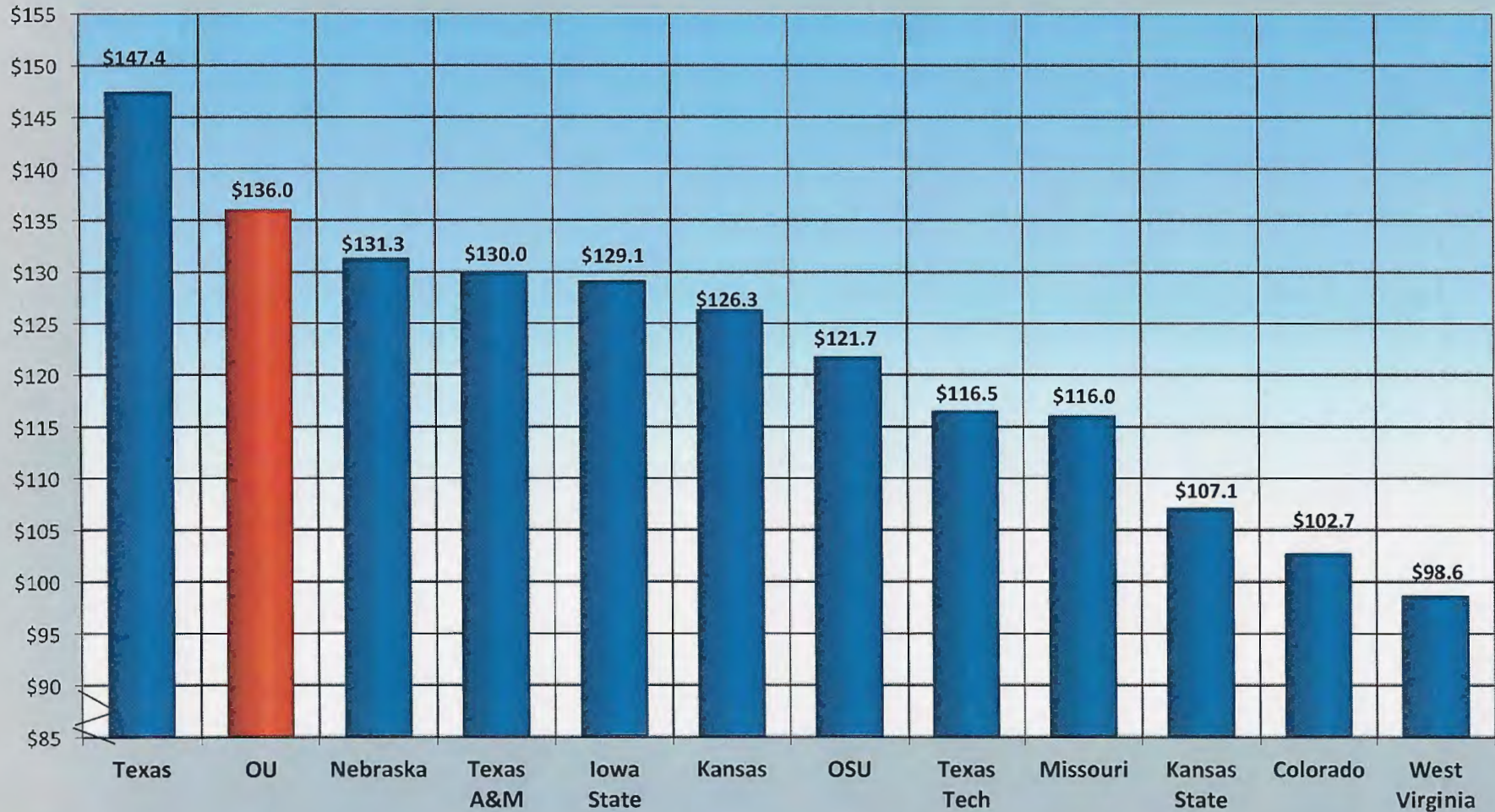


Norman Campus Graduation Rates

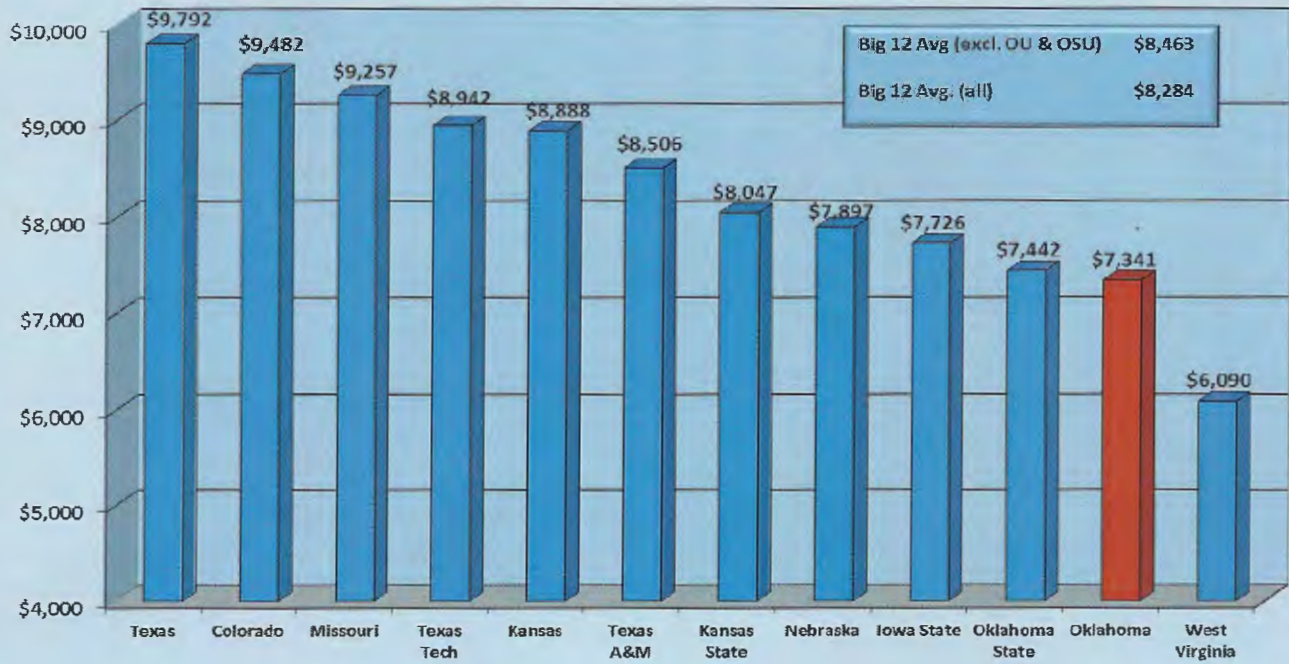


FY 2013 Average Faculty Salaries and Benefits with Cost-of-Living Adjustment Big 12 Public Universities

