

## Report of the Faculty Council meeting

June 19, 2020

1. Student academic appeal:  
A committee of 9 randomly selected faculty members will make decisions regarding this matter.
2. Update of enrollment as of 6/16:  
640 deposited; 600 have gone through new student orientation; about 20 going through transfer student orientation, more scheduled in August; 580 freshmen indicated that they wanted to be in the dorms; 570 have deposited.
3. Seeking legal counsel:
  - The executive director and the president of the Ohio Conference of AAUP have agreed to speak with us on 6/24 at 2 o'clock.
  - Do we want them to speak to the faculty council or the full faculty?
  - The executive director does not advise hiring an attorney. Despite the high cost, track record shows that the usual advice from the attorneys to the faculty was to follow all the procedures and government documents, and that they don't have any legal standing beyond that.
  - Comment: we need lawyers to help us make sure that we were interpreting the handbook correctly in a legal sense, e.g. the legitimacy of holding an election during the time off contract.
  - Comment: the handbook does not allow us to vote in summer, but this is unprecedented time, and the handbook was made before email was available.
  - Comment: another question they can help answer regards exigency and what it means exactly.
  - Comment: we also need them to help us understand the process by which departments or programs are ended. We don't know if the handbook is clear about this issue and need an outside view on this.
  - Brent will send them the handbook today. The meeting will be with the full faculty, and one of the questions addressed to them would be : "is it acceptable to make emergency style provisions or not?"
  - Comment: if we can't vote in the summer, it only entails two additional months' of benefits, which may not be substantial. So we may be able to afford to wait till September to vote.
4. Updated medical benefits proposal:
  - Comment: the proposal is still not clear enough to merit a vote.
  - Question: the updated proposal mentions the "standard PPO", is it one of the PPOs that we currently use or is it a brand new one with even more

adjustments? In addition, we need to know how much the medical benefit reduction is really saving the institution once the retirement decisions are clear.

- Update: 30 staff members have accepted retirement.
- Comment: After putting the pre- and the post- 2013 people in the same plan, we will still have inequity. In 2013, the faculty agreed to have some members accepting a worse medical plan in exchange for higher rates of 401k benefits. If we are not changing the 403b benefits and all faculty are not going to be paying the same rate, we are still going to have an inequity problem.
- Comment: The proposal says that faculty as a whole would be paying 20% of the premiums, but what percentage each individual actually pays depends on salary. There should be an appendix in the proposal that lays out the details. If the current estimates are not available, historical data could be provided.
- The consensus seems to be that this proposal is not ready to be sent to the full faculty.

5. Updated TIAA proposal:

The FC members agreed that it wouldn't be a good idea to send the TIAA proposal to the full faculty without the updated medical benefit proposal, but we can let Steve know that the TIAA proposal is ready to be sent out.

6. Questions for Steve and Lauri:

- Steve and Lauri have agreed to respond to faculty questions in writing.
- The executive committee is currently compiling a list of faculty questions.

The Faculty Council agreed to meet weekly on Tuesday at 9:30am starting from 6/30.