

**The University Senate  
of Michigan Technological University**

Minutes of Meeting 492  
14 April 2010

**Synopsis:**

The Senate

- Proposal 18-10, Amendment to Proposal 02-07: Search Procedure for University Administrators passed.
- Proposal 19-10, Increase Membership of Academic Integrity Committee by Amendment of Proposal 27-95 passed.
- Proposal 20-10, Change of Name of an Academic Program from Bachelor of Arts in Liberal Arts with a Concentration in English to Bachelor of Arts in English passed.
- Proposal 21-10, Change of Name of an Academic Program from Bachelor of Arts in Liberal Arts with a Concentration in Interdisciplinary Studies to Bachelor of Arts in Liberal Arts passed.
- Proposal 22-10, Amendment of Proposals on Minors in Degree Programs passed.
- Proposal 23-10, Amendment to Proposal 11-01: Requirements for Graduation (Board of Control Policy 85) passed.
- Proposal 24-10, International Dual Graduate Degrees passed.
- Proposal 25-10, Procedures to Prepare and Submit a Thesis or Dissertation to Michigan Technological University's Graduate School passed.
- Proposal 26-10, Certificate in Hybrid Electric Drive Vehicle Engineering passed.
- Proposal 27-10, Graduate Certificate in Hybrid Electric Vehicle Engineering passed.
- Proposal 28-10, Departmental Governance: Combining, Amending, and Revising Senate Proposals 22-08, 11-06, 9-05, 20-02, 23-00, 10-98, 13-95, and 16-92

**1. Call to order and roll call.** President Rudy Luck called the University Senate Meeting 492 to order at 5:47 pm on Wednesday, April 14, 2010. The Senate Secretary Marty Thompson called roll. Absent were Senators Barry Solomon, Marilyn Vogler, and representatives of Army/Air Force ROTC, Mechanical Engineering and Engineering Mechanics, School of Business, Auxiliaries and Cultural Enrichment, Advancement, USG and the Graduate Student Council.

**2. Recognition of visitors.** Guests included Max Seel (Provost Office), Carl Anderson (Dean of Engineering), Jackie Huntoon (Graduate School), Ellen Horsch (Administration), Debra Charlesworth (Graduate School) and Benjamin Depew (Graduate Student Government).

**3. Approval of agenda.** Hamlin **moved** to change the title of his presentation to the BLG Annual Report to the Senate. Provost Seel yielded his time to the Senate standing committee presentations. Luck asked if there were any additional changes. There being none he asked for approval of the agenda; it **passed** unanimously on a voice vote.

**4. Approval of minutes from Meeting 490.** Luck asked if there was approval of the minutes. No changes were requested. President Luck declared that the minutes stood approved.

**5. Presentation: "Annual Report of CATPR Committee" presented by Bob Keen**

Keen noted that the Committee for Academic Tenure, Promotion and Reappointment (CATPR) is required by Sections 8.2 and 8.3 of the Faculty Handbook, Appendix I to provide a report to the faculty each year. He noted that as representatives of the faculty, it was decided to make this report to the University Senate. Keen asked that his [report](#) be put into the minutes and be available online. He then ended his report and did not entertain questions. Seel expressed his gratitude on behalf of Michigan Tech to the work of Keen and the CATPR Committee. Keen then noted that the Provost is similarly required to report to the faculty the activities of the administration in regards to promotion, tenure and reappointment.

**6. Presentation: "[Annual Report of BLG Committee: Health and Wellness](#)" presented by Brett Hamlin**

Hamlin first listed the members of the Benefits Liaison Group (BLG). He expressed a great interest in developing a wellness program at Tech. Hamlin focused on enrollment numbers, costs comparison between health care plans, retirement plans and what the next steps in developing a wellness program might be. He pointed out a trend from 2009 to 2010 of a shift from PPO to HSA. Total medical costs for CY2009 were \$13.79 million and \$14 million is estimated for similar costs in CY2010. Cost per employee has gone down slightly. Retirement plan contributions were briefly discussed. Hamlin also discussed the future directions of the BLG, which included reviewing healthcare plans, implementing a wellness plan and changing/increasing retirement vendors. Snyder inquired about prior attempts to implement wellness programs. Hamlin cited the direction towards wellness by other institutions and the long-term cost savings. Snyder noted the cost in time and money of implementing these plans and expressed concern over unsuccessful attempts in the past. Moran asked in our current program has been examined to see if it is effective. Horsch said small steps should be taken to implement a new program and sought to mimic other higher education institutions. Hamlin noted the importance of incentivizing it. Dewey asked if removing the barriers to SDC membership would be discussed. Hamlin agreed that the SDC should be made more available to employees. Luck wondered why it would take years to implement wellness programs. Hamlin noted the need to implement key steps to ensure success of the program. He added that the four year timeline is to reflect commitment to wellness programs. Dewey cited the shift from benefits to salary