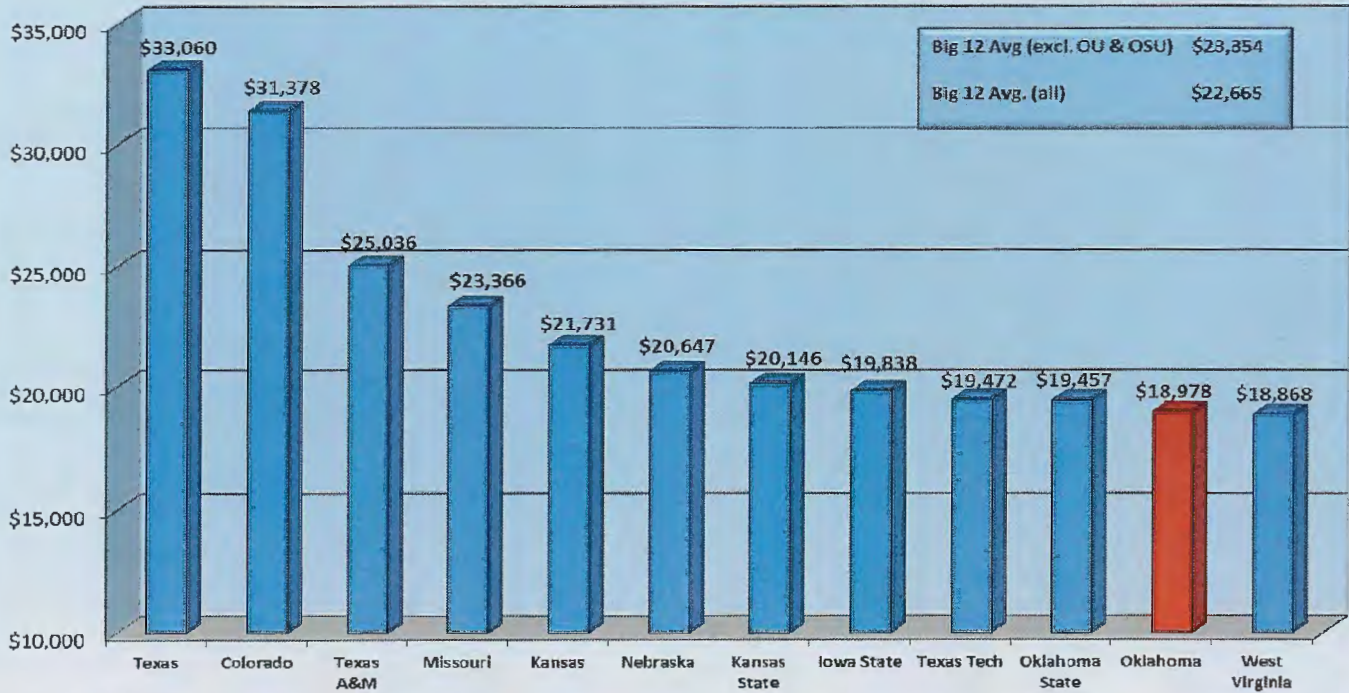
(In Thousands)



