

## **Faculty Advisory Council**

### **Minutes**

**Date: October 10, 2001**

**Time: 8:30 AM - 9:45 AM**

**Place: Horvitz Building, Labonte Board Room**

Present: Morton Diamond (Allied Health); George Fornshell (GSCIS); Jim Thomas (OC); Barry Duncan (GSHSS); Stan Hannah (Fischler); Wendy Hupp (Dental Medicine); Rosalie Miller (Allied Health); Fran Tetunic (Law); Leanne Lai (Pharmacy); Robert Casady (Medical Sciences); Jan Faust (CPS)

Absent: Verna Beck (Fischler); Jim Dean and Joshua Feingold (Farquhar); Lenore Walker (CPS); Jose Rey (Pharmacy); Mike Masinter (Law); Michael Patterson\* (Osteopathic Medicine); Pan Yatrakis\* and Bob Preziosi\* (Huizenga); Jonathan Coffman (Medical Science); Veljko Dragojlovic\* (OC); Timothy Hottel\* (Dental Medicine); Julie A. Tyler\* (Optometry)

\* Emailed to report scheduling conflict

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#### **1. Introductions of New Members**

Dr. Chenail introduced Dr. Jan Faust, one of the new representatives from the Center for Psychological Studies (CPS). Dr. Lenore Walker is the other recently appointed CPS Faculty representative.

#### **2. Approval of September 11, 2001 minutes**

The minutes were approved unanimously.

#### **3. Health Insurance Update - Doug Buck**

Dr. Doug Buck, Associate Vice President for Human Resources, reviewed the current status on NSU health benefits. Dr. Buck stated the NSU plan is currently out for bid and the committee that reviews the bids will be meeting next week. The membership of the committee is Dr. George Hanbury, Mr. Fred Lippman, Mr. David Heron, Dr. Robert Oller, Ms. Sharon Fredda, and Ms. Kellie Tolo-Murphy. NSU has also hired a consultant to help with the process.

Blue Cross-Blue Shield (BCBS) is the current contract holder and they along with Signa, Aetna, and Humana are the finalists for the new contract with NSU. Dr. Buck said we expect to see a considerable rise in costs for benefits (possibly 30%) due to an increase for the costs of prescription drugs, as well as a reaction to the significant amount of claims made last year at NSU. The potential 30% increase would not mean that an individual's premium would rise the full 30%

since some of the increase could be covered by the institution.

For next year, one possible new feature could be the introduction of a three-tier prescription plan for generic, formulary, and brand named prescription drugs. Other factors to be considered besides costs would be the network of providers offered through the various plans, the degree of disruption caused by a switch in companies, and the inclusion of NSU health and mental health care providers in the plans.

A couple of other options are being considered. One, we are looking into the possibility of the NSU Pharmacy handle all prescriptions for NSU. Two, we are exploring the benefits of a consortium agreement between the members of the Independent Colleges and Universities of Florida (ICUF) and BCBS.

#### **4. Faculty Salary Reports - Doug Buck**

Dr. Buck reported that NSU submits salary data to two outside organizations: the American Association of University Professors (AAUP) and the College and University Professional Association for Human Resources (CUPA-HR). Salary figures reported for faculty to CUPA-HR and AAUP are done by rank and discipline and are converted to nine-month totals.

A council member pointed out according to the AAUP results; NSU faculty salaries do not rank well with other doctoral degree granting institutions. Also, many universities have gone to nine-month contracts. The thinking behind such a move means that faculty members would have more time during the other three months to generate grant proposals that could lead to additional funding to their universities. The council member pointed out that there were many ways NSU could increase productivity by the faculty and that the institution should explore these avenues if we wanted to be successful in increasing the amount of extramural funding and the quantity and quality of scholarship being produced. Both improvements would help to raise the prestige of the university.

Another council member reported faculty members are very productive at the university, but many of the faculty members' efforts in these areas happen on the faculty members' own time. This council member added that when the university administration assesses faculty productivity, should also ask faculty members what they need in order to be even more productive.