was not cost neutral to employees as evidenced by the decrease in those taking advantage of the retirement changes. Horsh stated the BLG did not have numbers compiled yet. Dewey noted a similar salary shift for healthcare a few years back and wondered if data was available to assess the impact. Horsch said there was one full year of data available on the healthcare changes. Dewey noted difficulty in projecting numbers from a single year. Hamlin discussed the per contract cost for the PPO and HAS from the presentation noting the number presented does not include university deposits. He proceeded to define the demographic breakdown and how Tech compares to comparable institutions. Moran asked if the BLG could determine healthcare costs to provide graduate students with the same plan as faculty and staff. Hamlin noted the cost will go up as participants go up. Huntoon noted that graduate student healthcare is an issue being discussed. Moran asked if graduate students would be brought into our plan or a separate plan. Huntoon said bids are coming in from various healthcare providers. Onder stated that national healthcare costs increased by 10% whereas Tech stayed the same and asked for an explanation. Hamlin said we were lucky and cited several possible examples as to what kept costs down. Luck thanked Hamlin and sought input by the Senate at the next BLG meeting.

## **7. Report from the President**

Luck thanked the Senate Assistant Judi Smigowski for her diligent efforts over the last year, the Senate Vice President and Secretary for their assistance, in particular Marty Thompson for taking over in such a short time to keep the minutes, which is a very important function for the memory of the Senate, and all the committees and senators for their work during the year. Members of the Senate Executive Committee also proved very useful and constructive in "steering the Senate". The new Provost also deserves some accolades but since he mentioned during the last Senate meeting that he received both retention and signing bonuses, those alone should suffice to comfort him. Luck added that there is always something distasteful about competing for an elected position. This is because you have to assume that you would be able to offer something that no one else available could. Within the confines of a democratic organization, such a justification is always difficult to make and, further, it would probably not be true. In some cases, to run or not to run is itself the issue. Being the argumentative type, Luck noted that last year he ran on a whim to engage in a debate. At that time he did not have any idea as to how much work this position entailed. One certainly appreciates how difficult it is to run an institution and keep all the various factions united and heading in the same direction towards ultimately realizing some of the goals of the Strategic Plan. Luck unambiguously stated that it was a privilege serving in this capacity, noting he did not think he abused it much. He noted the Board of Control (BOC) report is due today and will be making his report at the BOC meeting. Questions for next week's meeting with President Mroz should be directed to Judi. He ended by thanking LDavis and all departing Senators for their service to the University.