2012-2013 Big 12 Undergraduate Resident Tuition & Mandatory Fees



2012-2013 Big 12 Undergraduate Nonresident Tuition & Mandatory Fees



University of Oklahoma Health Insurance & the ACA: 2014 and Beyond

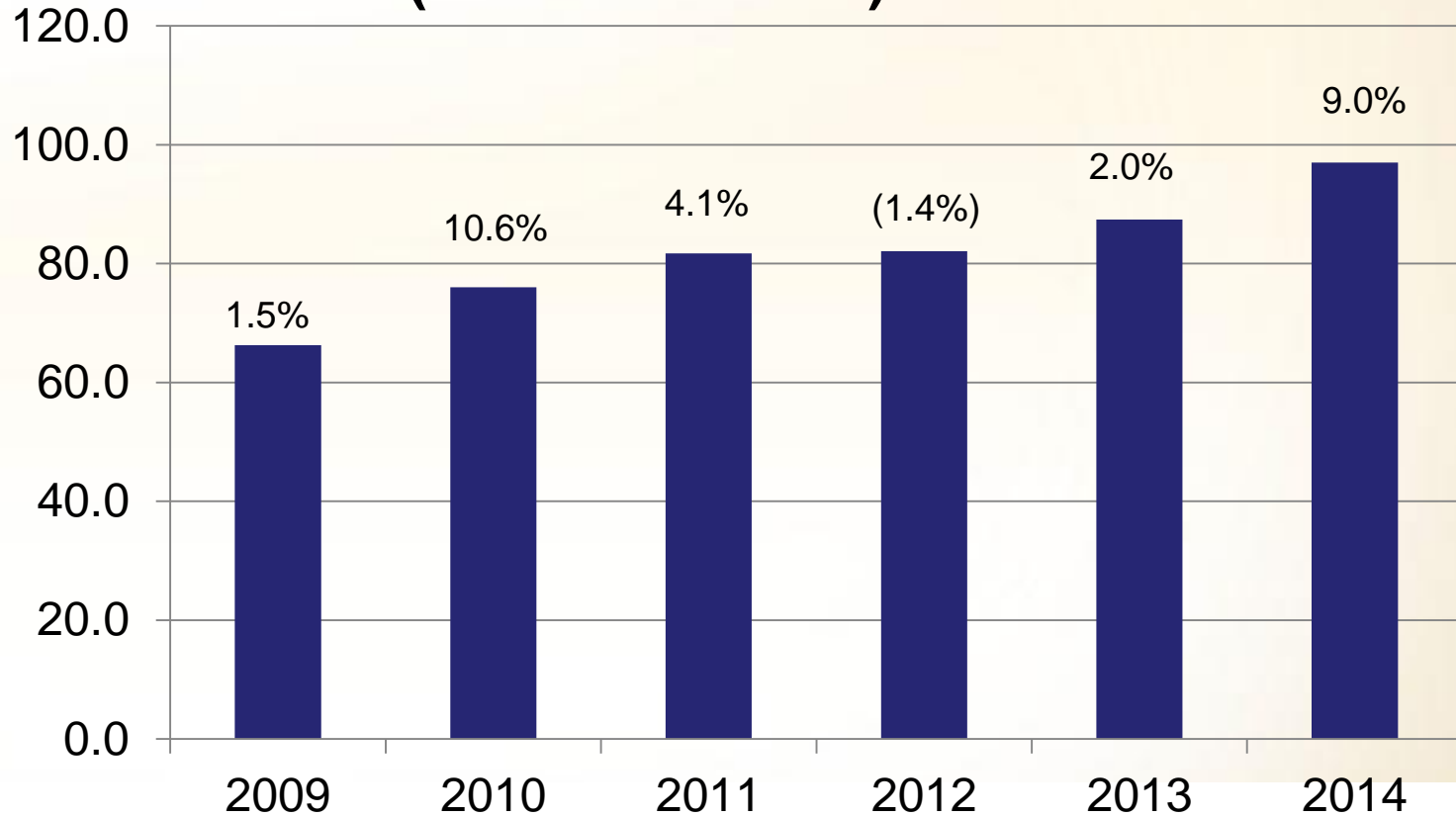


Agenda and Purpose

- Communicate details of 2014 insurance plan Renewal
- Provide overview of Affordable Care Act (ACA) and exchanges

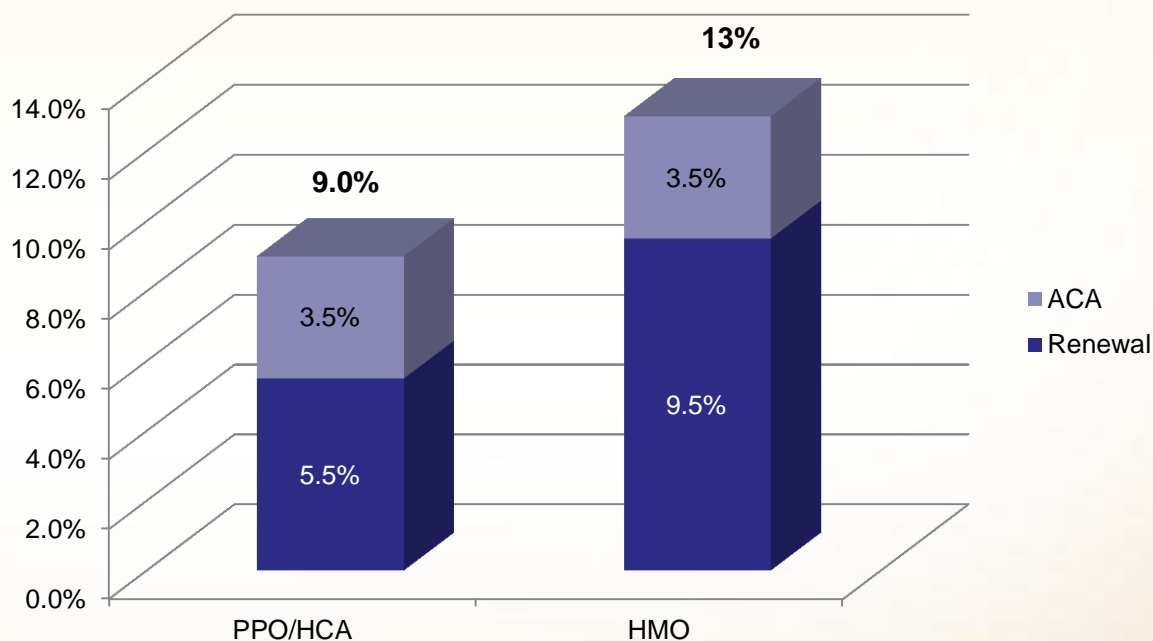


Total Health Care Premiums (Annual Renewal)

