

Faculty Benefits Meeting Minutes
October 2, 2024
Zoom; 3:15

Present: Darrin Wilson, Alicia Ireton, Becky Elkins, Grace Hiles, Kalif Vaughn, Mike Diccio, Aron Levin, Donna Smith, Joshua Elliot, Kevin Muenta, Lili Ma, A. Lambert, Suk-hee Kim, Marcia Zieger, Richard Gilson, Joe Mester, Sharyn Jones, Gary W., Guest: Patty Burke

Call to Order:

- 3:16 p.m. meeting called to order; Darrin Wilson motioned.

Approval of Minutes:

- Minutes were called to be approved. Kalif Vaughn and Joe Mester motioned to approve.

Adoption of Agenda:

- Alicia Ireton and Kalif Vaughn motioned to adopt agenda.

Old Business: Began discussion at 3:20 p.m., old business reviewed

- Discussed Committee Representation / Membership
- Selected Secretary – Alicia
- Chose to keep FS Benefits Meetings time @ 3:15pm for Fall 2024/Spring 2025
- Initiated Prioritization of Benefits to address this year
- Discussed Faculty Development Awards

New Business

- Patty Burke – Director of Benefits or other HR – Announce new Dental Coverage; Q & A session
 - October 23-Nov 7th – Open Enrollment for Benefits
 - In person Wednes. Oct 23 UC 375 – Ballroom – roughly 1 ½ hours each - one morning and one afternoon session. Reps will be there.
 - There will be a virtual session on October 30th, details will be shared.
 - Also, selections will not be automatic - you need to make all selections
 - When can we review our current medical provider again? Can we create an RFP for that as well?
 - UMR will be our provider through 2026 – 3 year price guarantee / contract
 - HMO plan discontinued by St. E Healthcare, there is a new PPO plan in place.
 - A new PPO Plan – same as HMO but has broader network – slight increase in premium – same deductible
 - This is an active election year. Employees must select all coverage, including HAS and FSA. Elect medical dental and vision, FSA, HSA... all of them are active and not passive elections this year (voluntary elections will roll over)
 - Who is our next dental provider? Will Orthodontia care (braces) be included with the next Dental Provider?
 - There will be a new dental provider, details will be coming out in October, the week of October 7th, 2024.
 - Buy Up plan will cover dependents up to age 19. There will remain and has been orthodontia coverage under the buy up plan.
 - Eyeglass Coverage - Can we include Bi-Focals?

- Bifocals are covered, amount depends on if provider is in-network. For basic plan, provider must be in-network for coverage. The buy up plan will cover providers both in and out of network.
- Retirement Funding - Increase Match to levels that are similar to previous levels (Pre-COVID) - this was promised by the previous President –
 - It has been restored to 10%
- Removing faculty gym/recreation Fees (discussion on the University supporting healthy initiatives and use of such for deduction in premium for gym use and vitals monitoring),
 - The decision to charge a gym fee was not a Benefits decision. Discussion included incentivize use of facilities (add to benefits calculations) - give breaks for those taking steps to be healthy or monitoring health.
 - Patty will look into wellness plan/activities in the past where points were given to employees for healthy behaviors and will look into past program.
- Tuition Waiver Expansion
 - Is there any way we can increase the amount covered by our tuition waiver?
 - Full Tuition Remission like other Universities
 - Patty discussed looking at Benchmarks The information that was discussed at Faculty Senate meeting will be sent to Patty, as benchmarks were already discussed there.
 - Expand who is covered under tuition waiver beyond spouse and children?
 - Expand to graduate level coverage for dependents and spouse?
- Lack of fertility treatment coverage. Any updates?
 - Discussion around past coverage, likely discontinued due to cost. Patty mentioned looking at benchmark data. One area to explore is whether this would be available as a voluntary benefit election.
 - Patty mentioned another area that is being looked into currently is GLP1 costs and whether this will become more affordable.
- Parking Fees: Is the parking fee pre-tax? It was at one time, but due to a temporary tax law change, the University made the fee post-tax (at least for a while).
 - Discussion on parking being pretax. Parking is not under Benefits and so Patty is not aware or will not have input on parking decisions, including the cost or use of a progressive payment scale.
- Prescription service: Service for new prescriptions –
 - Know Your RX – is a consortium we are a part of. They are very helpful and can assist with any questions employees might have about pharmacy or prescription costs or coverage. There number is available on the benefits webpage and is: 1-855-218-5979
- Other discussion:
 - Gary mentioned concerns about the parking fees for events or charges to rent space which may limit outside events departments can have due to cost. There was discussion that some departments may not be able to provide parking vouchers due to budget.
 - Many dentists are pulling out of insurance all together and going to private pay only. Employees will be encouraged to check with provider with new dental provider.