## **8. Report of Senate Committees**

Caneba, Administrative Policy Committee discussed the [presidential survey results](#). Hamlin made a motion to defer presenting the online results until the paper responses have been completed. Storer seconded. Luck felt this would not impact the survey results. Caneba recalled only five additional survey forms online but did not know how many submitted the paper survey. Luck noted the response rate was not high and ways should be developed to increase the response rate. Kozowski added that the number of surveys released at one time confused people and people ignored them. Also, there was an auto-reply upon completion of the survey raising concern about anonymity. Luck cited the committee who worked diligently on this online survey but agreed the auto-reply had people concerned. Kozowski noted the irony of Michigan Tech using paper rather than technology. Fernandez has been doing surveys on paper to get responses as opposed to via email where people readily delete it. He reminded everyone that the response rate is the important factor and not necessarily the use of technology. Luck acknowledged Hamlin's motion and sought to proceed with it. Williams asked how the results will be disclosed if it is not done now. Luck replied that it would be done at the first meeting in September. Luck restated the question to be voted upon - the presidential survey results not be disclosed tonight. The result of the voice vote was not discernible so a clicker vote was taken. The result of the clicker vote was to hear the presidential survey results tonight by simple majority. Caneba defined the terms of the survey and noted the increase in the response rate from last year. He then presented the results of each question. Luck inquired as to the meaning of 'non-exempt'. Christianson said it refers to hourly staff. Storer felt the wording on Q16 was inverted from the others in the way it was asked, so a negative result is in fact favorable. Williams noted the wording was flipped between the online and the paper surveys. Luck acknowledged this variation in one the versions. Storer requested 0-1 be removed in the plotted data prior to publication because the lowest response is a 1. Williams noted the last three questions were submitted by Mroz and are of the Yes/No type and separate from the graphed responses. Hamlin asked what the percentage response for Q22 represented considering what is being asked for is in regard to respondents' vision for Tech. Caneba stated the responses were grouped into a few common themes. Williams added this was a comment response. Scarlett asked if a final version would be made available for constituents. Luck added that Senators should encourage constituents who have not completed the survey to do so online. Snyder declared these results were public knowledge. Luck stated the results of the presidential survey results will be available in the minutes. Scarlett added that some statistical breakdown in the final report would be useful. Luck referred comments on publication of these results be sent to the APC. Friedrich requested the presentation be made clearer and have a list of questions in the presentation for inclusion in the minutes. Luck cited the APC as where comments should be directed. Friedrich noted the difficulty in viewing the presentation and asked it be made more visible. Williams said it will be edited for clarity and put as such into the minutes. Caneba stated a few modifications for future presidential surveys to evolve and improve the process. Snyder stated his support for the effectiveness of the survey and ease of use.

## **9. Old business.**

### **Proposal 18-10, Amendment to Proposal 02-07: Search Procedure for University Administrators**

Caneba, Administrative Policy Committee, described the streamlined procedure which is proposed to be used to hire administrators. He added that this proposal was supported by President Mroz and members of the recent provost search committee. Caneba highlighted the composition of the committee as a key area of concern. The principle of openness, whereby members of the University community can attend meetings, where confidentiality is not in question, will be retained in this proposal. Caneba added that the APC would also participate in the search. Luck **moved** to vote on the amendment to reinstate

the principle of openness (Section 3.6) to the proposal. Hamlin **seconded**. The amendment to the proposal **passed** unanimously on a voice vote. Caneba described the next amendment, to add 'Vice-President for Administration' to Section 2.1. Hamlin **moved** to vote on the amendment. Onder **seconded**. The second amendment to the proposal **passed** unanimously on a voice vote. Christianson sought to add a third amendment to the proposal stating that staff be specifically mentioned as such, and not be referenced under the term Senate constituency. Pierce clarified that the statement read, the search committee 'includes both faculty and staff' from the Senate constituency. Christianson **moved** to vote on the amendment. Hamlin **seconded**. Moran felt this hamstrings the Senate executive committee and prevents biasing staff or faculty for a given hire that may be more relevant to one or the other group. The third amendment to the proposal **passed** unanimously on a voice vote. Luck sought other comments or amendments to Proposal 18-10. There being none he asks for a vote. The proposal **passed** unanimously on a voice vote.

#### **Proposal 19-10, Increase Membership of Academic Integrity Committee by Amendment of Proposal 27-95**

Snyder, Instructional Policy Committee, stated that more members are needed to accomplish the workload increase. Luck asked why this does not include professional staff. Snyder stated the issues that arise are almost exclusively academic. Luck noted this proposal came from staff, so why should they not be in the pool of potential committee members. Pierce noted there was already two staff on the committee. Snyder noted that grades are assigned by faculty. Hamlin noted the dean of students' office would participate in finding committee members. Luck asked if there were any additional comments. There being none, he asked for a vote. The proposal **passed** unanimously on a voice vote.

#### **Proposal 20-10, Change of Name of an Academic Program from Bachelor of Arts in Liberal Arts with a Concentration in English to Bachelor of Arts in English**

Keen, Curricular Policy Committee, stated the support of this proposal by the committee. Luck asked if there were any additional comments. There being none, he asked for a vote. The proposal **passed** unanimously on a voice vote.

#### **Proposal 21-10, Change of Name of an Academic Program from Bachelor of Arts in Liberal Arts with a Concentration in Interdisciplinary Studies to Bachelor of Arts in Liberal Arts**

Keen, Curricular Policy Committee, noted that this proposal has no record of implementation and it is reasonable to pass it now. Luck asked if there were any additional comments. There being none, he asked for a vote. The proposal **passed** unanimously on a voice vote.