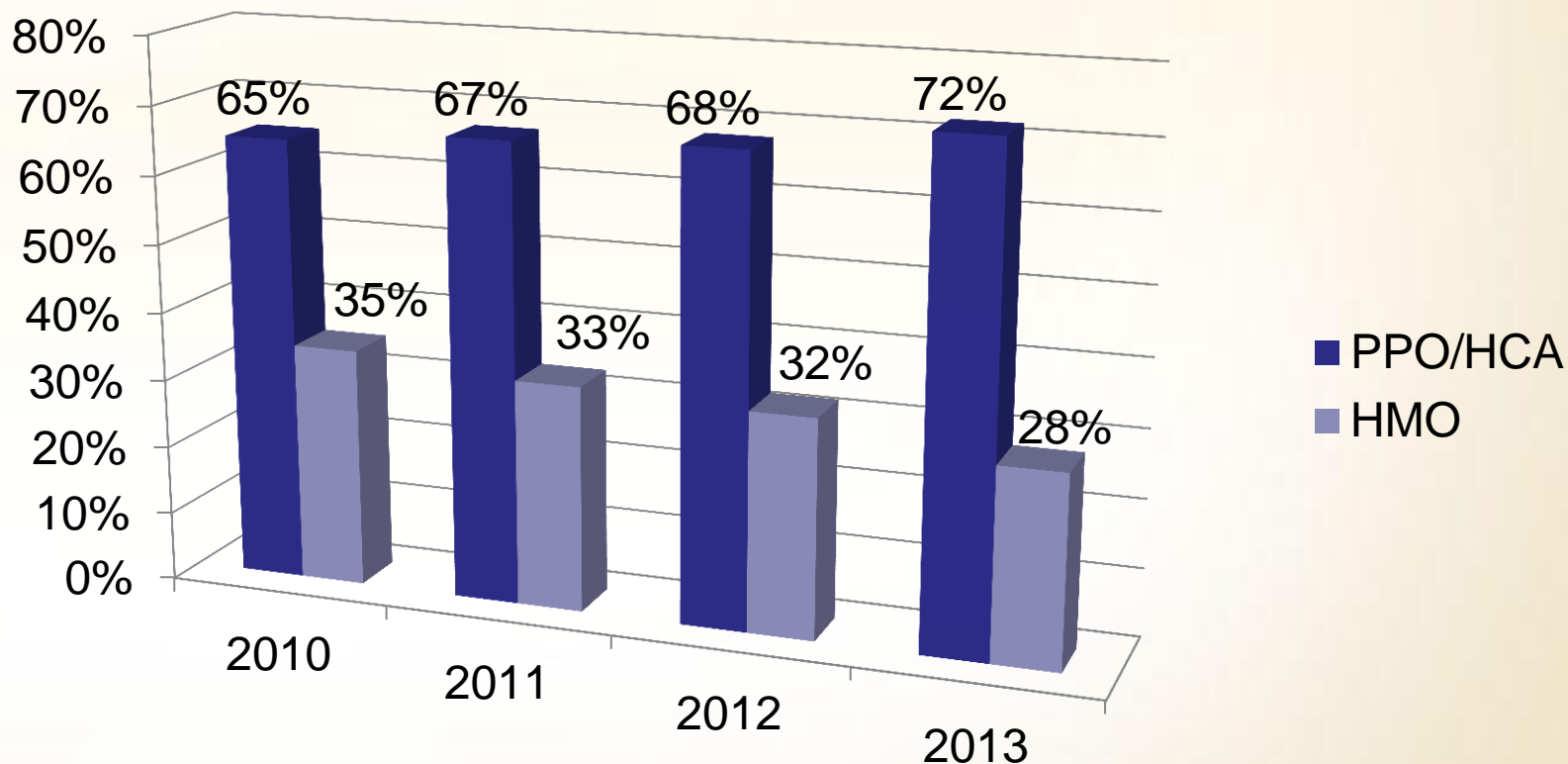


Renewal 2014

- 9% PPO increase- 3.5% due to fees and taxes associated with the Affordable Care Act (ACA), 5.5% cost trend
- 13% HMO increase- 3.5% due to fees and taxes associated with the Affordable Care Act (ACA), 9.5% Cost Trend



