



9-25-1991

## October 3, 1991: Agenda

University of North Dakota

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SEP 25 1991

Alice T. Clark  
Academic Affairs  
Box 002

*Lonnie Winick Chair*  
*Dean Engle*

*Please put all  
Senate mts on my  
calendar.*

*F*  
*Book Ref*  
*Binder*

TO: Members of the Senate  
FROM: Secretary of the Senate  
SUBJECT: Senate Meeting on October 3, 1991  
DATE: September 25, 1991

The October meeting of the University Senate will be held on Thursday, October 3, 1991, at 4:05 p.m. in room 7, Gamble Hall.

AGENDA

- ~~1)~~ Announcements.
- ~~2)~~ Minutes of the previous meeting and business arising from the minutes.
- ~~3)~~ Question Period.

**CONSENT CALENDAR:**

- ~~4)~~ Annual Report of the Compensation Committee. Tom Robinson, Chair. (See attachment #1.)
- ~~5)~~ Annual Report of the Honors Committee. Kurt Scaletta, Chair. (See attachment #2.)
- ~~6)~~ Annual Report of the ROTC Committee. G. Bulisco, Acting Chair. (See attachment #3.)
- ~~7)~~ Report of the Committee on Committees. Barry Vickrey, Chair. *Sharon Carson English on Honors Committee*
- ~~8)~~ Annual Report of Faculty Instructional Development Committee. Deanna Strackbein, Chair. (See attachment #4)  
*Course 92 - British Empire -*

**BUSINESS CALENDAR:**

- ~~9)~~ Election of Senate Chairperson.
- ~~10)~~ Election of Vice Chairperson.
- ~~11)~~ Election of Faculty Representative to the Senate Executive Committee.
- ~~12)~~ Election of Student Representative to the Senate Executive Committee.
- ~~13)~~ Election of two Senate faculty members to the Committee on Committees.

*LYNN LINDHOLM*  
*LONNIE WINICK*

- 14) Proposed Revision of Senate Policy on Early Graduation date.

Current Policy (Passed May 3, 1990)

Students who meet all of the requirements for graduation except (1) approval by the University Senate and (2) completion of the term in which the student is graduating, be enabled to obtain the transcript reflecting graduation through the action of the Senate Executive Committee. The early approval would result in the registrar's office posting on the academic record, both the degree and a graduation date earlier and different from the one graduation established by the university as required by the State Board of Higher Education.

Proposed Revision

Students who meet all of the requirements for graduation: (1) except approval by the University Senate; (2) and who complete an internship or coop which is required for the degree at a time inconsistent with the normal academic calendar; and (3) who need an official transcript certifying the awarding of a degree for official licensure or certification as a condition of employment may appeal to the Senate Executive Committee to obtain a transcript reflecting graduation. If early approval is granted it would result in the registrar's office posting on the academic record, both the degree and a graduation date earlier and different from the one graduation established by the university as required by the State Board of Higher Education. Senate Executive Committee, Tom Owens.

- 15) Review of Senate Policy, approved January 18, 1990, to place names on the ballots for Senate and other University Committees in random order. Senate Executive Committee. Monty Nielsen.

RECEIVED

91 SEP 11 8:33

**MEMO**

ADMISSIONS C.A.S.

**TO:** University Senate**DATE:** 9-10-91**FROM:** Compensation Committee, Tom Robinson, Chairperson**RE:** 1990-91 Report

Other elected members of the Committee were Richard Hill, Marcia Kassner, Lee Ness, Scot Stradley, and Mary Wilhite. Ex officio members were Myron Bender, UND representative to the system Faculty Salary Committee, Personnel Director Fred MacGregor, and a designee from VPAA Alice Clark's office. The Committee met eight times.

The major emphasis during 1990-91 was in response to a memo from President Clifford and VPAA Clark regarding implementation of STRATEGIES FOR THE 90's, and included the following:

**GOAL:** Health care is a critical factor in the recruitment and retention of faculty and staff. Vigorously and consistently advocate adequate health care benefits for all employees of the University and their dependents.

**OBJECTIVE A:** By 1 January 1991, evaluate the staff benefit program to assure competitive benefits.

**OBJECTIVE B:** Investigate the feasibility of establishing benefit programs independently contracted by the University of North Dakota.

