

**Academic Assembly**  
October 15, 2012  
2:05 – 3:35pm, CHDN 142

**MINUTES**

Present: Dave Arnesen, Brenda Broussard, Mason Bryan, Carol Wolfe Clay, Karen Cowgill, Isiaah Crawford, Tito Cruz, Lynn Deeken, Terry Foster, Sonora Jha, William Kangas, Chuck Lawrence, Kristi Lee, Michael Matriotti, Sean McDowell, Kelly Meduna, Erik Olsen, Roshanek Roshandel, John Strait, Chris Stipe, Jeremy Stringer.

*Minutes taken by Rosa Hughes.*

- I. Review of 10-1-12 minutes
  - A. Approved with no abstentions
- II. AcA President's Report
  - A. Strategic Planning Committee
    1. Need two more faculty members on the SPC
    2. Decide how to prioritize all of the planning work done across the university
    3. Meetings once a week during fall quarter and then every other week in early winter quarter in order to have a report to the Board of Trustees by their March meeting
    4. Chris Paul from A&S has agreed to serve
      - a. Tenure track faculty member
      - b. Strong commitment to SU
      - c. Works well in groups
    5. Chris Paul is approved to serve on SPC by the AcA with no abstentions
  - B. Program Review Committee
    1. Still lacking a representative from A&S
    2. There was a miscommunication over the summer because A&S thought that it needed to appoint a member who was both on AcA and willing to serve on PRC. However, does not need to be someone already serving on AcA.
    3. Description of workload
      - a. Review new degree proposals and periodic program review/assessment reports (new degree proposals are more technical and data-based)
      - b. Each member drafts about 3-4 summary/response memos per year that include an analysis of strengths and weaknesses. The memos go to AcA for approval, then the Provost. New degree proposals also go to the Board of Trustees.
      - c. Less than 10 programs for review this year, including several externally accredited programs that are submitting a report of their accreditation linked to the information required in the program review process
- III. Updates on Health Care and Retirement Plan (*Matt Philip*)
  - A. History
    1. In 2009, there was a survey conducted to get informal information from faculty and staff
      - a. 11% below benchmark for paid fairly for work
      - b. 3% above benchmark for benefits meet my needs
    2. In 2010, there was a preference study
      - a. Competitive pay was employees' top priority

- b. Medical and retirement benefits were also important
    - 3. In 2011, HR brought in an outside consultant to analyze the benefits program
      - a. SU pay was 5-10% under market rate for pay, but had a strong benefits program
  - B. Pay and Benefits Complete/In process
    - 1. Annual market adjustments in 2011 and 2012 under a 5 year plan to level average salaries with market median
    - 2. Changes to healthcare and retirement
      - a. Regence was not meeting our need, so we switched to Premera Blue Cross
        - i. Three year phasing of increased premium sharing for employee only coverage
        - ii. Salary-sensitive rates that align with our values
      - b. Switched to our full investment report to Fidelity, with restricted funds set to liquidate on November 16
      - c. Live Seattle U customized wellness plan launched on May 1, with next screening event on November 27
  - C. 2013 Benefits Changes
    - 1. New healthcare option called Premera HSA (Health Savings Account) Plan
    - 2. Replacing Prudential with Cigna for life, accident and long-term disability insurance
      - a. Will not have to re-enroll if already underwritten by Prudential
    - 3. Dental and life insurance will cost less in 2013
  - D. HSA Plan Details
    - 1. Tax sheltered saving for post-retirement health expenses
      - a. Savings vehicle attached to a high deductible health care plan
      - b. Earnings aren't taxed
      - c. When funds are spent on qualifying healthcare expenses, those are not taxed either
      - d. Unused amount saved carries forward and is not forfeited at retirement
    - 2. Very popular choice for those with low anticipated health demands and those with predictable health costs that can be balanced with the tax advantage and savings interest
    - 3. Anticipate about 25% will enroll in HAS over time
    - 4. SU will contribute \$750 per year per employee or \$1500 per year for families as incentive
    - 5. \$2,000 deductible for individuals, \$4,000 for families
  - E. Healthcare Cost Responsibility
    - 1. In 2013, SU will cover 81% of healthcare costs
    - 2. Private industry covers 75% on average
    - 3. The higher education average is 78%
    - 4. SU will move closer to the average over the next several years
  - F. Healthcare Challenges
    - 1. Aging population means an increased demand for healthcare
    - 2. Pressure of inflationary cost of services
    - 3. Affordable Care Act
      - a. Added fees for cost effectiveness studies (2013) and reinsurance (2014)
      - b. Mandated benefits
      - c. Incentives for industry restructuring
  - G. Goal to analyze retirement benefits in 2013-14
- IV. Workplace Satisfaction Survey Committee Member Nomination
  - A. Steven Palazzo nominated from CoN
  - B. Approved with no abstentions
  - C. Need one more faculty member
- V. Modern Languages and Cultures Program Review (*Ming Feng, David Powers, Victor Reinking*)

- A. Recommendation 1 is meant to encourage the department to explore how to use language/culture courses as part of Global Challenges under the new Core and reassess program structure
  - B. The issue of planning course sections within the new section planner has been addressed by integrating new forms of technology to meet the new scheduling needs
  - C. Sustainability of the minors versus faculty tenure issues
    - 1. Until Ming arrived, no tenured people in the department taught in a minor language
    - 2. Could add more tenure tracks to Spanish or French
    - 3. Conundrum faced because demand for minor languages fluctuates so much
  - D. AcA Discussion
    - 1. Most of the points that were made in the department memo were intra-college matters
    - 2. Modern Languages has a unique faculty challenge in that faculty cannot move between languages. As long as the department has so many minors, there is going to be the issue of flexibility versus tenure track.
    - 3. Add a recommendation to the PRC memo to develop a strategic plan and include the recommendation to examine faculty issues. Strategic plan should address what the department looks to accomplish with its academic programs in relationship to the priorities of the university, especially global engagement.
    - 4. PRC will revise the memo and AcA will review at the next meeting
- VI.** No announcements