Enrollment Comparisons



Renewal 2014 Continued

- No changes in any benefits on any of the employee plans
- Because the University contributes based on the PPO plan, the employee increases for the more expensive HMO plan will be from 13% to as much as 30%
- Increases are based on how much OU employees use the plan, and HMO members are using more services on average than PPO members No increase in Dental, Life, AD&D, Vision, Disability, or Long Term Care
- Flexible Spending Accounts still available- \$5,000 annual maximum for Day Care, \$2,500 annual Maximum for Health Care
- No changes in benefits for any of the plans listed above



Benefits Fairs

Day	Date	Campus	Location	Time
Monday	October 21st	HSC	Samis Conference Room B/21	7:00am till 12:00pm
Tuesday	October 22nd	HSC	DLB Union Room 260	12:00pm till 5:00 pm
Wednesday	October 23rd	Tulsa	Tulsa Learning Center	10:00am till 2:00pm
Thursday	October 24th	Norman	Frontier and Heritage Room	9:00am till 3:00pm

Annual Enrollment October 28th through November 8th



Retiree Benefits

- Pre-65 retirees have the same increase and plan as actives
- The Medicare Plan deductible increases to \$200 in 2014
- Medicare rates have gone down 9.4%, but retiree medical costs continue to increase rapidly due to more retirees every year



How has the Affordable Care Act Affected My Benefits?

- Allowed dependents on plan until age 26 regardless of student or marital status
- Pre-existing condition clause for under 19 went away
- Dollar limits on certain benefits went away
- Added various Women's Health coverage including no cost birth control coverage
- All pre-existing condition clauses go away
- Added Preventive Services such as Physicals and certain screenings



What Financial Impact has the ACA had on OU?

- FSA for health care reduced to \$2,500 from \$5,000 in 2013
- Comparative Effectiveness Research Fee- \$1 per member per month for insurance plans, in place currently, (about \$150,000 for OU) doubles to \$2 in 2013, (about \$300,000 for OU). The fee will go away in 2020.
- “Cadillac Tax” begins in 2018 for plans at certain value level- OU not expected to reach that level until 2023
- Transactional Re-insurance Fee to fund exchange costs
- Health Insurance Provider Fee- does not apply to governmental plans but OU may see some costs passed on from carrier.
- W-2 reporting of health insurance value began in 2013 – Non-Taxable



What is “Affordable Care”?

- A plan which meets the Federal guidelines- plan must pay on average at least 60% of out-of-pocket health care costs
- OU’s plans cover roughly 80% (PPO) to 90% (HMO) of out-of-pocket health care costs
- An affordable plan is defined as one which does not cost more than 9.5% of employee’s gross income for EMPLOYEE ONLY coverage
- OU’s plans provide on average 95% of EMPLOYEE ONLY coverage and are considered affordable. That means that OU employees will not qualify for subsidies from the exchange.



Questions? Comments



FACULTY SENATE NOMINATIONS FOR VACANCIES ON
UNIVERSITY COUNCILS, COMMITTEES, AND BOARDS
OCTOBER 2013

Budget Council – 2013-16 term of Karl Sievers: Katerina Tsetsura (Journalism)

Continuing Education Council – 2013-15 term of Irene Karpiak: Juanita Vargas (Educational Leadership & Policy Studies)

Environmental Concerns Committee – 2011-14 term of H. Michael Crowson: Sara Coodin (Classics & Letters)

Faculty Appeals Board – 2010-14 term of Jie Huang: Lyn Cramer (Musical Theatre)

Information Technology Council – 2011-2014 term of Jiening Ruan, **as of Jan. 2014:** Dean Hougen (Computer Science)

Research Council – 2013-2016 term of Jennifer Saltzstein [“Fine Arts” category], **as of Jan. 2014:** Rozmeri Basic (Art & Art History)

Shared Leave Committee – 2012-14 term of Edie Marsh-Matthews, **as of Jan. 2014:** Eric Anderson (Art)