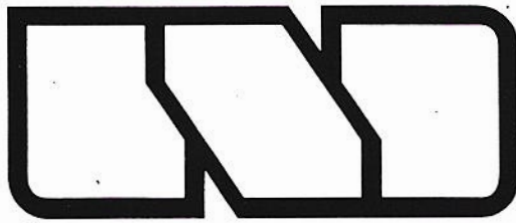
In addition to the charge given to the Compensation Committee, the Graduate Committee was asked to develop a plan to phase in fringe benefits for graduate assistants and post-doctoral fellows. Although the Compensation Committee was not directly involved with negotiations involving the graduate students, the chair attended meetings at which most of the details regarding health care insurance for graduate assistants were worked out. A plan to provide health care insurance for all graduate assistants at no cost to them was put in place to begin coverage as of August 16, 1991. This plan is underwritten by United Insurance Companies, Inc. Post-doctoral fellows are covered as regular faculty.

In order to accomplish its part of the request from President Clifford and VPAA Clark, the Compensation Committee surveyed the doctoral granting institutions in the region regarding their benefits programs. A copy of the summary of the results and recommendations of the Committee to President Clifford and VPAA Clark is included as a part of this report. Briefly, our benefits program differs little from those of other institutions in the region. Our recommendation to President Clifford for additional benefits was in the priority order of (1) Dental insurance for all employees (total cost of \$417,600); (2) Increase paid term life insurance coverage (total cost of \$28,800 for each additional \$5,000 of coverage); (3) Vision care insurance (total cost of \$60,000). Although each would be an important addition in its own right, at that time the cost represented an insurmountable obstacle to adoption at a time when salaries remained the chief priority.

Two additional items remain very important to the Compensation Committee, and hopefully to the Senate as well. They are dependent tuition assistance and health care insurance. The costs of health care and health care insurance continue to be very serious concerns to the entire country. The prospect of paying part or all of the insurance premiums always lurks on the horizon for us, and we should be prepared to lobby heavily for the retention or improvement of our present program. 1991-92 goals, then, are to work toward the attainment of the areas listed and to be prepared to focus attention on future needs as they arise.

TJR:lrs  
Attachment





# memorandum

TO: President Clifford  
VPAA Clark

DATE: 12-20-90

FROM: Senate Compensation Committee

RE: Your Memo of September 10, 1990 "Implementation of STRATEGIES FOR THE 90's"

The following contains data from the Graduate Committee incorporated here to give a more comprehensive picture of a total benefit program including not only staff but also Graduate Assistants.

## A. Introduction

### I. Compensation Committee

The enclosed questionnaire was sent to Academic Affairs offices at the following state institutions:

Colorado: Colorado State University, Colorado School of Mines, University of Northern Colorado, University of Colorado at Boulder, University of Colorado at Denver.

Montana: Montana State University, University of Montana.

South Dakota: South Dakota School of Mines and Technology, South Dakota State University, University of South Dakota.

Utah: University of Utah, Utah State University.

### II. Graduate Committee

In the Fall of 1990, the University of North Dakota conducted a survey of 50 regional and western colleges and universities regarding their health benefits for Graduate Assistants.

## B. Summary

### I. Compensation Committee

Responses were not received from Utah State University and University of Colorado at Boulder, although information received from UC at Denver indicate UC at Boulder is probably similar. Boulder and Denver are the only schools in Colorado that have TIAA-CREF, and the others are not covered by Social Security.

In the area of Supplemental Health Insurance, Items 10-15, there was so little information to be gained that we have included it on the accompanying compilation sheet as one item called "other". Cancer and catastrophic insurance coverages are paid by the employee. For the other areas we will make comparisons by areas, conclusions, and recommendations.

Retirement: Only the University of Utah appears to fare better than UND, with the employer paying 14.2% of gross salary to TIAA-CREF and the employee not required to pay anything.

President Clifford  
VPAA Clark  
12-20-90  
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Health Insurance: There is not a great deal of difference in employee medical coverage, at least from outward appearances. Deductibles and coinsurance amounts are similar. Dependent coverage is employee/employer paid in South Dakota and at Northern Colorado. HMOs are available at Denver, Colorado School of Mines, Colorado State, and at Utah. Perhaps the size of the surrounding metropolitan area is a factor there.

Dental Insurance: All the other institutions responding have some kind of dental coverage that ranges from 100% employee paid to 100% employer paid, although the latter is for employees only.

