

**Minutes from Faculty Benefits & Professional Development Committee Meeting:
Tuesday, November 30, 2010
2-3 pm, HBB 316**

Subjects:

Health Care Comparison with 25 public universities: Getting Organized
Agenda for 2011 – bonus vs. compensation
Other Odds and Ends

Members Present:

Anne Smith, Chair
G. Michael Clark
Gene Fitzhugh
Martin Griffin
Brent Mallinckrodt
Lane Morris
Micky Sims
Adam Taylor
Jeanine Williamson

Not Present but contacted me:

Jun Lin

ACTION ITEM: Please investigate your assigned universities and their health plans (See ATTACHMENT 1 for directions and an example and ATTACHMENT 2 for assignments)

Meeting Minutes:

1. Review and vote on minutes from last meeting – APPROVED.
2. Bully Free Seminars tomorrow – attendance – DID ANYONE ATTEND? IF SO REPORT OUT TO COMMITTEE NEXT TIME OR SEND OUT SUMMARY VIA EMAIL.
3. Health Insurance Comparison
 - a. Assigned to committee members (see Attachment 2)
 - b. Specify what to report back and when due (see Attachment 1)
 - c. Who is going to do ORNL? ANNE HAS LOOKED UP (SEE ATTACHMENT C) and EMAILED SARAH GARDIAL FOR CLARIFICATION
4. New Business Discuss Bonus vs compensation issue – basics (Michael Clark)
 - a. We discussed informally how in recent years, faculty have been given bonuses instead of raises. This affects not only salary compression, UT's ability to recruit and keeping up with cost of living increases but also this will hurt faculty in their retirement years.

- b. The committee discussed if there was a plan for a raise and how these decisions have been made. We realized that we need more information before we can answer many of the issues raised.
- c. Discussion of a ½% raise instead of a bonus. Bonuses have been given based on number of years of service x \$100 in the past, but this is not incorporated into our base pay.
- d. Committee members discussed how the bonus has been easy and cheap and diversionary instead of addressing the fundamental issues of pay raises.
- e. **Committee discussed how we needed to make a statement to discourage use of bonuses.** Committee members agreed that we need more information about how these decisions are made, the history of these bonus/no raise choices, etc. The issue of UT employee “special treatment” as compared to “just a state employee” was discussed.
- f. Another issue is how longevity pay can be diverted directly into retirement by the State (and not efforts by individual employees).
- g. We considered if our committee could develop a survey, perhaps in conjunction with Linda Hendricks’ Human Resources office or Chris Cimino’s office, to gauge faculty attitudes towards bonus/raises. **BEFORE THE NEXT MEETING, DO AN INFORMAL CANVASSING OF FACULTY IN YOUR UNITS ABOUT THIS BONUS/PAY ISSUE.**
- h. Outcome – January meeting with Linda Hendricks or Chris Cimino with the intent of understanding how our committee can help with this issue on the UT campus.

Identified two times when we can meet in Jan with Linda Hendricks or Chris Cimino – Jan 18 or Jan 25 from 2-3:30. January meeting with spend have the time on the bonus/compensation issue and half the time on health insurance comparisons.

5. Odds and Ends

- a. Discussion of “Make the Most” profiles on UT system website. Are there other faculty who have benefited from UT benefits (other than sabbatical leave) that we could highlight?
- b. Discussion of Employee Assistance Program – This includes not only counseling for employees but LEGAL advice (up to 6 hours) and FINANCIAL PLANNING. How do we get the word out?
- c. Other new business for next year –?
 - i. Follow up on Partnership implementation – Rob Chance
 - ii. LGBT sub-committee meeting – follow up with Sarah Gardial (EMAILED 12.5)
 - iii. Look into colleagues and adoption trips to foreign countries – has this been a problem? Ask your colleagues.

Next Meeting: JANUARY 18 OR 25, 2-3:30 (HOLD BOTH DATES OPEN)

[Topic – bonus/raise equity and health insurance comparison]

Minutes of this meeting were compiled by Anne Smith. Please send any changes. These minutes will be voted on at the January meeting.