#### **5. Policies and Procedures for FAC Update**

Dr. Chenail supplied the council with a brief report on the history of the council and its policies and procedures. He will format this information into a handbook for council members and deans. A draft of this material will be distributed at the next council meeting.

A council member suggested council members review the changes in the council's purpose. The council member noted how the new purpose gives the council greater focus. Dr. Chenail also suggested the council consider generating an annual report in part to assess the progress the group makes in meeting its

purpose.

#### **6. Faculty Load Update**

Dr. George Hanbury was unable to make the meeting this morning. He is now scheduled to attend the next meeting of the council and we will discuss this matter at that time.

#### **7. Grant Post-Award Update**

Dr. Chenail met with Ms. Barbara Sterry, Director, and Ms. Catherine Craddock, Associate Director, of the Office of Grants and Contracts (OGC) and Mr. Roger Lacasse, University Controller, on Wednesday, October 3, 2001 to discuss the issues discussed during the last meeting of the FAC. The group recognized the importance of the issues raised by the FAC and shared that they have worked with other principle investigators and project directors on these concerns. Ms. Sterry stated her office is ready to meet with faculty members who have any problems with their awards. She and her staff will facilitate communication and arrange meetings between the faculty members, staff members of OGC and the Contract and Grant Accounting in NSU's Financial Operations in order to work through any issues.

Ms. Sterry also reported OGC was proposing to launch a series of workshops on post-awards policies and procedures as part of her Quality Improvement Plan for OGC. OGC will work with NSU Financial Operations to develop the workshops. Ms. Sterry also asked for volunteers from the FAC, as well as from other faculty who have served as principle investigators and project directors, to help in the development of these workshops. Those interested parties can contact Ms. Sterry at [sterry@nova.edu](mailto:sterry@nova.edu) or 954.262.5365.

One council member suggested that NSU take a step back and review the context of our policies to see if we can work to streamline some of our procedures. Dr. Chenail suggested a meeting be called so that representatives from OGC, Grant Finances, and Principle Investigators can discuss these larger issues. He will contact Ms. Sterry and Mr. Lacasse to discuss for scheduling of such a meeting.

Another council member said that she met with representatives from OGC and Grant Finances to discuss her awards. She reported the meeting was very good and personnel from those two offices were conducting follow-up research and would be reporting back to her.

#### **8. New Items: Evaluation of Administrators**

A council member raised the issue of faculty input into the evaluation of NSU administrators (i.e., deans, associate deans, and assistant deans). The practice had been introduced during the last SACS reaccreditation process, but had seemed to disappear in the ensuing years. One council member reported the process was being reintroduced in her academic unit. No other members reported the practice being carried out in their units. Council members expressed concerns that the lack of such assessment would place the institution into jeopardy with

SACS.

Dr. Chenail said he would contact Dr. John Losak and Ms. Dian Moorhouse in the Office of Research, Planning, and Governmental Affairs to inquiry about the history of faculty assessment of center administration and the practice's relationship with SACS guidelines. He would also discuss the place of such review in light of the new SACS guidelines, which are scheduled for ratification at the next SACS meeting to be held December 9-12, 2001.

**9. Other Issues:**

**Bookstore RFP**

Dr. Chenail announced the request for proposal (RFP) for the NSU bookstore contract was underway. He had spoken with Dr. Hanbury about FAC involvement in the process. Dr. Hanbury enthusiastically welcomed faculty participation in the RFP process. Dr. Chenail asked for volunteers and Ms. Fran Tetunic volunteered for the duty. Dr. Chenail gave Ms. Tetunic a report on the issues the FAC had raised in the past regarding the bookstore. Ms. Tetunic also asked for FAC members to e-mail her ([tetunicf@nsu.law.nova.edu](mailto:tetunicf@nsu.law.nova.edu)) with any other issues and ideas that should be considered in this RFP process.

**10. Adjournment**

**11. Next Meeting: Tuesday, November 13, 2001, 8:30 A.M. in the Horvitz Administration Building's LaBonte Boardroom**