Vision Insurance: Fewer institutions have vision insurance than dental insurance. Both dental and vision insurance are included as part of the overall health insurance coverage in a couple of instances.

Disability Insurance: Disability insurance is a universal component of our sample group, with Northern Colorado and Utah having premiums shared by employee and employer.

Tuition Waiver: Employee tuition waiver was not uniform, with the South Dakota schools, Utah, and Montana State having tuition reductions. Utah also has a tuition reduction for dependents.

Flex Comp: Only Northern Colorado and Colorado School of Mines do not have Flex Comp programs.

Cafeteria Plan: South Dakota State is to have a cafeteria plan in 1992, although they offered no details, and Colorado State has what they call "Benefits Plus," a cafeteria plan that seems to be on top of other benefits. However, it totals only .7% of salary plus 2.7% of the overall average salary.

Life Insurance: Most of the institutions have term life insurance paid by the employer with employee option to purchase additional amounts. Northern Colorado's basic coverage is employer/employee shared. Basic coverage ranges from \$6,000 at UND to \$25,000 at the South Dakota schools and Utah.

## II. Graduate Committee

Thirty-three responded: thirty have health benefit plans available to graduate students; three do not. Nine of these institutions subsidize the premiums.

## C. Conclusions

### I. Compensation Committee

Dental insurance is the only area in which UND does not have any coverage while the other institutions that responded to the questionnaire do. Health insurance coverage is surprisingly similar. UND also lags slightly in the basic life insurance coverage paid by employer. Although UND retirement appears substantial, the fact that it takes employees 10 years to reach the maximum amount contributed is at least a little troublesome.

For the most part the benefits reviewed are similar throughout the region. Even in the areas mentioned in the previous paragraph there would be a fairly small annual employer expenditure per employee for any additional coverages.

## II. Graduate Committee

A growing number of colleges provide health insurance coverage for graduate students and the University of North Dakota competes for graduate students. The Graduate Committee believes that the University of North Dakota should meet the needs of its graduate students.

### D. Recommendations

#### I. Compensation Committee

1. Dental insurance coverage should be added as an employer paid benefit.
2. Health insurance coverage should be continued at the current level. Further erosion of benefits or premium payment by employees must be avoided.
3. Basic term life insurance paid by employer should be expanded to the statutory maximum.
4. As for employees covered by the NDPERS retirement plan, employees covered by TIAA-CREF should be enrolled at the beginning of employment at the full rate; that is, 2% of gross salary paid by the employee and 10% paid by the employer.
5. In addition to the items mentioned in the conclusion, a tuition waiver of 50% minimum for dependents should be instituted.

#### II. Graduate Committee

The University should fully subsidize the health insurance premium for all Graduate Assistants.

(NOTE: Health insurance is presently available to all UND students, both graduate and undergraduate, at costs based on age and family status.)

Specifically, Objective A of our task is answered above. The answer to Objective B is yes, it is feasible and very expensive. Our Objective D is identical to that of the Graduate Committee, but their recommendation, in which we concur, implies now or at least as soon as possible and not wait until September, 1991, to develop a plan to phase them in.



TO: Members of the University Senate  
DATE: May 13, 1991  
FROM: Kurt Scaletta, Chairperson, Honors Committee *KES CD*  
RE: Honors Committee Annual Report

The Honors Committee met four times during the academic year 1990-91.

The members of the Honors Committee were: CO-COORDINATORS - Pat Sanborn & Jerry Lawrence; FACULTY - Mary Coleman, Jack Miller, Sue Koprince, LaVonne Russell, Scot Stradley, John Duerre, Gerald Potter, Tom O'Neil; STUDENTS - Kurt Scaletta, Abe Penland (replaced by Susan Siegal), Tyson Eakman, Amy Christiansen, Nathan Irwin, Mark Olson (replaced by Terry Aman), Cameron Luitjens; and SECRETARY, Donna Thompson.

Sub-committees: Colloquia - Tyson Eakman, Jack Miller, Nathan Irwin and Amy Christiansen. SHE - Mary Coleman, LaVonne Russell, Amy Christiansen, and Susan Siegal.

Petitions to enter Honors Program - Jody Johnson and Michael Soaringhawk.