Student Conduct Hearing Panel Pool – 2012-14 term of Irene Karpiak: Keith Strevett (Civil Engineering & Environmental Science)

NOMINATIONS FOR VACANCIES ON
FACULTY SENATE STANDING COMMITTEES
OCTOBER 2013

Faculty Senate Committee on Faculty Compensation -- 2012-2014 term of Alberto Striolo: Vassilios Sikavitsas (Chemical, Biological, & Materials Engineering)

Faculty Senate Committee on Faculty Welfare -- 2012-2015 term of Misha Klein, **as of Jan. 2014:** Greg Burge (Economics)

Faculty Senate Committee on Faculty Welfare -- 2011-2014 term of Jerry Weber, **as of Jan. 2014:** Karen Rupp-Serrano (University Libraries)

Student Response Systems Resolution

submitted by the Information Technology Council (ITC)

Resolution to Request the University of Oklahoma Administration to form a task force to determine a recommended and supported Student Response System (aka "Clicker") for campus instructional use.

Student Response Systems (SRS) are coming into common use, particularly in large classes, as instructors attempt to get more interactivity into the classroom experience. Students pay the overall cost of acquiring these devices in the same way that they acquire other course resources. Since several different devices are in use on the campus, this sometimes means that a student must acquire several different devices. It also means that Information Technology classroom support is divided among the different devices.

A better solution would be to settle on a preferred device and an easy way for students to acquire that device so that the student and university can focus their resources. As with all technology, the SRS technology is evolving rapidly. It is not suggested that this selection indicate a permanent commitment. The primary use of the devices is for large introductory courses, which are usually taken in the first two years of a student's career. Periodic review of the recommendation would be appropriate.

The task force should be empowered to make a university wide recommendation about technology and acquisition process. It should include representatives from Information Technology, University administration, the Disability Resource Center, and classroom instructors.

**FROM THE ATHLETICS COUNCIL 2012-13 ANNUAL REPORT
SUBMITTED BY CHARLES A. KIMBALL, CHAIR**

The Athletics Council met five times in 2012-2013. Meeting dates were October 4, November 26, March 1, April 16, and June 11.

[EXCERPTS, EMPHASIS ADDED]

November 26, 2012

A motion was made to approve the Fiscal Integrity Subcommittee Report that was delivered at the last meeting. The motion was approved.

Professor Kimball presented the Academic Integrity Report, which, he explained, is divided into seven sections. He gave a brief overview of each section and identified several areas of interest in the report. Professor Kimball informed the Council that the current Student-Athlete population saw a 15% decrease in the number of special admissions. Additionally, he described the Graduation Success Rate (GSR) used by the NCAA to track student-athlete graduation and advised the Council that based upon the NCAA's GSR calculation, that for the 2005-06 cohort, student-athletes graduated at the rate of 72%.

Nicki Moore told the committee that the more successful an athlete is in his/her first semester, the better that athlete will do in the future. Additionally, they have found that coaching and sport culture matters when it comes to helping at-risk admissions students are their most successful. For these reasons, the department is taking special measures with incoming athletes. She also told the Council that the Academic Progress Rate (APR) standard will increase to 930 from 900 in the 2014-15 academic year. To continue to comply with the APR requirements the department is making a concerted effort to improve retention and graduation rates. The Department is making a determined effort to track unexcused absences by course.

Dr. Moore also told the Council that her position was changing and the Department had hired a new Associate Athletic Director for Academics, Michael Meade. Her focus would then be on Student Life. In the end, the two positions would allow for focus and effort in each area.

A motion was made and seconded to support provisional approval of the report so members had time to review it at length and ask any further questions of Department staff. The motion was unanimously approved.

A motion was made and seconded to approve the Regent's Policy changes and Faculty Handbook Policy Recommendations. The motion was unanimously approved. (See Appendixes A and B)

**Relevant Selections from Appendix B
Proposed Policy Changes:
Regents' Policy, Faculty Handbook, Athletics Department**

**a. Proposed Changes to the Regents Policy:
[DELETED]**

b. Proposed Changes to the Faculty Handbook:

4.9 MAKE-UP EXAMINATIONS (OTHER THAN FINAL) DUE TO UNIVERSITY-SPONSORED ACTIVITIES OR LEGALLY REQUIRED ACTIVITIES

The following guidelines have been approved by the Faculty Senate and the UOSA to aid the faculty in determining a policy for make-up exams (other than final examinations) in cases of absences due to participation in University-sponsored or legally required activities. (For the policy on final examinations, see Section 4.7.)

