

## **UNIVERSITY SENATE**

### **Meeting Minutes**

February 7, 2022

The University Senate was called to order at 3:30 p.m., Remote Access, on Monday February 7, 2022. Members absent: Eli Davies, Logan Harvey, Vada Stephens, Adam Strantz, Troy Travis, Victoria Villanueva

### **Call to Order**

1. The meeting was called to order at 3:30 with announcements and remarks by the Chair, Senate Executive Committee, Jennifer Green:
  - a. The Office of Institutional Diversity and Inclusion is offering many opportunities to celebrate Black History Month. A [link](#) was provided that lists many many events and opportunities available.
  - b. The Center for Student Diversity and Inclusion is hosting a banquet and dinner on February 24<sup>th</sup> in Armstrong in honor of Black History Month. Provost Osborne has sponsored a table at this event on behalf of University Senate, and there are three additional seats available. If interested, email Jennifer Green. They will be given to the first three to respond.
  - c. The Executive Committee will begin looking filling vacant seats on Senate Committees for 2022-2023. An interest survey will be sent out in the next day or two to all faculty assembly members.
  - d. Revisions to the Attendance Policy, discussed and tabled during the fall, will be brought back to the Senate this spring. As of this meeting, no feedback has been received . Suggestions for additional revisions can be submitted if there is Senate interest. The draft policy can be found on the University Senate Canvas website for 2.7.2022 under presentations.
  - e. Congratulations to Senator Rodney Coates on his selection as the 2021-2022 MAC Outstanding Faculty Award for Student Success. This honor is well deserved and Senate congratulates him on this honor.

### **Approval of University Senate Minutes**

2. Approval of Senate Minutes:
  - a. A motion was requested to approve the January 24, 2022 University Senate Minutes; motion received and seconded. Minutes were approved with corrections. (Yes 42; No 4; Abstain 0)

### **Consent Calendar**

3. The following items were received and accepted on the Consent Calendar:
  - a. 02.07.2022 Curricular Items
  - b. Graduate Council Meeting Minutes
  - c. 2021 Fiscal Priorities Fall Report
  - d. Departmental Name Change Memo – Teacher Education

### **New Business**

4. New Business Topics:
  - a. Clinical Engineering, Master of Science in Clinical Engineering – Shashi Lalvani, Professor, Chemical, Paper and Biomedical Engineering and Lei Kerr, Professor, Chemical, Paper and Biomedical Engineering
    - i. Proposed Master of Science in Clinical Engineering will be based on a program offering students a course of study through classwork, internships and co-ops, and clinical rotations. This program will turn out professionals who perform several functions within hospitals, regulatory auspices, or medical device manufacturing.
    - ii. The program is in alignment with Miami's Strategic Plan and Boldly Creative Initiatives and will lead to enhanced recognition of Miami as a lead institute offering a unique program in

- Ohio for the field. Additionally, the program is expected to attract female and minority students to serve diversity inclusion efforts.
- iii. Significant support has been secured through several area hospitals and the healthcare related industry; clinical engineers should encounter promising employment outcomes in hospitals, industry, and private practice.
  - iv. Miami programs impacted will be all engineering disciplines, Pre-Med, PA Program, and College of Arts & Science.

Q: Questions about student eligibility:

A: This program is for STEM majors, so it is and not just for engineering students. These could include chemistry, biology, and other students who have completed the pre-requisites courses.

Q: Will this require new faculty hires?

A: There was a new faculty member who was hired last year, and an adjunct faculty who has offered support for the courses. Additional needs are not currently known.

Q: What modalities are expected to be used for instruction?

A: Both online and face-to-face are expected as they are most convenient for the kinds of students who would benefit most by this program, i.e., professionals, hospital professionals, etc.

### **Special Reports**

#### 5. Special Report Presentation:

- a. Benefits Committee Update – John Bowlblis, Chair, Benefits Committee, Dawn Fahner, Associate VP for Human Resources, and Karen Wilson, Director of Benefits
  - i. Anticipated changes to the Healthy Miami Premium Discount Program were outlined:
    - a. The online personal assessment will become optional and will no longer be required.
    - b. Benefits is exploring the option to eliminate the need for submission of Biometric Screening results to the University.
  - ii. Health Plan Performance indicate that costs are expected to increase. These costs are difficult to predict post-pandemic. Miami employee contribution target is 15% of total plan cost.
    - a. Majority of Miami employees are enrolled in a PPO, with the majority enrolled in single coverage.
    - b. Salary is not a determining factor in whether employees choose a PPO or HDHP.
  - iii. 2023 Health Plan Premium Goals consist of the following:
    - a. Address equity issues – the current premium structure causes higher salaried employees to not pay or even pay a smaller base PPO than the majority of other employees.
    - b. Find ways to contain health plan costs and mitigate increases in employee overall contributions
    - c. Decouple HDHP and PPO premium equivalents to account for equity.
    - d. Reassess base PPO premium
  - iv. Initial projections show that premium equivalents will increase to reflect health plan cost projections
  - v. The strategic plan involves refining projections and finalize premiums by the end of the summer and communicate these changes as part of the Open Enrollment process. Part of this process will be exploring options to offset these costs, such as:
    - a. Researching new vendors that can reduce the cost of specialty drugs that are currently not covered.

