

Faculty Benefits Meeting Minutes

October 6, 2021

Zoom Meeting

3:15p

Attendees: Charlisa Daniels (Chair), Paige Byam Soliday, Kalif Vaughn, Seth Adjei, Brittany Sorrell, Sukhee Kim, Vincent Owhoso, Crissy Ross, Zeel Maheshwari, Debbie Patten, Mike DiCicco, Xiaoni Zhang, Crystal Daugherty, Jamey Strawn, Boni Li, Jennifer Kinsley, Dhanuja Kasturiratna, Junko Agnew, Brian Carlson, Jonathan McKenzie, JeeEun Lee, Joshua Elliot, Qing Su, Adam White, Sharon Vance-Eliany

Guests: Bruce Smith, Grace Hiles

Call to Order –Adoption of Agenda

The meeting was called to order at 3:15p

Approval of Minutes

Minutes were approved for both the April and September meetings by unanimous vote.

New Business

Faculty Development Workshop Attendance – 31 people attended workshops. 7-10 utilized office hours.

Funding for awards this year –

We have 16 Summer Fellowships – 18 applicants [final count of 17 applicants]

We have 11 Project Grants at \$6000/per – 17 applicants at just under \$82K requested [final count of 18 applications at just under \$88K requested]

We have 23 sabbaticals – 20 applicants

Faculty Development Awards Timeline

October 5th at 4:30pm –Applications were due

October 12th -Chair and Dean forms are due

November 1st- Subcommittee Chairs send group rubrics to full committee Chairperson

November 3rd -Subcommittee reports due to Full Committee

November 3rd -Benefits committee votes to finalize recommendations

(November 10th -Additional Benefits committee meeting to finalize recommendations if needed)

Break into Sub-committees – we broke into sub-committees for 15 minutes to practice with the rubric and to set meeting times.

HR Benefits – Open Enrollment

Bruce Smith (Director of Benefits) discussed the open enrollment timeline and what is new this year. The benefits bulletin will be on the website soon and disbursed through email. The dates for the Benefits Fair will be set soon. Bruce talked about how the HSA is changing companies. Options will be explained regarding how to transfer funds. He discussed how there is a freeze on rate increases for this year and minor changes to the High Deductible plans.

Questions were asked:

After the freeze, what will the raise be? Unknown. They will use the data at the time to determine the best approach.

FSA contributions were doubled this year – next year will go back to single contribution. A discussion began regarding whether NKU should consider a consortium or a cooperative. Data will need to be gathered to understand the legality and possibility.

Comments from Bruce:

Two comments from the Minutes from the 10/6 meeting with faculty senate benefits committee:

- FSA contributions were doubled this year – next year will go back to single contribution
 - The Cares Act double the DCA amounts to \$10K for 2021. They will revert back to the \$5K limit for 2022

- A discussion began regarding whether NKU should consider a consortium or a cooperative. Data will need to be gathered to understand the legality and possibility.
 - A question was asked why we don't consider a cooperative for benefits, I gave a very brief example of factors that would be barriers. That is not anything that is being considered at this time for the near term. So there is no data that is going to be gathered by me or my department. I say this because I don't want to leave anyone with the impression this is something we [HR] are exploring.

Future Business

Survey of Faculty (to establish new goals/initiatives) – Perhaps November?
Can we pursue an add-on package for fertility treatments?

Meeting was adjourned at 4:43p

Future Meetings

Fall 2021 @ 3:15 via Zoom

- November 3
- November 10*[at chair's discretion]
- December 1

Spring 2022 @ 3:15 Room TBA

- January 12
- February 2
- March 2
- April 6
- May 4