FACULTY SENATE MEETING

Tuesday, February 17, 1987
3:00 p.m.
Vieux Carre Room, LSU Union

1. Approval of the Minutes of the meeting of January 21, 1987

2. President's Report

3. Address by Dr. James McElveen, Executive Director, State Group Insurance; "An Update on the State Insurance Program"

4. Final action on Faculty Senate Resolution 86-3 (amended), which proposes a change in the grading system at LSU (see over)

5. Faculty Senate ad-hoc committee to study and investigate the status of women in the University: Dan Fogel (English), Chairman; Jill Brody (Geography and Anthropology); Martha Collins (Curriculum and Instruction); Robert Newman (Economics); Vernon Wright (Experimental Statistics); Peggy Chalaron (Middleton Library); Jill McClure (Vet. Clin. Science)

6. Old Business

7. New Business

If you are unable to attend this meeting of the Faculty Senate, please refer to Article VI, Appendix b, page 36, of the Faculty Handbook (1986 edition) for alternate representation.
MINUTES OF THE FACULTY SENATE MEETING FEBRUARY 17, 1987

ATTENDANCE: (present) (proxy)  
- Charlayne Allan  
- Harley Anton  
- Sue Bartlett  
- Robert Becker  
- M. S. Bolner  
- Jill Brody  
- Michael Burnett  
- John Caprio  
- Frank Cartledge  
- Frank Chaffin  
- Robert Courtier  
- Hollis Cox  
- Adrian DelCaro  
- Carmen DelRío  
- Thomas Dinapoli  
- James Farr  
- Daniel Fogel

PROXY:
- Senator Maier for Senator Roseman
- Senator Grodner for Senator Farr
- Senator Grodner for Senator Gough
- Senator Lonex for Senator Shapiro

President O'Connell called the meeting to order at 3:03 p.m. and introduced a new Senator (Herndon Spillman [School of Music]) to replace Senator Hallman for the remainder of the semester. Guests included press representative Rachel Emmanuel-Wallace, James D. McElveen, Executive Director of the State of Louisiana Board of Trustees of the State Employees' Group Benefits Program, and Admissions, Standards and Honors Committee members Ken McMillin and Charles Ferris.

Parliamentarian for the meeting was Robert Edgeworth.

1. Approval of the Minutes of the meeting of January 21, 1987  
With the correction that Senator Teresa Summers was present at this meeting, the minutes were approved as distributed.

2. President's Report

Constitution and Bylaws Ad Hoc Committee  
This ad hoc committee wishes input from senators on the following subjects:

a. Representation from Smaller Units on Campus  
There are several smaller units on campus with four or fewer faculty, most of whom report to Vice-Chancellor for Research Sean McGlenny. There is a proposal to amalgamate these smaller units and treat them as one unit for representation.

b. Reduce Total Number of Senators  
It has been suggested the Faculty Senate might function more effectively if the total number of senators was smaller.

c. Designation of Major and Minor Items on Agenda  
A major item on the agenda cannot be voted on at the meeting first presented. There are times when even major items need to be acted upon quickly. There is a proposal to allow such quick action on major items.

Study of State's Fiscal Crisis  
Senator Mike Grimes approached the Executive Committee with a proposed resolution for the Faculty Senate to set up an ad hoc committee to study the state's fiscal crisis. The Executive Committee felt that a lot of work had already been done on the subject and invited Loren Scott (Economics) and Jim Richardson (Public Administration Institute) to meet with the committee. As a result of their information on what had already been done in this regard, the committee, with Senator Grimes agreeing, decided that such a study should not be done by the Faculty Senate.

Election Committee  
The following people have agreed to serve on the nominating committee for election of officers for next year: Geoffrey Price (Chemical Engineering), Chairman, Mary Sirridge (Philosophy), Ronald Gough (Dairy Science), M. S. Bolner (Library) and Robert O'Connell as an advisor.

3. Update on State Insurance Program by James McElveen

Act 743 of the 1979 legislative session, Regular Statute 4281, created the Board of Trustees with seven members, one ex-officio, one appointed by the Speaker of the House of Representatives, one appointed by the Senate, a retired senator, and two minority appointments by the Board. The Board has the legal charge to provide group health insurance and group life insurance to state employees. Forty school boards are also insured. The Board has approved 11 HMOs throughout the state.
In the month of December 1986 the Program lost 2.45 million dollars. In January 1987 the loss will probably approach 4.5 million dollars. Martin E. Segal Company, actuaries for the Board, told the Board at their December 18, 1986 meeting that rates would need to be raised soon or the reserves would have to be spent. The Board tried to mitigate the recommended 5% rate increase by reducing benefits effective January 1, 1987 (deductions were increased to $300 per person and $900 maximum for family; instead of paying 80% of the first $5,000 of eligible medical expenses, the Program will pay 80% of the first $10,000; in-patient confinement for alcoholism or drug abuse treatment is limited to once in a lifetime). After the public hearing on February 19, 1987, about the rate increase and the reduction in benefits, the Board will take final action. This action will be reviewed by the House Oversight Committee on Appropriations.

Dr. McElveen said in his many years in state government he has never seen a worse economic situation. There is also 12-15% medical inflation and he sees no reduction in the next two years. Because of the economic crunch, more claims are being filed promptly. It 1979 there were three claims per contract, and in 1986 there were 11.96 claims per contract.