Only Provost-approved university-sponsored activities such as scholarly competitions, fine arts performances, intercollegiate athletics competitions, and academic field trips, and legally required activities, such as emergency military service and jury duty, are covered by these guidelines.

Faculty, if given notice two class periods or one week (whichever is less) before an exam (including final exams with two weeks notice) or quiz (excluding pop quizzes), should make every effort to find a reasonable accommodation by (a) giving a makeup exam, an early exam, or quiz; (b) changing the exam schedule; or (c) dropping the exam or quiz and increasing the weight of another exam or quiz or other agreed upon approaches acceptable to the instructor and the student, or (d) by identifying a certified testing center. Students missing an exam on account of jury duty must be allowed an accommodation.

NOTICE: If the student and the faculty member cannot agree, normal appeal procedures (faculty to director/chair to college dean to Senior Vice President and Provost) are available to the student and can be followed.

For information about what activities are Provost-approved or how to have activities approved, contact the Office of the Senior Vice President and Provost.

4.7 FINAL EXAMINATION REGULATIONS

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If a final examination is given, no faculty member is authorized to depart from the published examination schedule for either a class or an individual without approval, as follows: An examination for the entire class may be rescheduled only with the approval of the Academic Regulations Committee. A request for such rescheduling should be addressed to the Chair of that committee and should carry the endorsement of the department and the dean concerned. Final examinations for a class outside the period set aside under University regulations for final examinations are prohibited. An examination may be rescheduled for an individual student only when required by law, as in the case of jury duty, or in emergencies such as illness of the student, a serious illness or death in the immediate

family, or an unavoidable academic conflict of compelling importance, including a conflict due to Regents' approved exceptions for Conference and NCAA post-season intercollegiate athletics competition (as per section 6.3.7.1 of Regents' policy). For such a conflict to be considered as grounds for rescheduling a final examination, the activity must be directly related to the student's academic work in the University or a Provost- approved University-sponsored event. Such rescheduling must have the approval of the instructor or instructors concerned, the department chair or chairs concerned, and the dean of the college in which the student is enrolled and should be timed in such a way to avoid compromising the integrity of the examination (Note 1). Final Examination has been defined as follows: an examination that is comprehensive in nature or that accounts for a greater proportion of the final grade than an exam given during the semester.

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4.19 CLASS ATTENDANCE

STUDENTS

Students are responsible for the content of courses in which they are enrolled. Specific policy concerning attendance requirements and announced and unannounced examinations is the responsibility of the individual instructor. Students have a responsibility to inform faculty prior to absences whenever possible. Faculty should make every effort to find a reasonable accommodation for students who miss class as a result of participation in Provost-approved University-sponsored activities or legally required activities such as emergency military service. Students missing class on account of jury duty must receive such an accommodation.

c. Revised Athletics Class Attendance Policy (2012)

The Athletics Class Attendance Policy approaches the issue differently, focusing primarily on the repercussions for the student-athlete who is not meeting their scholastic responsibilities. Thus, few changes are necessary to reconcile the Athletics Class Attendance Policy with the others discussed. Only if the other policies are amended, would the Athletics Policy be required to change, as it references both the Regents Policy and the Norman Faculty Handbook. Among the most significant differences are:

- The two day notice requirement for student-athletes regarding missed class and missed exams should be changed to two class periods or one week (whichever is less) with the exception of a final examination which requires a minimum of two weeks notice (no exceptions).
- Copying the Provost on all missed class notification as a result of Provost-approved University-sponsored activity.
- Athletics policy should require a minimum of two weeks notice for any missed final examination which occurs as a result of NCAA post-season or conference competition.
- Policy should include a statement that informs student-athletes that if notification regarding exams or missed class does not meet this policy, that faculty members and instructors are not obligated to provide an excuse as stipulated in the Faculty Handbook.