1. Announcements

It was announced that Grant Kirby, representative for the Interinstitutional Faculty Senate (IFS) was stepping down and Maude Hines from Portland State University will be the new representative for 2013-14. It was also Provost Jim Bean’s last meeting with the Council; Interim Provost Scott Coltrane will represent the University of Oregon, beginning July 1.

2. Affordable Care Act

Denise Yunker, OUS Human Resources; Kerry Gilbreth, PSU; and Donna Chastain, OSU updated the Council on the Affordable Care Act (ACA) eligibility rules for variable hours employees (adjuncts). Denise reported that an ACA Implementation Workgroup comprised of campus and university benefits, payroll, and unclassified HR officers has been working on this for the past month and expect to have the basic metrics in place to evaluate eligibility for adjuncts, other variable hour and seasonal employees, and student employees who work in excess of 30 hours per week by the end of June. The new ACA standards will overlay PEBB eligibility rules and need to be coordinated as much as possible by August. She indicated that they just finished the orientation to what ACA requires and starting to model what data needs to be captured. For 2014 at least, uniform general guidelines are the goal, since failure to offer insurance to employees who would be considered under ACA results in fines for the employer (for now it is all OUS). How eligibility is assigned to various groups is subject to discrimination testing as well. Discussion followed.
3. ORP Normal Retirement Age and Tenure Relinquishment Update

Denise Yunker reported that for employees who participate in retirement incentive programs, e.g., tenure relinquishment/reduction agreements or formal early retirement incentive programs offered by an OUS institution, the agreements between those employees and the institutions should disclose the terms and conditions applicable to Optional Retirement Plan (ORP) participants. She provided the Council with four documents that apply to the ORP process:

- The *Retired Participant Information* sheet should be made available to retiring employees and included in your retirement incentive program information;
- The *Addendum–Model Language* provides a brief statement that should be incorporated into retirement incentive agreements alongside any statements made about PERS;
- *Procedures for Academic and Administrative Offices* establishes procedures that must be followed to ensure employees’ benefits consistent with the plan’s qualification for tax-favored status by the IRS; and
- The *Summary for Employees Participating in a Retirement Incentive Program* is included for employees who are considering or having to enter into a retirement incentive program.

These four documents protect employees’ retirement benefits and the tax-qualified status of the ORP. Denise indicated that the role of the person or office that works directly with ORP participants is vital to ensure employees understand their options and can find the information they need about their retirement benefits. It was noted that on January 1, 2015, the normal retirement age for the ORP will become 58 years of age. Discussion followed.

4. 2013-14 Achievement Compacts

Bob Kieran and Anji Duchi, OUS Institutional Research, reviewed the changes made to the latest draft of the 2013-14 Achievement Compacts document that was distributed earlier. It was suggested that OUS use 4 or 5 metrics from the OUS Employer Survey where employers rate the graduates’ skills and knowledge in certain areas, in place of the nebulous-defined and somewhat poor measure of quality that was used previously. (The metric that was replaced was the one that compared the percentage of OUS graduates who are unemployed to that of the state workforce unemployment as a whole.) The four quality metrics replacing it are employer ratings of graduates: 1. written communication, 2. verbal communication, 3. critical thinking, and 4. knowledge in employee’s field of study or major. These were chosen from the list of skills and knowledge from the survey instrument due to having the largest ‘gaps’ between employers’ rated importance and their satisfaction with graduates’ abilities. The thinking was that these new four quality metrics are to be consistent across employment sectors and educational disciplines such that any undergraduate could be rated in the future. Because this data will be gathered in subsequent employer surveys — regardless of industry — and will also be asked of alumni, a baseline with some consistency will be established. Discussion followed.
5. **Applied Baccalaureate Degrees**

Joe Holliday, OUS Student Success, led a discussion on how applied baccalaureate degrees are treated on the campuses and whether it needed approval from the P.C. on how it is determined. *Action: It was the consensus of the Council that the degree is a campus-based decision and does not need additional approval from the P.C.*

6. **OUS International Programs**

Co-chair Marrongelle reported on the future of the OUS International Programs office and the need for a change in strategy – new directions for the office that better serve the campuses and continue to meet the needs of the students. She indicated that beginning in July, a new Interim Director of International Programs will be appointed to lead the OUS International Programs work through this transition year. The new director will report to the Academic Strategies division of the Chancellor’s Office. She hopes to begin a search for a permanent director after the first of the year. Discussion followed.

7. **New Program Proposals**

- **PSU – External Review for M.S. in Global Supply Chain Management**
  *Action: The Provosts’ Council approved the Global Supply Chain Management master’s external review report. Provost Adkison made the motion and Provost Burda seconded it; motion carried. The program will move forward to the Board’s Academic Strategies Committee for its review and approval at their June 2013 meeting, being held later in the afternoon. Materials for the ASC docket and notification to the Office of Degree Authorization have already been submitted. PSU will need to send the full program proposal to NWCCU for their review.*

- **OIT – External Review Report for M.S. in Marriage & Family Therapy**
  *Action: The Provosts’ Council approved the Marriage & Family Therapy master’s external review report. Provost Bean made the motion and Provost Randhawa seconded it; motion carried. The program will move forward to the Board’s Academic Strategies Committee for its review and approval at their September 2013 meeting. Materials for the ASC docket and notification to the Office of Degree Authorization will need to be submitted. OIT will need to send the full program proposal to NWCCU for their review.*

8. **Next Meeting**

The next meeting of the OUS Provosts’ Council will be on July 11, 2013 from 9:00-11:00 a.m. This meeting can be taken either by videoconference or in-person at the Portland Chancellor’s Office. There will not be a meeting of the Board’s Academic Strategies Committee in July and August.