Dr. McElveen passed out copies of his January 16, 1987 memo concerning federal legislation and Board actions that have increased costs and copies of the public hearing notice. Dr. McElveen predicted that this will not be the last rate increase as long as more and more medical services are being acquired. Dr. McElveen said that federal mandates are being prepared relative to catastrophic coverage.

In answer to questions from the senators, Dr. McElveen said:

1) The state is in the insurance business to save money. The state saves up to 12.3% of the premium alone as the state does not have to pay the 2.5% premium tax nor the 5% expected profit to stockholders, and saves over 4% on administrative costs.

2) Because the whole concept of group insurance is that all share the burden, there cannot be different treatment for different employees. Dr. McElveen said the state health insurance program provides good coverage for major illnesses.

3) The eleven HMOs approved by the Board of Trustees insure over 18,000 employees in the state, 10,000 of whom were previously insured by the state health insurance program, and 8,500 who joined an HMO for the first time. In another six months, said Dr. McElveen, he can tell if state employees shifting to HMOs will have an impact on the state insurance. In 30 days he will have a study in hand done by internal auditing staff of benefits incurred by age groups so a comparison can be made between populations of employees who leave the state plan for HMOs and those who stay. This study will be published in the quarterly newsletter. If the study shows that the state program in losing a lower aged population and retaining an elevated age population, it would appear that the curve will be skewed against the program. Because the state health insurance program's proposed rate increases were not known to employees during the November open enrollment for HMOs, the Board of Trustees recommended another open enrollment in March 1987. Dr. McElveen will recommend to the Board at their meeting February 19 that they cancel this March open enrollment. Act 11 of the Special Session of the Legislature states that no rule could be passed that would impact on the state's budget. Dr. McElveen will recommend another open enrollment at a later date after the Board of Trustees knows if the Legislature will fund their part of the rate increase.

4) In response to a comment about how inadequate the state insurance coverage was compared to coverage by other universities, Dr. McElveen said that a year ago the Office of Institutional Research at LSU provided him with a study done among 11 southern states concerning benefits provided by educational institutions. At that time Louisiana's benefits were comparable to those of the other institutions. Dr. McElveen would be willing to look at another more recent study.

5) In summary, Dr. McElveen said his two biggest concerns are: transfer of liability of economic insurance from federal to state, and inflation in cost of medical procedures.

4. Action on Faculty Senate Resolution 86-3 (amended) (proposes the grading system of the University be amended to establish the assignment of pluses and minuses)

FACULTY SENATE RESOLUTION 86-3 (amended)

WHEREAS a grading system should be discriminating enough to distinguish among significantly different levels of performance,

AND WHEREAS the range of performance represented by a single letter grade may be very wide (e.g., from a high B that is nearly an A to a low B that is nearly a C),

THEREFORE BE IT RESOLVED that the grading system of the University be amended to establish the assignment of the following grades, with their numerical equivalents in parenthesis: A+ (4.0), A (4.0), A− (3.7), B+ (3.3), B (3.0), B− (2.7), C+ (2.3), C (2.0), C− (1.7), D+ (1.3), D (1.0), D− (0.7), F (0.0),

AND BE IT FURTHER RESOLVED that this change be reflected on instructors' forms for reporting mid-term and final grades, on grade reports to students, on all official University transcripts, and in the computation of grade-point averages,

AND BE IT FURTHER RESOLVED that this change be implemented with all deliberate speed.
President O'Connell said he brought this resolution to the attention of the University Executive Council. If, as it stands, the resolution passes the Faculty Senate, it will be sent by the administration to the Faculty Senate Admissions, Standards and Honors Committee for their study of the ramifications. President O'Connell informally brought this resolution to the attention of this committee's chairman, Ken McMillin. In its February 5 meeting the Graduate Council voted unanimously to state that Faculty Senate resolution 86.3 (amended) is in the best interest of graduate education at LSU.

A motion to table Faculty Senate Resolution 86-3 (amended) pending the receipt of a report from the Admissions, Standards and Honors Committee was made by Senator Strain, seconded by Senator Cox, and passed with 25 yeas and 20 nays.

5. Members on ad-hoc committee to study the question of the number of women vis-a-vis the number of men in professional rank at LSU constituted by Faculty Senate Resolution 86-1 (amended).

President O'Connell said that the Executive Committee spent a lot of time forming this ad-hoc committee. It was felt desirable to have a balance between men and women, and representation from several colleges. The composition of the ad-hoc committee is as follows:

- Dan Fogel (English), Co-Chairman; Martha Collins (Curriculum and Instruction), Co-Chairman; Jill Brody (Geography and Anthropology); Robert Newman (Economics); Vernon Wright (Experimental Statistics); Peggy Chalaron (Middleton Library); and Jill McClure (Veterinary Clinical Science).

6. Old Business There was no old business.

7. New Business

Senator Wallace introduced the following resolution:

FACULTY SENATE RESOLUTION 86-4

WHEREAS Norma Koenig has served the Faculty Senate untiringly as secretary,

AND WHEREAS she has been ill recently,

BE IT RESOLVED that the Faculty Senate thank her for her loyal service and wish her a speedy recovery.

A motion to adopt Faculty Senate Resolution 86-4 was made by Senator Wallace, seconded by Senator Perrault, and passed unanimously.

There being no further business, President O'Connell adjourned the meeting at 4:30 p.m. The next Faculty Senate meeting will be held on March 18, 1987.