APPENDIX 1

ACTION ITEM: PUBLIC UNIVERSITY HEALTH PLAN INVESTIGATION

Each member has been assigned (SEE NEXT PAGE) several public universities and asked to investigate the health care plans of the assigned universities. Please save important documents from your investigation of a university's health care information. Call any faculty member you know to ask about their experience with health care, health care choices, costs, etc. Then write up a 1 paragraph summary that addresses:

- **What are the choices for a faculty member in terms of health insurance?**
- **Is there any choice that parallels our Partnership plan?**
- **What is the cost of health insurance for a faculty-member only plan?**
- **What is the cost of a plan for a faculty member with family?**
- **Any other interesting information related to health care plan choices such as comments from friends at the school.**

EXAMPLE: This is a very quick paragraph I wrote up on UNC's health plans

“UNC is part of the North Carolina State Health Plan for Teachers and State Employees (www.shpnc.org). It offers employees 2 plans: Basic and Standard. Neither plan are similar to the UT Partnership Plan. Both options are PPOs, through Blue Cross Blue Shield of North Carolina, and the Blue Options network of doctors. The Basic plan offers higher co-pays and deductibles but lower monthly cost – designated for “healthy” families. The Standard plan offers lower co-pays but higher monthly costs. **The university/state pays the total health care plan cost for the employee (\$410.80 for 2011).** The 2011 cost for the Basic plan for a family is \$490.34; the 2011 cost of the Standard plan for a family is \$580.44. The state offers “NC HealthSmart” which are services to help employees gain/maintain health. This service is completely voluntary and is offered to participants in either health plan.” **(I had a hard time finding deductibles, but I am going to take more time and look into this.)**

Please send your paragraphs to me 48 hours before the next meeting (which will be either January 18 or 25 – 2-3:30, please hold these times open). I will compile into a table that we will review at our next meeting.

APPENDIX 2

FACULTY SENATE BENEFITS COMMITTEE MEMBER ASSIGNMENT

	Public University	Faculty Senate Member Assigned
1	AUBURN	Adam Taylor
2	BERKELEY	Martin Griffin
3	CLEMSON	Lane Morris
4	FLORIDA	Gene Fitzhugh
5	GEORGIA	Gene Fitzhugh
6	ILLINOIS	Mickey Sims
7	INDIANA	Anne Smith
8	IOWA STATE	Adam Taylor
9	MICHIGAN	Jeanine Williamson
10	MICHIGAN STATE	Adam Taylor
11	MINNESOTA	Jun Lin
12	NC STATE	Lane Morris
13	OHIO STATE	Martin Griffin
14	PENN STATE	Jun Lin
15	PITT	Anne Smith
16	PURDUE	Michael Clark
17	RUTGERS	Michael Clark
18	TEXAS A&M	Lane Morris
19	UC DAVIS/ UCLA/ UC SANTA BARBARA	Martin Griffin
20	UMD COLLEGE PARK	Brent Mallinckrodt
21	UT AUSTIN	Brent Mallinckrodt
22	VIRGINIA	Mickey Sims
23	WASHINGTON	Jeanine Williamson
24	WISCONSIN	Brent Mallinckrodt
25	NORTH CAROLINA	Anne Smith

ATTACHMENT 3

ORNL (B&W Y-12) STATEMENT ABOUT DOMESTIC PARTNERSHIPS

From <http://www.bwxy12spd.com/medical-plan/>

“Provide Protection for Your Family

You may enroll your Eligible Dependents for coverage under the same plan in which you are enrolled.

There may be state legislative requirements regarding group insurance plans covering individuals in the state. If so, CIGNA will comply with those requirements – which may create situations where a benefit is considered differently than as stated in this summary of benefits. Whenever there is a conflict between the summary in this book and the applicable Certificate of Insurance, the Certificate governs. You may request a copy of the Certificate by following the steps outlined under the “Administrative Information” section of this book. “

I HAVE EMAILED SARAH GARDIAL TO SEE IF SHE HAS MORE INFO ON THIS.