- There was a breach of data for Change healthcare which is not related to UMR, but is outsourced by certain healthcare providers.
 - Patty reminded employees to check their paystubs after elections to ensure deductions are correct.
 - Patty dismissed from meeting at 4:10 p.m.
- Announce FDA Subcommittees
 - Provide charge and timeline for subcommittees – See Appendix attached below
 - Confidentiality of Sub-Committee Membership

Future Business

- Revisit Benefits Priorities
- Develop Tuition Waiver Subcommittee

Future Meetings @ 3:15pm

<p>Fall 2024 @ 3:15pm</p> <ul style="list-style-type: none"> • November 6 • November 13*[at chair’s discretion] • December 4 	<p>Spring 2025 @ 3:15pm</p> <ul style="list-style-type: none"> • January 15 • February 5 • March 5 • April 2 • May 7
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Appendix: Brief Overview of Faculty Development Award Process

Reminder of this year’s budget for 2024-2025 awards...

We currently have a total budget of \$120,000 for Faculty Project Grants and Summer Fellowships:

- Summer Fellowships: 10 summer fellowships (\$6000 each = \$60,000)
- Project Grants: 10 full project grants ((\$6000 each = \$60,000 total)

We currently have a total of 21 sabbaticals available.

Time-table for 2024 Faculty Development Award Process

- Oct 1 First Tuesday in October, Proposals DUE electronically from applicants by 4:30 PM to Grace Hiles, Department Chair, and Dean (if sabbatical)
- Oct 8 Second Tuesday in October, Department chair/Dean’s evaluation DUE to Grace Hiles
- Nov 3 Subcommittee reports DUE to Full Committee Benefits (*This is the Sunday before our next meeting*)**
- Nov 6 Benefits Subcommittee Recommendation Reports and Committee Finalization**
- Nov 13 Benefits Committee meeting to finalize recommendations (if needed)**
- Dec 1 Full Committee report DUE to Provost (fixed date each year)
- Dec 24 Provost notification to applicants (fixed date each year) – December 20th ?

Goals:

- New members should sign up for subcommittee. The Google doc was opened and

members who hadn't signed up were added. Alicia and Gary added to project grant, Aron added to sabbatical subcommittee.

- Evaluation applicant proposals using evaluation tools
- Assess if updated FDA documents are appropriate based on the requirements of each type of FDA Award... jot down areas of improvement with evaluation tools and instructions for the FDA subcommittee you serve.
 - Ex. Are there criteria we require/evaluation within the specific FDA (i.e. project grants, sabbaticals, summer fellowships) that aren't needed?
 - Ex 2. Do we need the Not Applicable section now that we have changed the verbiage in the Evaluation Criteria to stated that the applicant "addressed" each area (meaning that they should have wrote "Not Applicable" if the area was not applicable to them.)
- Discussion of applications received and Issues –
 - Late Submissions: Some faculty missed the 5:00 p.m. deadline, one applicant submitted one in time, but had technical difficulties and missed timeline for other 3 submissions due to attempting to submit all in one email, and the file was too large.
 - One applicant asked to submit late and past the deadline.
 - One applicant has not submitted and asked for approval.
 - Poll was taken: 1. For the applicant with one submission in time and others late: 69% voted to only allow first submission that was within timeline.
 - Poll was taken for 2. Applicant with the later submission: 92% voted to reject
 - Poll was taken for 3. Applicant asking to submit late past deadline: 100% voted to reject.
 - Poll concluded at 4:42 p.m.
 - There was discussion around an applicant who was granted sabbatical but deferred it to request a longer timeframe for sabbatical. Would be retracted and disclosed. This is a provost decision.
 - Other discussions:
 - Grace will reach out with further FDA information
 - Becky will reach out to fall subcommittee chairs
 - There was discussion that some applicants did not use the correct format. We can be thinking about areas of improvement for applications. There were some questions about goals versus outcomes. There was also discussion on whether we need the N/A option with the new evaluation tools.

Wrap up Items:

- Chair/dean letters sent out, evaluations be due by October 8th.
- Becky will create an optional poll/meeting time for new Benefits members that would be optional.
- Reminder that subcommittee documents are available under our canvas benefits page modules, under evaluation tools.

Motion to end meeting at 4:57 p.m.: Sharyn motioned, and Darrin seconded the motion.