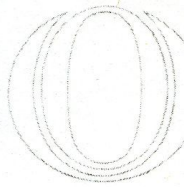


OTTAWA



Telephone (913) 242-5200

UNIVERSITY

Ottawa, Kansas 66067

April 16, 1975

TO: O.U. Faculty

FROM: Keith Shumway

The O.U. faculty has delegated certain responsibilities for K.C. Center program decisions to the External Center Task Force.

The task force has carried out its responsibilities and reported to the faculty regularly to date. So far the programmatic thrust has had clear parallels to campus programs. At any time a program opportunity occurs that differs from Ottawa University's current practices, the task force will seek faculty reaction, input, and support in the decision-making process.

Such a time is at hand, and an early decision is needed to have the maximum benefit to Ottawa.

The opportunity involves a correspondence study sequence for which modest credit and a certificate is to be awarded. Faculty have been invited to forums and individual consultations about this opportunity, and the academic council has been contacted.

For the above reasons the faculty is asked to support the following motion:

- K. Shumway*
- "The External Center Task Force is authorized to move ahead with a program of correspondence study whenever it is satisfied that such a program is consistent with our concerns for
- a) the program quality of the university;
  - b) the integrity of the institution; and
  - c) the financial strength of the university."



April 16

ROSTER OF ACTIVE TEACHING FACULTY, 1974-1975

Bill Abbott

X Thomas Adams

X Charles Anderson

X Wayne Angell

X Peter Armacost

X Ronald Averyt

X John Bacon

X Bill Ballinger

X David Bemmels

Genella Benjamin

X Stephen Biddle

X Jim Billick

X Carl Bobbish

Bill Boucek

Robert Buchanan

Cliff Burke

X George Chaney

Stanley DeFries

X Justo Diaz

Laurel Diaz

X Peter Flusser

Mike Fowler

X Bill Frear

X Harold Germer

Fred Gibson

X Lloyd Gladman

X Neil Harris

Jim Hennager

Ruth Hummel

Becky Johnson

X Mike King

X Evelyn Kinney

Bill Kloster

X Mercile Lee

John Lehner

Alice Joy Lewis

X Tom Lewis

X Tom Maher

X John Martin

Jack McCracken

X Emory McKenzie

X Martin Meade

X Leonard Meyers

X Ben Moor

X Murle Mordy

X Veronica Morgan

X Edward Morrissey

X Bill Myers

Jack Patty

X Annabelle Pence

X Horton Presley

Lora Reiter

X Charles Rich

Barbara Richards

X Marion Rieth

X Elmer Roth

Michael Sancho

X Peter Sandstrom

X Keith Shumway

X Janice Roberts

X Sherwin Snyder

Adrian Stoner

Joyce Stuermer

X Shirley Swayne

Mike Twedt

X David Wesner

Bence Williams

Verna Winchester

Helen Winter

X Pal Wright

Connie Zook

X Fred Zook

Mar 19, 1975

AGENDA FOR FACULTY MEETING

April 16th, 1975 6:00 p.m.

I. Approval of the minutes of March 19th meeting

II. Announcements

III. Reports

Report from the Task Force on the College Without Campus  
- Keith Shumway

Report from the Committee on Committees  
- Ed Morrissey

IV. Old Business

V. New Business

Motion on Kansas City Center Task Force  
- Keith Shumway



FACULTY MINUTES  
OTTAWA UNIVERSITY

March 19, 1975

The March faculty meeting was held in the University Union beginning with a served dinner at six o'clock p.m. A prayer was given by Dean Germer. All members were present except for the following: Bill Bailing, Robert Buchanan, Cliff Burke, Bill Frear, Fred Gibson, Ruth Hummel, Mercile Lee, John Lehner, John Martin, Jack Patty, Lora Reiter, Joyce Stuermer, Mike Twedt, David Wesner, Bence Williams, Helen Winter.

