

- o Approval of Agenda: Approved
- x Guest Speaker: Nicole Carr reported that graduation retention rates increasing student persistence 13% increase in retention from fall 1st year to fall 2nd year. Fall 2020 graduates of the pandemic was rough. The return for spring was lower, and avg. GPA were lower. She reported that 4-year graduation rates were 32%, which is a significant improvement. She encourages faculty to encourage students to register for summer and fall semesters.

Nicole Carr reports that the University is part of a project supported by the Association of Public Land Grants and Institutions to improve success and performance gaps by mapping the initiatives that we have at the institution to students.

President's Report

- o Covid Updates

Campus and community numbers continue to improve. There are still concerns with the percent vaccination in the community and new strains of the virus.

- o Vaccine Updates

Vaccine rollout has been very successful. Student Health should be able to offer on-campus vaccinations soon. They are waiting on approval for testing on the newly installed freezers

- o Reopening Campus

Since the situation could change, administration is hesitant to release specific information for the Summer and Fall terms, however, the current thinking is that masks will be required, and that 3 feet social distancing will need to enforce in the classrooms.

- o Salary Survey

At the last Executive committee meeting with the Presidents Council, Dr. Smith and Dr. Kent both stated that we are going to conduct a salary survey. They also committed to participation from the Faculty Senate. Dr. Kent has met with Gordon Mills from Institutional Research to get the process started. Dr. Mills is preparing a list of peer institutions and will share that list with the Senate for review. Dr. Kent stated that the process should take 3-4 months

- o None
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- x Lower paid employees may be attracted to the plan and may not be financially able to handle the deductible. The deductible may cause rationing of healthcare including primary care and early detection of disease. Tax regulations apply to the HSA such as a 20% penalty for early withdrawal.
- x Other plan coverage and secondary plan coverage (COB) may disqualify HSA pre-tax contributions.
- x Employer responsibility to educate employees on this type of plan.
- x Funding an HSA precludes funding a health care FSA.
- x Please reach out to chair of the Salary and Benefits committee with feedback in preparation for the May Fringe Benefits committee meeting.

- o Handbook Committee

Discussion through email on the policy about non-tenure faculty position, the committee needs to have a longer meeting to further discuss to the policy.

- o Environmental Committee

David Turnipseed reported that the Environmental Committee will make 2 (i)-5 lus Ton T (i)-2

President: Beth Rugan Shepard. Beth was voted in as FS president by unanimous vote.

Two Candidates for Vice President: Jamie Adams and Delwar Hossain. Both candidates addressed the FS with credentials and plans for moving the FS forward. A