- b. Exploring preferred pharmacy options.
- c. Reviewing relationships with preferred providers.
- d. Discussing contract terms with Anthem; the renewal decision is due at the end of 2022.

Q: What percentage of employees opt out of the coverage?

A: Specific percentages are not known, but the number are small, and typically because they have access to other coverage.

Q: What if two family members both work at Miami; how are they grouped?

A: This designation is determined on a case-by-case basis, i.e., if a married couple has one person on a PPO and the other prefers to have a HDHP, if there are children, etc. Benefit Services can assist in providing different options.

Q: Are there attempts to respond to overall increases by trying to find more equitable distribution of costs across salary ranges?

A: The PPO Plan is more costly than the HDHP. Everyone pays the same percentage of their salary meaning that higher income employees are subsidizing lower salary employees to get to that same rate.

### **New Business (Continued)**

6. New business discussions were continued:

- a. Computer Science, Bachelor of Arts in Computer Science – Eric Bachmann, Chair and Professor, Computer Science and Software Engineering
  - i. Goal of the new BA in computer science is to broaden opportunities and diversify computing majors that are offered at Miami.
    - a. Increase diversity among CSE majors, and attract students with broader interests and those who have no previous experience in CS.
    - b. BA degree would enable students to change majors with less of a delay in graduation.
  - ii. The proposed BA degree requires the completion of a minor, which allows for strong degree combinations that can
    - a. Attract students who are not currently enrolled at Miami.
    - b. Increase enrollment in other majors across the campus.
  - iii. Impacts on CSE:
    - a. Current students could switch to the BA program, as the number of upper level electives could be reduced, with those in the upper level electives focusing on the BS degree.
    - b. Enrollment would grow at a faster rate.
    - c. 25% of CSE majors predicted to be in the BA program.
    - d. End result is a more diverse array of students with a broader set of interests.
  - iv. The proposed degree program does not require any new courses.

Q: Is there a status differential BA/S?

A: Consultation was done with Wright State about their program and both degrees attract offers by the same employers. There do not appear to be impact on employment opportunities.

Q: What are accreditation requirements for this degree?

A: We would like to get it started first and then we can look into it going forward.

Q: Is there potential that this could be perceived as a “lower status” degree? If so, are their concerns that it will create differences in how the University recruits a diverse population of students?

A: There is no evidence that the BA degree is “easier” than the BS. Both are rigorous mathematically. It is however geared to be a more professional degree than a science degree, depending on where a student wishes to work and what their career goals may be.

### **Old Business**

7. No items of old business.

### **Provost Update**

8. Updates and Announcements from Jason Osborne, Provost and Chair of University Senate
  - a. The recent visit to Luxembourg was very successful with many positive things to report for MUDEC and the University Global Initiatives:
    - i. There are increased numbers in applications for summer programs.
    - ii. The focus continues to be providing high quality programs while looking at budget sustainability. Ideally, the University would like to not only cover costs, but return revenue and support those students who might not be able to participate due to financial constraints.
    - iii. The University has signed leases that will offer additional housing options for students.
    - iv. We are getting national recognition in regards to excellence in diversity and inclusion, as well as international education.
  - b. Recent Admissions updates look strong with current 2022 applications. In-state applications are up 5% and international applications are rebounding 17% compared with the pool at this time last year.
  - c. Improving faculty research and scholarship efforts continue.
    - i. Miami has invested more than a million dollars in supporting sponsor program efforts, and another million dollars in faculty to assist in recovery from impacts of COVID-19.
  - d. Even with COVID-19 decreasing nationwide, The University efforts will focus on maintaining minimal spread of infection. Miami does not anticipate relaxing the mask mandate for indoor areas at this time. Suggestions or thoughts regarding COVID-19 policies/mandates are welcome and can be sent to the Provost Office.
  - e. There will be three (3) Vice President for Research and Innovation finalist candidates coming to campus the week of February 14<sup>th</sup>. Open forums have been scheduled to allow faculty, staff and students the opportunity to ask questions and engage. Confidential feedback surveys are available for you to share your input on each candidate.
  - f. Senators are encouraged to attend open sessions for the upcoming Board of Trustees meeting (February 24-25) Budget and Finance and Academic and Student Life.

### **Adjournment**

9. Meeting was adjourned.