President Armacost asked for action on the minutes of the previous meeting, February 19, 1975. The minutes were corrected with the following addition:

Ronald Averyt objected to information appearing in the student newspaper before being communicated directly to faculty members. President Armacost replied in support of Dr. Averyt's point and indicated that this became a problem because of the fact that the contract letters were delayed in the mail longer than anticipated and the newspaper was published earlier than he expected.

Tom Adams raised the question concerning credit for Cross-Cultural experiences obtained in programs sponsored by other colleges. Dean Germer responded that it is possible to earn credit in this fashion and that the basic procedure is that of transfer of credit from the other institution to Ottawa. The Campus was in error in reporting that the student must pay tuition at the other institution plus full tuition at Ottawa.

Elmer Roth then moved that the minutes be approved as corrected. The motion was seconded. Motion passed.

ANNOUNCEMENTS

Tom Maher announced there will be a series of campus visitors coming in April and May in connection with FIPSE evaluation.

Justo Diaz invited the faculty to the Physics office to see a needle display of Gaussian Primes.

Charles Rich then announced that the Center on Communications is sponsoring a group visit on May 9 to the China Art Display at the Nelson Art Gallery in Kansas City, Missouri. Those faculty who wish to sign up please do so as soon as possible.

Marion Rieth then announced that the library is setting up a special reading list related to the China Art Show and this should be available to faculty and students by the beginning of Session IV.

President Armacost then announced that the Assistant Director of Development is Mr. Paul Diblevson.



Peter Flusser announced that Conrad Johnson, an O.U. student, is giving a talk to the Kansas meeting of the Mathematical Society.

Evelyn Kinney announced that the Blood Mobile will be on campus April 9 and asked and encouraged faculty members to participate.

### REPORTS

There were no reports to be given.

### OLD BUSINESS

Jim Billick, Chairman of the Faculty Affairs Committee, made the following motion:

RECOMMEND TO THE PRESIDENT THE ADOPTION OF A PLAN FOR DISABILITY INSURANCE IN KEEPING WITH GUIDELINES AS DESCRIBED IN THE REPORT ON DISABILITY INSURANCE BY THE FACULTY AFFAIRS COMMITTEE ON MARCH 12, 1975.

Being a standing committee report, it required no second.

After a brief discussion period the motion was passed unanimously. The faculty indicated their appreciation to the Faculty Affairs Committee for its dedication and hard work in developing this fine proposal with a round of applause.

### NEW BUSINESS

Dean Germer introduced Mr. Larry Burke and the two of them distributed to the faculty a Faculty Professional Tasks Inventory and asked that the University faculty complete these three forms. One form dealt with activities for Fall Session, the second one for the Winter Term, and the third one for the Spring. The faculty then spent a period of time completing the forms.

The President asked for further new business and Ronald Averyt raised the question on the new committee established called Focus and brought attention to the lines of communications that have been established vis-a-vis Department Chairman, Division Chairman, Dean of the College, etc. The President and the Dean indicated that there were no changes in current policy.

Carl Bobbish then gave a late announcement concerning the Session IV U.P.S. events and indicated that the printed announcements would be in our mailbox in the very near future.

Seeing no further business at this point the President declared the faculty meeting adjourned at 8:00 p.m.

Respectfully submitted,

Fredric B. Zook  
Faculty Secretary



MEMO TO: All O.U. Faculty

FROM: Keith Shumway

RE: Faculty Action on K.C. Center Task Force

By faculty action in December 1973 a task force was authorized to have supervisory authority and responsibility for the Kansas City Center, and to terminate at the end of academic year 1974-75. It was assumed at that time that an alternative supervisory system might be needed for 1975-76.

Our experience to date indicates that no alternative system is needed now and that the task force has been and can continue to be effective through 1975-76.

Therefore, I offer the following motion for consideration at the April 16, 1975 faculty meeting:

"The Kansas City Center task force is to continue to exist through the academic year 1975-76 with its same responsibility and authority over the program of the center. The members of the task force are re-appointed for the year subject to their willingness to serve. The task force will report to the faculty in November, 1975, and April, 1976."



