

Senate Council  
January 24, 2011

The Senate Council met in regular session at 3 pm on Monday, January 24, 2011 in 103 Main Building. Below is a record of what transpired. All votes were taken via a show of hands unless indicated otherwise.

Chair Hollie I. Swanson called the Senate Council (SC) meeting to order at 3:06 pm.

The Chair thanked SC members who attended the recent chat with Board of Trustees Chair Britt Brockman, MD. She asked SC members to go around the table and offer their thoughts about the event. SC members all had very favorable comments and were pleased with Board Chair Brockman's knowledge of current issues and his receptiveness to a continued dialogue with the SC. Kelly congratulated the Chair for facilitating a historic event – he noted that he could not recall the last time there was direct interaction between the Board of Trustees (BoT) and a representative faculty group. Yanarella expressed dissatisfaction with Board Chair Brockman's response about transparency in the search for a new president.

The Chair offered some additional announcements:

- SC members will be having breakfast with President Todd on Thursday at 8:30 am.
- Thelin will take part in a panel discussion on Tuesday about the current issues in higher education.
- There will be a chat with Executive Vice President for Health Affairs Michael Karpf on Tuesday at noon in the Student Center. The Chair asked for suggestions about future administrators.

### 3. Discussion on Provost's Proposal

Those present introduced themselves, while Mrs. Brothers called Allen Steinberg (AONHewitt, Chicago IL) so he could participate via teleconference.

The Chair invited Heidi Anderson, Associate Provost for Faculty Affairs to explain the proposed NAME OF THING. Guest H. Anderson did so, offering an overview of the proposal. Afterwards she explained that she was visiting to find out if SC members had any suggestions about questions that should be added to the FAQ. Guests Harry Dadds (Office of Legal Counsel), Joey Payne (Employee Benefits) and Allen Steinberg all contributed to the discussion. SC members offered the following suggestions:

- Include language to explicitly state that University-approved leaves do count toward the years of service requirement.
- Change the associated, required waiver to only apply to age discrimination suits, not to any future claim against UK.
- State that retirement under the incentive plan has the same consequences as "regular" retirement.

Various SC members expressed concerns with: the current language of the waiver as it pertained to being able to bring suit against UK in the future about non-age discrimination issues; the possibility that a smaller department with older faculty could be decimated and the degree programs ended; and how the recurring salary dollars will be spent, and by whom.

Guest Harry Dadds said that it was expected that a faculty member contact his/her employment attorney or financial advisor prior to making a decision about taking part in the early retirement tenure buyout program. Provost's Liaison Greissman opined that the phased retirement waiver had language similar to what was being proposed. H. Anderson said that the issue about how the monies will be spent should be addressed by Provost Subbaswamy.

Wermeling asked for clarification about the motivation behind the proposal. H. Anderson said that it will open up tenure pay, and offer an opportunity to refresh units. Wermeling asked if the purpose was for a cost-savings (through salary reimbursement) for the Provost's office. Greissman said he understood that money would go back toward more hiring. Wermeling asked where the money returned to, and H. Anderson said they would maintain the tenure lines, and hires for the positions. D. Anderson asked if the monies would be used to only hire tenure line individuals.

Greissman commented that when a faculty member retires, there is no promise that the money will go back to the department. He said that a dean either will or will not use the monies judiciously, but is held accountable. It was decided to ask the Provost about the how the funding from the bought-out tenure will be used, when he visits the SC in February **[AI]**.

#### 1. Minutes from January 10 and Announcements

Wermeling **moved** to approve the minutes from January 10, and Wasilkowski **seconded**. There being no discussion, a **vote** was taken and the motion **passed** with none opposed.

#### 4. Discussion on Fast-Track for Program Changes RE: Gen Ed - Mike Mullen

The Chair invited Associate Provost for Undergraduate Education Mike Mullen to explain the proposal. Guest Mullen explained that he was proposing a mechanism to facilitate program changes brought about as a result of the new Gen Ed curriculum. Grossman suggested he return to the SC the following week with language about what *Senate Rules* will need to be waived and the duration of the changed process. Mrs. Brothers suggested the proposals be routed through the Office of the Senate Council, which will be responsible for passing the changes on to the Registrar, and suggested a Gen Ed form be used to document the proposed changes. Mullen commented that any program wishing to undertake more than a Gen Ed change to the program will need to follow the complete process.

The Chair reminded SC members that the open meeting of the College of Medicine Reorganization Committee began at 4:30, and suggested that it was time for adjournment.

Blonder **moved** to adjourn, and Wermeling **seconded**. There being no objections, the meeting was adjourned about 4:10 pm.

The action items are a part of the minutes, but listed at the end for purposes of space.

Respectfully submitted by Hollie I. Swanson,  
Senate Council Chair

SC members present: D. Anderson, Blonder, Grossman, Kelly, Kirk, Nokes, Peek, Randall, Steiner, Swanson, Thelin, Wasilkowski, Wermeling and Yanarella.

Provost's Liaison present: Greissman.

Guests: Heidi Anderson, Harry Dadds, Carol Jordan, Margaret Leach, Joey Payne, Allen Steinberg and Rita Wilkie.

Prepared by Sheila Brothers on Friday, January 28, 2011.