

MONTANA TECH FACULTY SENATE

Friday, March 2, 2007

MINUTES OF THE MEETING

Members present: Mark Sholes, Betsy Garlish, John Nugent, Miriam Young, Karen Porter,
Paul Conrad

Members absent: Rod James, John Brower, Lance Edwards

Attending without vote: Chancellor Gilmore

Business

- The minutes of the previous meeting were approved as printed, with pre-meeting e-mail corrections made.

Discussion

1. **Status of MUS insurance/benefits contracts**

Jim Handley, one of Tech's representatives to the Montana University System (MUS) Benefits Committee, was present to report on the status of our benefits package negotiations. He particularly focused on the **eye care benefit**, providing a sheet summarizing the just finalized benefit with EyeMed. There is just this Plan A, at a fixed cost; both MUS and the state are on the plan. The EyeMed plan provides for one annual routine eye exam and listed prices for frames and lenses. The cost, \$7.64/month/per member, is more than we paid under the earlier contract, but the benefit is much better. The cost will be \$14.42/month if adding a spouse, \$15.18/month if adding children but no spouse, and \$22.28/month if adding both a spouse and children. These prices apply for in-network providers only; overall, providers do not like the EyeMed plan because they are not able to charge as much for frames and lenses. There is a form we can provide to out-of-network providers to ask them to consider joining the network.

Managed care plans will not change for this next year. The **Indemnity Plans A and B** (the \$400 and \$575 deductible plans) will change. Allegiance was the successful bidder for administering these plans again. Plan A continues to be less expensive, but has the drawback that both Billings Deaconess and Missoula Community hospitals are out-of-network.

The **dental plan** is changing. There will be a maximum benefit of \$1,500/member/year, but we will retain a Basic Plan and a Premium Plan. The cost for this coverage is not yet known but will be by enrollment time. Provider will be Delta Dental, who is currently signed with about one-third of the dentists in Montana. A person can still go out-of-network, but will have to pay the difference between the network coverage and the dentist's charge. Retirees will now be covered, and open-enrollment will be available annually. Orthodontics will have a lifetime benefit of \$1,500.

2. **Montana Tech Department Standards Guideline for hiring, promotion, and tenure** - continued discussion.

The subcommittee working on this Standards Guideline document provided a first draft of their deliberations. The document had been prepared by subcommittee member Rod James; discussion was directed by members Miriam and Betsy. Evolving from the discussions were the following points:

- This document, when final within the Senate, will go to the full faculty for consideration.
- Once approved by the full faculty, the document would go directly to the Chancellor for review/approval according to its agreement with existing policy spelled out in the Faculty Handbook.
- In fact, the Standards Guideline document is being developed with the existing Handbook requirements in mind.
- The Standards Guideline document would not, itself, be entered into the handbook; it just needs not to be in conflict with the Handbook. The document is **not a policy** – it is **a guideline for a procedure**, specifically the procedure of developing departmental criteria for hiring, promotion, and tenure.
- Thus, the objective of the Standards Guideline document is to provide a guideline for each department during each department's own deliberations in setting its individual standards for hiring, promotion, and tenure within that department.
- Presumably, each department would use its developed standards in conjunction with other data such as student evaluations in the process of evaluating applications for promotion.

The subcommittee will provide a further draft at the next meeting. The Senate agreed without vote that we would try to have the document ready to present to the full faculty at the last Faculty meeting of the semester.

The Senate adjourned at 2:55 PM.

NEXT MEETING: Friday March 23, 2007

Respectfully submitted,

Karen Porter
Secretary