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Minutes, December 4, 2003

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MINUTES
Meeting of the 2003-2004 Senate
December 4, 2003 – 11:30
Science Building, Room 102

1. **The meeting was called to order by David Snowball at 11:30 a.m.** Roll was taken. Members unable to attend were Roger Crossley, William Hammer, John Hildreth, David Hill, Mary Em Kirn, Janis Lonergan, Charles Mahaffey, Paul Olsen, Cecelia Vogel, and Peter Xiao. Excused from the meeting were Kristy Nabhan-Warren, Catherine Goebel and Gary Mann.
2. **Minutes for the October 30** meeting were approved. Approval was moved by Tom Banks and second by Ruth Ann Johnson.
3. **Report from the Educational Policies Committee - Ellen Hay**
 - a. ADD ED450 SCHOOL AND SOCIETY/S SUFFIX, 3 CREDITS AND DROP ED 305 SCHOOL AND SOCIETY. Ruth Ann Johnson seconded. Jim Winship noted that some colleagues in the Social Sciences were concerned about the course's "S" designation. Because the course did not meet the normal criteria, the Division's support was offered with reservations and only on the condition that this designation was an expedient for the period of the transition to the new General Ed program. Motion passed.
 - b. EDITORIAL CHANGES IN PSYCHOLOGY CURRICULUM. For information purposes only, Ellen Hay reported the following editorial changes: to the catalog description of PS320 Psychology of Exceptional Children (to reflect the fact the Education Department now has their own course in this area) and title of PS410 History and Systems of Psychology (delete "and Systems" from the course title).
 - c. GENERAL EDUCATION: APPROVAL OF LS111 COURSE PROPOSALS. Bob Haak seconded. The motion asked approval the Fall term courses as a group. The Senate received a list of course titles with the agenda, but did not receive syllabi and course approval forms for all 17 proposed courses. Speaking for the Steering Committee, David Snowball explained the Committee's decision to truncate the process. He cited three considerations: (1) after individual review and approval by two college-wide committees (General Education, then EPC), individual consideration of all 60 LS courses would not be productive; (2) that reproducing all of the paper for each course for each senator – about 600 pages per senator – would be wasteful of resources; and (3) that a procedure existed and had been publicized by which senators could review each course and request full consideration of any individual course. Dean Hay noted that all of the course syllabi and approval forms were available in the Gen Ed public folder.

Bob Haak clarified that Religion courses are both LS 110 and LS 111. Tom Bengtson expressed his concern that the amount of commonality seems minimal. He stated that it is difficult to have commonality because courses are so diverse, but that isn't a reason to reject the proposal. Tom also hoped that individual professors would emphasize the value of these common experiences. Ellen replied that there is a common reading for all fall term courses.

In response to Jim Winship's inquiry about length of time before courses are reviewed for approval, Ellen Hay responded they are on a two year cycle. New courses will be up for approval in two years and the entire package in four years.

Joe McDowell moved we override the steering committee recommendation to approve the fall courses as a package and instead vote for them individually. Lendol Calder seconded. In response to a query from the floor, the parliamentarian ruled that the motion was in order. Darrin Good said he doesn't feel that review necessary since all courses have been vetted by two committees. Dara Wegman-Geedey suggested there is an option to break out specific courses if there were concerns. Tom Bengtson said there has been the opportunity to break out specific courses for more review and no one did so. The subsidiary motion was defeated on a voice vote.

The main motion passed on a voice vote.

Snowball reminded the Senate that all winter and spring term courses are in public folders for review. He reiterated the fact that the syllabi and approval forms were currently available in the public folders and the Steering Committee's decision to allow individual consideration of any course if any member of the Senate contacted the Dean or him in advance.

4. **Status of October 30 Resolutions** - David Snowball reported he had written individual letters to each admissions counselor for their excellent recruiting efforts. As requested at the last Senate meeting, he had invited Ken Johnson to report on Augustana's Health Care Plan.

5. **Report on health care coverage** – Ken Johnson

- a. Ken Johnson thanked the Benefits Committee, including faculty members Roger Crossley and Craig Van Sandt, and mentioned he had met earlier this school year with the Welfare Committee to discuss changes.
- b. He prefaced his remarks by stating that health care costs are increasing for all employers across the United States.
- c. Augustana College contracted with John Deere Health (an HMO) for 20 years, and switched to Blue Cross in September 2002. Blue Cross has three plan options, an HMO coverage option and two indemnity plans with \$500 and \$1,000 deductibles. In the spring of 2002, the Benefits Committee requested bids from 12 companies, received 4 replies, but only 3 were viable. They interviewed Blue Cross, Principal and John Deere and chose Blue Cross because they offered indemnity plans and nationwide coverage. All were very competitive. The college funds at \$1000 deductible for every employee. Employees pay the difference if they choose additional coverage for themselves or family members. Cost increases were estimated at the 16% level, but came in at a 28.7% increase for 2003-2004 because of a high loss ratio. Augustana hired R. J. Lee Consultants to help negotiate lower costs. The result was a substantial increase in cost of the zero deductible plan, small increases in other plans.

Currently, 75% of employees are enrolled in the \$1,000 deductible plan. Basic services and benefits have remained the same. Deductibles come into effect with more advanced care. Ken stated they will be looking at other options, cafeteria plan or consumer driven options. Questions can be directly to the Benefits Committee or Ken Johnson directly.

6. **Presidents report** - David Snowball reported for President Bahls who was in Texas on a fund raising trip.
- a. Trustees have asked President Bahls to review the college's web presence and as a result he has created a new committee to revise structure, content and appearance within the next 12 months. The committee is chaired by Chris Vaughan, with faculty representatives Wendy Hilton-Morrow and Marsha Smith.
 - b. President Bahls had voted with the Presidents Council against expansion of NCAA Division III athletic programs and schedules.

7. **Report of Dean Search Committee**– David Snowball

- a. Efforts to cultivate a pool of applicants: the position has been advertised widely in print and electronic forums, including an affirmative action e-mail to 27,000 persons. In addition, the President has written to over 150 of his peers seeking nominations and Snowball has written similar letters to 30 or 40 other administrators.
- b. Results to date: about 700 website visits, about 60 or 70 very extended visits to the site, 20 applicants and another 10 nominees (all figures as of 12/03/03). Faculty are encouraged to promote the position to people they know who would be good candidates. Each division will meet to talk about process of nomination.
- c. The screening process: the Committee expects, by the first week of January, to extend invitations to off-campus interviews for a semi-final pool. Semi-final interviews should take place by the end of January and on-campus interviews of the finalists by mid-February. The committee expects to offer its assessments and recommendation to the President by the end of Winter term.

8. There was no other business or announcements.

9. Meeting adjourned at 12:20 p.m. on a motion by Ruth Ann Johnson and second by Joe McDowell.