

## Campus Council Minutes

November 10, 2017

- Meeting called to order at 3:00 p.m. by Lisa Frye
- Approval of agenda
- Approval of minutes for spring 2017 meeting
- Dennis Brewer recognized as Campus Council Vice-Chair
- ASG representatives not in attendance
  - No report was made
  - Unknown reason as to absence of members
- Elon Turner introduced as Chair of Staff Senate
  - Accomplishments
  - Campus Climate Survey Complete
    - 32% of staff responded to a 109 question survey
    - Survey results are available online
  - RazorGifts Program Live:
    - RazorGifts is live and they hope to assist 25 families this season.
    - Looking for support in the form of gifts or cash
    - Gift registry online
  - Working on:
    - Continue to revise titles and classifications
    - Working through new policies on non-classified raise, promotions, and postings
    - Certificate Program for staff advancement discussion/creation underway
  - Upcoming changes in health plans and premiums
  - Want to see the classified pay plan moved to the authority of the Arkansas Higher Education Commission.
- Dr. Kevin Hall introduced as Chair of Faculty Senate
  - Revisions to Board Policies 405.1, 405.4, and 470.1 – system wide
    - Concerns regarding dismissal of faculty and graduate students from positions
    - FAQ website to leave feedback - [feedback@uasys.edu](mailto:feedback@uasys.edu)
  - Faculty Senate will be working with Provost Coleman closely in re streamlining Annual Faculty Performance Review and Promotion & Tenure processes
  - Working with the fringe benefits committee to understand impact of health insurance changes
  - Campus safety is a major concern for the Faculty Senate.
  - Campus Carry Policy going into effect.
    - Members are advised to direct all specific questions and concerns to the Chancellor's Office so those can be made public.
    - Enhanced Carry permit holders - first wave would be in late January 2018

- Debbie McCloud, Associate Vice Chancellor for Administration and Richard Ray, Benefits Director introduced for Human Resource updates
  - Discussed upcoming changes in insurance plan
    - Health Savings Plan will be introduced
      - High deductibles and out of pocket costs until deductibles (\$2,700.00) are met
      - Small amount of funding from UA into savings account (not all at the start)
    - Premier Plan will also be introduced
      - Most expensive plan offered
      - UA subsidy level already set where they want it to be
    - Classic Plan largely unchanged
    - There will be changes to subsidy levels (UA/System paid) on all but the Premier Plan over the next three years until the percentages are all at the desired level (approx. 70%).
    - Spousal exclusion off the table for now
    - Working diligently to make sure that all groups on campus are aware of differences among plans so that they can make appropriate choices
  - Certificate Program for Staff
    - Programs designed specifically to assist staff in learning skills leading to promotion and increased pay options and increased retention of skilled employees
    - Initial offerings likely to be re-vamped from previous courses/trainings offered through Human resources
    - Hoping to roll program out in February-March 2018
- Dr. John Delery introduced as chair of Fringe Benefits Committee
  - Discussed changes in insurance plans/premiums
  - Fringe Benefits committee sent letter to President Bobbitt stating the committee was not supportive of a number of the proposed changes as they did not fully take into consideration information which showed key differences in benchmark institution comparisons and due to the negative impacts that would be most deeply felt by our lowest paid employees.
  - Chancellor Steinmetz was very supportive of the letter sent by the committee.
  - Overall, the status of the Health Plan is currently healthy
  - Mary Alice Serafini was successful in getting the system to approve the Health Center as a Smart Care provider.
- Old Business – None
- New Business – None
- Announcements - None
- Meeting adjourned