

## Academic Senate Council

May 16, 2017

Minutes

**Present:** Bercher, Compadre, Ferguson, Hendrickson, Huitt, James, Lefler, Matthews, McCain, Phelps, Post, Smith-Olinde, Voth, Wei, Whited

**Visitors:** Gardner, Mahadevan, Risinger

**Absent:** Renard, Rosenbaum

The meeting was called to order at 12:02 pm

1. Retirement benefits changes – Jeff Risinger
  - a. Communications and meeting through the summer to the changes taking effect October 2
  - b. The changes are UA System-driven; he attends a retirement meeting 1/quarter at system office and these changes were driven by 2 issues
    - i. Requiring participation to get the match; we are seeing the first retirees with a 403B plan vs. the defined benefit plan, which has a set amount; some retirees have been shocked at what they are not getting or they find they cannot retire at all when thought they could; Need 8-9% held back from pay to retire, contributing only 5% (what UAMS puts in minimally) is not enough; that 5% was automatically taken out of paychecks for the defined plan
    - ii. Looking at options in plans; too many choices paralyzes individuals and they cannot make informed decisions; currently there are over 400 choices; multiple investments had the same strategies and performance but with very different administration fees; the idea is to leave choice but move to those with lower fee options and to drive fees even lower with competition; the estimate is that \$2-3 million will be retained by employees rather than taken out as “hidden” fees
    - iii. There is a “Brokerage Window”—all in plan can keep all they have if the option is done before October 2. At that point, automatic changes will occur with the System? Fidelity/TIAA deciding which instruments to move individuals into to bridge and match the current portfolio as best as possible; ultimately all of plan still there, but narrowing choices to get to lower cost
    - iv. Other issues:
      - 1) We are responsible to ensure the changes have taken place to our own accounts
      - 2) A handout is distributed at the meetings listing current and future choices of instruments
      - 3) Leann said send meetings to her to put on Academic Calendar
      - 4) Fidelity and TIAA are offering one-on-one meetings as well.
      - 5) Jeff said low participation in meetings thus far; 400-250ish choices
      - 6) Open to informal faculty senate committee in between the quarterly meetings so Jeff knows what we need/want to know
  - c. Mickey Quattlebaum is still the faculty liaison in HR; a comment was made that there have been new faculty in COP but she has not been involved; Jeff said he would speak with Associate Provost Shorey (Faculty Affairs Office) to see if there are places for Ms. Quattlebaum to plug in to the onboarding process
    - i. Ms. Quattlebaum is working behind the scenes trying to get consistency across colleges on appointment letters, language to use with faculty
    - ii. One idea that was approved by the cabinet but not funded is to hire people into UAMS to help with searches instead of search firms. The calculus there is that \$2-4 million is spent per year to fill 1.5 positions. Now have access to lot of what search firms only could do before; they aren't going away, but we can save money.
    - iii. The faculty exit interview is slated to be rolled out later this summer

- iv. HR has provided over 200 My Compass trainings so far; HR will be in training mode, but there are also many tutorials within the system for individuals to access if they choose
  - v. HR top-down makes faculty unhappy, HR should go through Administrative Council, which has an Academic Senate representative, Gunnar Boysen
  - vi. Risinger offered to talk with Senate around time of quarterly meeting at System Office
  - vii. Alesia suggested a video of UAMS retirees who were not prepared to retire but didn't realize that could be a good messaging method to those who have to set money aside for retirement now. Risinger agreed.
2. How can and should the Academic Senate assist with the "Get Healthy UAMS" initiative?
    - a. Handouts available to post in our areas about this; many faculty have said they know little about it
    - b. Senate role in making these known? Is there one? Help make the environment healthier, in our wheelhouse per Leann. Steve: not our role to make faculty aware of everything, more important things about how to perform their jobs that have to do with academics
    - c. Direct contact at faculty meetings, representatives make announcements within colleges
    - d. General consensus that posting flyers is as much as the Senate needs to do
  3. New gun legislation and UAMS exemption
    - a. Leann attended an on-campus meeting recently; UAMS sporting events were exempted but the legislation dictates that UAMS devise a safety plan to show that faculty will be safe because we are not allowed to carry guns
    - b. The plan will be expensive because we have to show we can protect people because we can't carry guns on campus
    - c. SG: moveable metal detectors, more locked doors with badge access, maybe more police; need to have a plan that state police approve (Sept deadline?)
    - d. On full fall senate meeting agenda
  4. University level P&T committee for all faculty and bypassing/replacing the departments and colleges?
    - a. SG: Bobbitt asked her to look at the current process and decide if the time has come to have an institution level P&T committee
    - b. UAMS is getting info from other health campuses; working with deans, they all see lots of issues with this; looking to others for a model
    - c. Maybe campus-wide appeals committee and not original P&T decisions
    - d. Asked Jon P to collect information; none of the schools any of deans came from did this; did do this at UKY but it was an additional layer, not replacing any of the committees at other levels
    - e. Cesar: early 2000s was a campus-wide appeals process; SG have a grievance process but different from appeals for P&T; SG: will look into
  5. HLC follow-up—Provost: we did well according to the verbal report and were told we would receive the written within a couple of weeks, but we have not received it yet; Elizabeth Bard called HLC; they indicated they are just behind, not that lack of the written document is a bad sign
  6. eVersity—Soliciting faculty to teach courses, most from other schools within the system b/c the courses are undergraduate. eVersity is targeting non-completers; we gave them list from UAMS and those students who didn't complete receive a letter encouraging them to return and finish at a school or eVersity
  7. Faculty Senate Committees
    - a. These have been volunteer committees with the committees selecting their own chairs; b/c MacMillan-Crow is the president-elect, she needs to be replaced as leader of Research Committee
    - b. Faculty Survey-Compadre: redone and ready for dissemination...when? Early fall semester, August 28 to send out, with preliminary results given at the full fall Senate meeting (date TBD)
    - c. Last, last version for review will be sent out soon

- d. Expectations of college representatives, resurrect; COM, COP meet regularly; CHP starting this month
  - e. LSO requested that all college representative terms begin simultaneously; April was suggested, as that coincides with the term for the new President; LSO and Lefler will work on this
8. Regular meeting times every other month?
- a. In past, every other month ended up with too much on the agenda
  - b. Regular meeting time pretty hard b/c schedules change so much
9. Announcements: Commencement this Saturday, May 20 at Verizon Arena

Adjourned 1:05 PM