

Faculty Benefits Meeting Minutes: February 5, 2025

In attendance: Grace Hiles, Alicia Ireton, Becky Elkins, Lili Ma, Vincent, DK, Kevin Munte, Donna Smith, Andrea South, Suk-hee Kim, Joshua Elliot, William Landon, Darrin Wilson, Richard Gilson, Gary Walton, Aron Levin, Goddard, Joe Mester, Morteza Sadat-Hossieny, Junko Agnew

Method of Meeting: Zoom

Call to Order: Meeting called to order by Becky @ 3:15pm.

Approval of Minutes: 1st: Kevin, 2nd: Bill Landon

Adoption of Agenda: 1st: Alicia, 2nd: Suk-hee Kim

Old Business

- Tuition Waiver Subcommittee – Paused... President Cady has made / making her own committee for this: **This topic has been moved to new business.** Requesting faculty representation on President's task force from FS Benefits or the Budget committee.
- **Kim Baker, Director of Wellness** presented on Faculty/Staff Wellness Initiatives/Benefits: Her visit was helpful and information should have been shared with your colleagues.
- **Non-tenure track faculty in FDAs:** Table for now; hope to revisit next year when new "job responsibilities" come with new titles; Hoping to see another "pot" for faculty

New Business

- **Lauren Franzen, Human Resources** - Tuition Waiver and Other Benefits Updates: Welcome to Lauren. She is here to answer any questions and take questions back. Provided short PPT of slides that covered eligibility:
 - Part-time get 3 credit hours
 - Full-time get 6 credit hours.
 - Lauren shared 2022-2023 numbers of usage. 306 people total used, over 1.5 million total.
 - Last year was close to 1.8 million with 324 people total.
 - Institutions that offer full tuition often have many stipulations such as timeframe to wait for benefit to kick in, and other limitations.
 - Darrin Wilson asked question is about graduate credit hour credits for spouses/dependents.
 - Mercer is the company that surveys and collects data for benefits provided.
 - Lauren clarified it is 6 credit hours, whether undergraduate or graduate.
 - Becky mentioned that some have asked about benefits for other family members such as nieces or nephews, not dependent. Lauren is not aware of any other institutions that provide this.
 - Topics of interest are allowing spouse dependents and increasing number of credit hours from 6. Allowing graduate credit for spouse and dependents. The credits are for each member. EXAMPLE: So, if you have a spouse and 3 kids taking classes, the benefit could be up to 24 credit hours in one semester.
 - Suk-hee asked for clarification on numbers and types of members using the benefits.
 - **Unknown of how many families or how many dependents exactly.**
 - Question raised by Becky concerning the number of faculty, spouse and dependents who attend full-time vs. part-time and how this impacts time of graduation / degree completion and/or retention....

Faculty Benefits Meeting Minutes: February 5, 2025

- Lauren reported that the system does not track those that are more full-time or not. **Not sure about retention or time for degree completion.**
 - **Not sure if family, faculty and staff are using beyond the credit hours allotted or if it is prolonging graduation (patterns not available)**
- Suk-hee was wondering how funding goes and if it runs over.
 - Last year, we were over allotted funds and funds came from Central funding.
- Lili had a question about number limits, staff can use the benefit for all their children.
 - The age limit is the same for the age for all benefits, which is 26. There is no lower limit to age.
- There has been discussion about transferring tuition benefits from one dependent/spouse to another dependent/spouse if not using that semester. So, if one dependent/spouse is not using the benefit then it can be passed onto another dependent or spouse. Potentially allowing one dependent/spouse to attend full time.
- **Tuition Waiver Subcommittee** – We asked to have representation from our subcommittee on President task force. Member names were provided to Janel Bloch who provided them to Provost Diana McGill. We were told that roughly 10 faculty members were interested on serving on task force. None of the subcommittee members have heard from Diana or anyone on the task force at this time to become involved. **Lauren does not have details about the president’s task force. Becky will reach out to Diana to see where this is at.**
- **Reinstating Access to Recreation Center:**
 - At least one faculty was double charged (Faculty fee and also full time Graduate student fee) President Cady, and Provost Diana send email to make aware
 - President Cady Short-Thompson update: Put on Board Agenda for February to remove faculty fee for recreation center use/access. **Becky will bring up question about whether those who have paid for the year would get reimbursed** if applicable.
- **Current insurance:** UMR / UHC: Questions about if we are changing providers or looking at RFP.
 - We have a 3-year contract with them and so we won’t have the ability to do an RFP yet.
 - It seems providers may not put the correct code in. Bill Landon shared a similar issue of an incorrect code that was entered by the insurance incorrectly.
 - Darrin had a question if **NKU is self-insured with UMR as a third party. Becky will clarify.** If we are in fact, self-insured, **are there expectations for denial rates, etc.?**
- **Issues with Benefits enrollment:** Re-enrollment nightmare for some faculty
 - Some people missed that it didn’t roll over, or that got enrolled in the wrong benefit.
 - Becky mentioned they used to hand out a flyer. **Ask Patty** if we can do this again even if electronic form to send to faculty/staff.
 - Darrin mentioned that with dental, and thinking he had signed up and had not. The PDF **confirmation does not seem to be clear... are we able to update the confirmation process so that we can make it more intuitive that the PDF being viewed is for the “next” enrollment.** he PDF could be more intuitive for faculty and staff. Some thought the PDF indicated they were signed up, when they were not. Some faculty thought the PDF they viewed was for the “new” enrollment and it was not. It was for what they were “currently” enrolled. It might be good to **bring this to Patty and Susanne.**
 - **Suk-hee asked if we have a policy for signing up or making changes when there is an “honest error” by faculty/staff?** Benefits committee could advocate for this. We could ask **Patty to come back and address Health and Dental Benefits enrollment and other questions regarding health, dental and vision benefits.**

Faculty Benefits Meeting Minutes: February 5, 2025

Future Business

• **Student Scholarship Subcommittee:** [Email Becky if you want to be added or need to be added to student scholarship subcommittee.](#)

- Marcia Ziegler
- Bill Landon
- Vincent Owhoso
- Perilou Goddard

Future Meetings @ 3:15pm

Spring 2025 @ 3:15pm

- March 5
- April 2
- May 7

Motion to adjourn: 1st: Bill Landon, 2nd: Kevin