March 19 '75

ROSTER OF ACTIVE TEACHING FACULTY, 1974-1975

Bill Abbott

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Charles Anderson ✕

Wayne Angell ✕

Peter Armacost ✕

Ronald Averyt ✕

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Tom Lewis ✕

Tom Maher ✕

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Emory McKenzie ✕

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Verna Winchester

Helen Winter

Pal Wright ✕

Connie Zook

Fred Zook ✕



To: Faculty

From: Faculty Affairs Committee

Re: Disability Insurance

Attached is the Faculty Affairs Committee Report on Disability Insurance. This report differs from the initial draft report in only two ways.

- 1) There is an additional paragraph under #1 which points out the lower cost of acquiring this insurance as a part of a group plan.
- 2) A point #5 has been added raising the issue of how disability is defined.

In the Faculty Meeting on March 19, the following motion from the Faculty Affairs Committee will be introduced for a vote of the Faculty: [Recommend to the President the adoption of a plan for disability insurance in keeping with guidelines as described in the Report on Disability Insurance by the Faculty Affairs Committee on March 12, 1975.]



March 12, 1975

Faculty Affairs Committee

Report to the Faculty and Peter Armacost, President

Disability Insurance

In response to interest expressed by faculty, the Faculty Affairs Committee has examined the possibility of disability insurance for faculty and staff. After extensive deliberations, the Faculty Affairs Committee makes the following recommendations.

1) The Committee recommends the adoption of a disability insurance plan for the faculty and staff of Ottawa University. Long term disability can be financially devastating to individuals and families. Although an individual will be covered only to 60% of his or her salary and thus will not have complete protection against the financial hardship resulting from loss of income, the insurance can be important in alleviating such hardship. It should be noted that the income received for disability is not subject to taxation.

The adoption of a disability insurance plan for the faculty and staff of the University means that insurance is being provided for a group. The cost per individual in a group plan is significantly lower than if an individual acquires his or her own insurance. For some individuals on the faculty and staff, the cost of disability insurance if purchased individually is extremely high, if not prohibitive.

In addition to benefitting the individual, a disability insurance plan will be of value to the University. The existence of an insurance plan will prevent the University from being placed in a position of having to choose between continuing for an indefinite period the payment of salary to a non-productive individual or stopping payments, thus placing a member of the University community in great financial distress.

2) The Committee recommends that the University pay the costs of premiums for disability insurance. We realize that the financial resources available to the University are limited. There are however compelling reasons for the University to cover the costs. One reason is that University financing will preclude the situation in which a minority -- as low possibly as 26% -- can prevent the rest of the community from having the protection of such insurance. At least 75% of the group must participate in a plan in order for the group to be able to acquire disability insurance. A second reason is that the payment of the costs of the premium by the University is a form of tax free compensation to the faculty and staff. Such compensation will not only be important financially to the faculty and staff but also will make a contribution to the morale of the faculty and staff.



3) The Committee recommends that the insurance plan include a six month rather than a 90 day waiting period. With a six month waiting period, the University will continue full salary to the individual disabled for six months. The disadvantages of this waiting period are the financial burden that this places on the University and the burden of extra work that is placed on an individual's colleagues. The University and our colleagues have carried this burden in the past. We want to take this opportunity to extend our appreciation to the University and those of our colleagues who have carried these burdens in the past.

There are two very important advantages to the six month waiting period. One is that the cost of the premiums is lower for a six month than for a 90 day waiting period. The second and perhaps most important reason is that the six month waiting period reduces the pressure on an individual to return to work. Such pressure may prevent an individual from taking the period necessary for full recuperation from an illness or injury.

4) In addition to the six month waiting period, the Committee recommends that the following benefits be included in a disability insurance plan. Highest priority should be given to the benefits of a social security freeze, mental health coverage and the continuance of contributions to TIAA-CREF.

a) The social security freeze. In insuring 60% of an individual's salary, disability insurance is integrated with social security payments for disability. The insurance pays not the full 60% of salary but only that portion of the 60% remaining after social security payments are deducted, as illustrated in the following example.