SHE's were approved for Deone Haugen, Teri Anderson, Bill Stobb, Lori Lauckner, Eric Umphrey, Chad Claypool, Valerie Walter, Lori Petersen, Dorothy Kvittum, Paul Johnson, and Marci Drees.

Four-Year Honors graduates were Paul Durbin, Wendy Vosen, Sandi Ridl, Jenny West and Jennifer Larson.

Senior Honors graduates were Annette Wilkie, CE; Waleed Saddiq, CE; Alicia Montijo, Psy.; Rhonda Clow, Psy.; Todd Hallin, Psy.; Shane Peterson, Psy.; Mark Johnson, PSci.; Maura Johnson, Psy.


Meritorious Service Award Committee: Pat Sanborn, Nathan Irwin, Richard Hampsten, Kevin Moberg, Jenny West, Tom Rand and Donna Thompson. Winner: Olen Kraus, Physics.

The Starcher Award Committee members were Jerry Lawrence, Pat Sanborn (Co-coordinators), Mary Wilhite (Nursing), Dick Hampsten (English), Donald Cozzetto (PSci), and Don Moen (ME). Winner: Jay Jerde, 4-Year Honors and Journalism.

The Colloquia offered for the year were UFO's, ET's and Close Encounters, AIDS - The Plague of the 90's, The Mind's I, The American Character, Structure of University Disciplines, Thomas Mann's Doctor Faustus: A Study in Early Twentieth Century and Despair.

ATTACHMENT 3

DEPARTMENT OF MILITARY SCIENCE  
BOX 8215, UNIVERSITY STATION  
GRAND FORKS, NORTH DAKOTA 58202  
(701) 777-2259

TO: Chairman, University Senate  
FROM: Lieutenant Colonel Gerald L. Bulisco   
DATE: April 26, 1991  
SUBJECT: Senate ROTC Committee Report

On April 26, 1991, the ROTC Committee met. The following members were present:

- G. Bulisco (Acting Chair)
- M. Bonlie
- E. Norman
- V. Norman
- D. Uhlenberg

The following member was absent: J. Heining.

Bulisco provided an overview of the ROTC program to include these:

- a. There are 189 students in the program to include 75 scholarship cadets.
- b. 18 seniors will be commissioned on May 12, 1991.
- c. The annual spring awards ceremony will be conducted on May 2, 1991.
- d. Six cadets, to include 3 seniors, were called to active duty during Operation Desert Storm.
- e. Proposed building improvements and Cadet Park.

Most members remarked that this was the first meeting of this committee in more than a year.

The next meeting will occur early in the fall semester.

## M E M O R A N D U M

**TO:** University Senate

**FROM:** Faculty Instructional Development Committee  
Deanna Strackbein, Chair, 1990-91 <sup>B</sup>

**RE:** Annual FIDC Report to the Senate

**DATE:** September 11, 1991

**Committee Membership AY 1990-91:**

Deanna Strackbein, (Elementary Education) - Chair  
Richard Beringer (History)  
Alice Clark (Vice President for Academic Affairs) - ex officio  
Myrna Haga (Social Work)  
Carla Hess (Communication Disorders)  
Gerald Lawrence (Integrated Studies)  
John Reid (Geology)  
Dan Rice (Office of Instructional Development)

**Committee Activities AY 1990-91:**

During the academic year 1990-91, the FIDC made grant awards and funded Summer Instructional Development Professorships. Sixty-eight proposals for grants were received, up from fifty-four the previous year, and fifty-four were funded for a total expenditure of \$34,294.32. Of this total, thirty-one grants were in the "Express Option" category and accounted for \$13,257.53. There was a significant increase in this category again this year, which probably reflected the continued shortage of travel funds in departmental budgets.

The Committee received twenty-seven proposals, up from fifteen the previous year, for Summer Professorships and awarded eight professorships for a total expenditure of \$27,000.00.

The Committee reviewed six requests for Developmental Leave Supplements and made recommendations to the Director who actually grants the awards. Five, of these were funded for the 1991-92 academic year.

The response for the second year of the "Scholarly Book Project", a project undertaken "in an effort to assist a significant number of University faculty with the acquisition of the basic tools of the trade, scholarly books", was once again very positive. A total of 98 faculty (58 first time requesters and 40 repeat requesters) from 38 academic departments made requests for \$4,758.70. Due to budget constraints the total amount allocated for the project was \$3,600.00.