

D R A K E   U N I V E R S I T Y  
FACULTY SENATE MEETING AGENDA

The Drake University Faculty Senate will meet in regular session  
October 16 in Levitt Hall, Old Main at 3:30 p.m.

**AGENDA**

1. Call to Order
2. Roll Call
3. Approval of September 2002 minutes
4. Report from President Maxwell
5. Report from Provost Troyer
6. Report from President Sanders
  - Report from Vice President Payseur
  - Report from IPRC, David Walker, Chair
  - Report from UCC; Karl Schaefer, Chair

7. Unfinished Business                    none known

8. New Business

a) Discussion item: POLICY ON OUTSIDE ADVOCACY ACTIVITIES

A Drake employee's primary professional responsibility is to the University. In fulfilling this responsibility it is important for Drake employees to be sensitive to the fact that outside endeavors can result in a conflict of interest or in the appearance thereof. Therefore, while Drake recognizes that its employees may choose to participate in outside educational, cultural, charitable, civic, political, and commercial endeavors, the following expectations and guidelines shall apply.

Without the prior express approval of the cabinet member responsible for the unit in which the individual is employed:

1. Drake University's real property, images, symbols, name, logo, or copyrights may not be attached to any such endeavor;
  2. A Drake employee may not use his or her affiliation with Drake when endorsing any product or service for financial gain or otherwise;
  3. While acting as a representative of the University, a Drake employee may not attempt to influence legislation, lobby, or participate in any political campaign, or give the appearance of so doing.
- Individuals engaged in any of those endeavors discussed herein should, where appropriate, expressly disclaim that such outside endeavors are associated with their University responsibilities.

b) Motion: Amend the Tuition Rebate Policy presented by University Benefits Cmte

**1. Enhanced benefit schedule for spouses and dependents**

The Committee recommends the following schedule for tuition rebate benefits for dependents and spouses: Year 1 - 50% waiver : After the first anniversary of employment - 100% waiver

This would replace the current schedule

Year 1 - 50% waiver: Year 2 -4 - 75% waiver: Year 5 and over - 100%

**2. Provision permitting waiver of the waiting period for new employees who were eligible for 100% waiver for dependants at their prior employer**

The Committee supported this provision as a recruitment tool. In those limited circumstances where a faculty or staff member is eligible for a tuition rebate benefit at another institution immediately prior to coming to Drake, the waiting period for eligibility would be waived. Proof of eligibility at the prior institution will be required.

**3. Change in definition of eligible dependants**

The Committee recommends changing the definition of eligible dependent to be consistent with eligibility for other benefits (such as health and dental benefits). The eligibility provision for children would read as follows: *"unmarried children, stepchildren and legally adopted children, up to age 26 (as of the first day of classes of a semester or term) for which the employee provides principal support or claims as a dependent on the employee's income tax return."*

9. Adjournment

*Kloppman  
Amendment*