Example: Integration of Disability Insurance and Social Security\*

Salary	\$1000/month
Total paid to Individual: 60% of Salary	\$ 600/month
	minus
Social Security Pays	\$ 200/month
Insurance Pays	<u>\$ 400/month</u>

If social security is not frozen, then increases in social security payments as a result of government action will only work to reduce what the insurance pays. In the example above, if social security is not frozen, an increase in social security payments from \$200 to \$250/month would result in a decrease of insurance payments to \$350/month. The total paid to an individual will not increase. It will remain at \$600.

\*Numbers used in all examples in this report should not be taken as referring to actual payments to be received. They are numbers selected only for the purpose of illustration.



If social security is frozen, then increases in social security will not reduce what the insurance pays but will increase total payments to the disabled. In the example above, if social security is frozen at \$200, then an increase of \$50 will increase social security payments to \$250 while the insurance continues to pay \$400. The result is an increase in the total paid to an individual to \$650. Freezing social security increases the probability that the disabled will be protected against the loss of purchasing power resulting from inflation.

b) Mental health coverage. Disability may result not only from physical illness or injury but also from mental illness. The educational program at Ottawa University frequently involves very high emotional demands upon members of the community. Such demands increase the probability of mental illness.

c) Continuation of contributions to TIAA-CREF. TIAA-CREF has a benefit of continuing contributions to TIAA-CREF in the case of disability. This benefit can be obtained and placed with a plan of another insuring agent. The contributions to TIAA-CREF are continued at the level of 10% of an individual's salary. Such a benefit is desirable as all of the more attractive disability plans examined stop payments at the age of 65. The continuation of contributions to TIAA-CREF would assure a decent income after the age of 65.

In addition to the benefits described above, the Committee recommends that serious consideration be given to the following benefits:

d) Integration of disability insurance with social security to the primary only. Social security makes payments not only to the individual disabled but also to members of the individual's family. The amount of social security subtracted from the 60% of salary paid to an individual in order to obtain the amount paid by the insurance may be either the social security paid to the primary only (i.e., the disabled individual) or the total paid to the primary and the family.

Example: Comparison of Integration of Disability Insurance With Primary Only and With Primary and Family

Integration With Primary Only

Social Security Pays to Primary Only	+	\$200/month
Insurance Pays		\$400/month
60% of Salary (\$1000/month) of Primary		\$600
Social Security Paid to Family	+	\$100
Total Paid to Family		\$700

Integration With Primary and Family

Social Security Pays to Primary and Family	+	\$300/month
Insurance Pays		\$300/month
60% of Salary (\$1000/month) of Primary		\$600
Total Paid to Family		\$600



The advantage for a family of integrating with primary only is clear. In the example, the total paid to the family where there is integration with primary only is \$100 greater than the total paid where there is integration with primary and family.

Integrating with the primary only benefits only faculty and staff with families but increases the cost of premiums for all. It should also be noted that the needs of a disabled individual with a family will most likely be greater than the needs of a disabled individual who is single.

e) Escalation of 3%/year in benefits. One insuring agent contacted, TIAA, has a benefit consisting of an automatic 3% a year in benefits paid to the disabled. This benefit obviously would help to mitigate the impact of inflation.

5) An important issue to be considered in developing and selecting a disability insurance plan is the definition of disability. In the plans examined thus far, disability is defined in general terms. For example, TIAA defines total disability in the following terms: "Total Disability under this program is 'the inability of the employee by reason of sickness or bodily injury, to engage in any occupation for which the employee is reasonably fitted by education, training, or experience.'" In developing and selecting a plan, continuing efforts will be made to clarify the definition.

Charles Anderson  
Jim Billick, Chairman  
John Lehner  
Elmer Roth  
Joyce Stuermer