#### **Proposal 22-10, Amendment of Proposals on Minors in Degree Programs**

Keen, Curricular Policy Committee, described the three year cycle to update minors and the award of minors. The principle change made in this proposal was to prevent awarding a certification and a minor in the same area. Luck asked if there were any additional comments. There being none, he asked for a vote. The proposal **passed** unanimously on a voice vote.

#### **Proposal 23-10, Amendment to Proposal 11-01: Requirements for Graduation (Board of Control Policy 85)**

Keen, Curricular Policy Committee, stated that this proposal brings into balance the residency requirements for graduation which now includes both undergraduate and graduate students. He added an amendment defining the minimum number of credits for a graduate degree that must be taken through Michigan Tech. Storer **moved** to approve the amendment. Fabrizio **seconded**. Amendment carried on voice vote. Luck asked if there were any additional comments. There being none, he asked for a vote. The proposal **passed** unanimously on a voice vote.

#### **Proposal 24-10, International Dual Graduate Degrees**

Keen, Curricular Policy Committee, described the proposal. Dewey noted the name of the degree appears three different ways and sought a single term for consistency. He added that the wording as to what needs to be completed at Michigan Tech was confusing and provided clarifying wording. Keen accepted the new language. Moran asked who will approve the degree. Luck asked if there were any additional comments or amendments. There being none, he asked for a vote. The amendment **passed** unanimously on a voice vote. Luck asked if there were any additional comments on the full proposal. There being none, he asked for a vote. The proposal **passed** on a voice vote with one dissenting vote.

#### **Proposal 25-10, Procedures to Prepare and Submit a Thesis or Dissertation to Michigan Technological University's Graduate School**

Keen, Curricular Policy Committee, stated that a new approach has been developed for submission of thesis. Dewey asked if there was a specific date this procedure will take effect. Charlesworth stated that these rules will be followed for new submissions and students in the process will not be impacted. She added that if approved, the procedure will go in effect in spring. Moran asked if there were a lot of new requirements. Charlesworth said this document will be to guide students in thesis writing. Dewey agreed these are needed, but was mainly concerned about when this will be implemented. Huntoon added that Charlesworth has been training students in this area in an attempt to phase it in. Moran asked if these recommendations prevent students from using Latex. Onder felt it would be helpful if a Latex version could be made. Charlesworth said there is a version online and could be updated. Dewey asked for clarification on the graduate school process for amending or changing the process. Huntoon noted if there is a procedural problem that this is addressed through the Graduate Faculty Council if minor or Senate if it requires a major change. Luck asked if there were any additional comments. There being none, he asked for a vote. The proposal **passed** unanimously on a voice vote.

#### **Proposal 26-10, Certificate in Hybrid Electric Drive Vehicle Engineering**

Keen, Curricular Policy Committee, described the certificate as supported by a grant and is coordinated by four departments. Luck asked if there were any additional comments. There being none, he asked for a vote. The proposal **passed** unanimously on a voice vote.

#### **Proposal 27-10, Graduate Certificate in Hybrid Electric Vehicle Engineering**

Keen, Curricular Policy Committee, reiterated his comments from the prior proposal noting this was the analogous graduate level certification. Luck asked if there were any additional comments. There being none, he asked for a vote. The proposal **passed** unanimously on a voice vote.

**Proposal 28-10, Departmental Governance: Combining, Amending, and Revising Senate Proposals 22-08, 11-06, 9-05, 20-02, 23-00, 10-98, 13-95, and 16-92**

Scarlett, Academic Policy Committee, noted that this would not be voted on until procedures for searching for and evaluation chairs are defined. He suggested that this proposal be postponed until which time these issues are addressed. Scarlett **moved** to let this expire. Storer **seconded**. Scarlett requested that this be discussed by Senators to their constituents. The proposal was allowed to **expire** by a unanimously voice vote.

**11. New business.**

There was no new business.

**12. Adjournment.** Onder **moved** to adjourn; Storer **seconded** the motion. President Luck adjourned the meeting at 7:35 pm.

Respectfully submitted  
by Marty Thompson  
Secretary of the University Senate