

Faculty Handbook Committee
Minutes

Date: October 14, 2009
Time: 10:30 AM
Place: Dolan, E244
Attendance: Dwight, Bob, Brenda, Marcy, Dianna, Sheila.

This was the third meeting of the 2009-2010 academic year.

Bob welcomed our visitors: Bud Stuppy, Ryan Armsworthy, Jonathan Smith, Rich Clark, and Marc Kirschenbaum. They were here to discuss changes to the health care plan.

Bud explained that his office had worked with Mercer for plan design and cost estimates. There is an expectation that healthier people will choose to move into the high deductible plan. In practice, this would leave older people and others with high utilization in Plan C. Plans are individually tracked, and the university is given renewal cost projections based on plan experience. Trends indicate that cost increases in the high deductible plan are lower than those in Plan C. They will aggregate the total cost across both plans to assess costs to plan participants.

Sheila contended that the faculty vote last spring contained a clause that any further changes to the plans outlined at that time would be a result of further discussions between the faculty and administration. To her knowledge, these discussions have not been held.

The committee discussed their position that the vote taken last spring did not include the faculty surcharge or the higher deductible option. While this is disputed by some, putting it to a new vote will erase any confusion.

As far as the change to the vision plan is concerned, the reason for moving from one plan to another should be turned over to the Finance Committee and have them make a recommendation to the faculty about a course of action.

Bud will go back and evaluate what it would mean to miss the enrollment date to allow for another faculty vote.

After the guests left, Bob distributed parts of the handbook to the members of the committee to review. These copies incorporate all the recent revisions. The committee will have to decide what should be done about the Graduate Dean being explicitly mentioned in the Faculty Handbook. Would removing it be a non-substantive rectification?

Minutes from the October 9, meeting were revised and approved.

Next meeting: October 28, 11 AM.