

JOURNAL OF THE FACULTY SENATE

The University of Oklahoma (Norman campus)

Regular session – October 12, 2015 – 3:30 p.m. – Jacobson Faculty Hall, Room 102

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Note: The remarks of the Senators and others are summarized and not verbatim. A recording of this meeting is available in the Faculty Senate office.

The Faculty Senate was called to order by Professor Tassie Hirschfeld, Chair.

PRESENT: Anderson, Asprey, Bemben, Bergey, Bisel, Brede, Burke, Burstein, Cifelli, Coleman, Cracknell, Crain, Davidson, Elisens, Ellis, Elwood Madden, Fiedler, Forman, Gutierrez, Halterman, Harm, Hirschfeld, B. Johnson, E. Johnson, Koch, Laubach, Lawson, Livingood, Markham, Merchan-Merchan, Miller, Moxley, Raman, Riggs, Safiejko-Mrocza, Schmeltzer, Scrivener, Sharma, Sikavitsas, Stoltenberg, Swinkin, Volz, Weaver

Provost's Representative: Provost Harper

ISA representatives: Chris Cook, Dan Hough

SGA Representative(s): None.

Others: Les Hoven, Angela Hawpe, Jubar Shumate, D' Andre Fisher

ABSENT: Ayres, Barker, Hart, Irvine, Kong, Kornelson, Kozadayev, Mortimer, Rodriguez, Stock, Terry

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APPROVAL OF JOURNAL

The Faculty Senate Journal for the regular session of September 21, 2015 was approved.

ANNOUNCEMENTS

The following faculty will serve on the 2015-16 Academic Program Review Committee: Elizabeth Bergey (Biology), Ervin Black (Accounting), Robert Lifset (Honors College), Shaorong Liu (Chemistry and Biochemistry), Elyssa Faison (History), Theresa Shaft (Management Information Systems), Christopher Sadler (Drama), and Gordon Uno (Microbiology & Plant Biology). The panel also will include Provost Kyle Harper (Classics & Letters), Vice Provost Simin Pulat (Industrial & Systems Engineering), Associate Dean David Craig (GCJMC), Associate Dean Aonover Tarhule (AGC), and Director of Assessment Felix Wao. The units to be reviewed are Aerospace & Mechanical Engineering, Civil Engineering & Environmental Science, Chemical, Biological & Materials Engineering, Computer Science, Electrical & Computer Engineering, Industrial & Systems Engineering, Petroleum & Geological Engineering, Library & Information Studies, Anthropology, and English.

The summary record of the disposition by the administration of Faculty Senate actions for September 2014 to August 2015 is attached.

The Faculty Senate is sad to report the deaths of retired faculty members John B. Williams (Music) on September 20, 2015 and Vera M. Gatch (Human Relations) on September 27, 2015.

The 14th annual Teaching Scholar's Initiative (TSI) Colloquium "Diversity, Inclusion, and Equity in Higher Education" will be Friday, November 6 from 8:45 a.m. – 4:30 p.m. Visit <http://www.ou.edu/cte/communities/conferences/tsi.html> for more information and to register.

The Oklahoma Women in Higher Education conference will be held Friday, November 20, at the University of Central Oklahoma. Further information is available at <http://www.okwhe.org/> under the "Events" tab.

The 9th Annual Aviation Festival will be held at the Max Westheimer Airport on Saturday, October 17, 2015 from 9:00 a.m. to 4:00 p.m. Admission and parking will be free. The festival will include an open house, aircraft static displays, tours of the control tower, and a children's activities area sponsored by Sooner Flight Academy.

The OSRHE Faculty Advisory Council (FAC) has released their annual faculty opinion survey; the results of which will serve as the basis for their future work plan. Responses are anonymous and will be aggregated by institution then summarized by type of institution for the FAC to review. The due date is October 23 and the survey link is <https://www.surveymonkey.com/r/3T93X8X>.

REMARKS CONCERNING BENEFITS BY HUMAN RESOURCES DIRECTOR LESS HOVEN AND ASSISTANT DIRECTOR ANGELA HAWPE

Prof. Hirschfeld introduced Human Resources Director Les Hoven and Assistant Director Angela Hawpe and turned the presentation over to her. (Her slides are attached.)

Ms. Hawpe announced that OU would continue self-insuring the PPO and the HCA, and the HMO will still be fully insured. There has been a favorable claims experience with the self-insured plans and we are building reserves. Pharmacy costs increased 42% from 2013 to 2014.

Rates for the PPO/HCA will remain the same and the rates for the HMO are increasing 13.9%. Rates are based on plan utilization. There will no increases in Dental, Life, Long-term Care, or AD&D. Vision Insurance premiums will go up 17.4%. This means for a single coverage in the standard plan the rates will change from \$7.30 to \$8.67.

Ms. Hawpe said that it is unlikely that the HMO will be sustainable much longer as it continues to see decreases in enrollment. The HMO plan will be frozen to new membership, but existing members will be able to make normal changes. Full replacement of the HMO plan is slated for 2017. Since the PPO will remain at the same rate level, there will not be an increase in the Sooner credits for health insurance.

BlueEdge HCA (Health Care Account) will be replaced with BlueEdge HSA (Healthcare Savings Account) with an Individual Deductible of \$1,500, a Family Deductible of \$3,000, and OU will fund \$500/\$1000 in the employee HSA. She noted that HSA contributions are tax-deductible and that unused funds roll over year to year; there is no "use it or lose it" penalty.

In terms of Retiree benefits, pre-65 retirees have the same plan and percentage increase as active employees. The new Age/Service Matrix takes effect 1/1/2016 and Medicare rates will increase 12.5%.

The administration of the university's Flexible Spending Account will go from PayFlex to Connect Your Care. In terms of Tobacco Cessation, there will be a non-tobacco user incentive starting in 2017. Ms. Hawpe mentioned that OU's health plan offers \$500 annually in reimbursement toward qualified quit methods. In 2017 OU will implement a nontobacco user incentive which basically means that every year at open enrollment everybody will have to go into the system declare whether or not they are tobacco user. Non tobacco users will pay \$25 less than tobacco used. This process is going to take away our ability to have passive enrollment.

OU will be ending the \$50 per month credit for waiving OU insurance coverage as the existing credit does not support OU's overall benefit strategy. This will reduce annual benefit costs approximately \$500,000. Ms. Hawpe concluded her presentation by announcing that CNA is cancelling the group Long Term Care contract effective February 2016. Open enrollment this year will be October 26 – November 13, 2015.

Prof. Fiedler asked about the ACA compliance fines and whether OU has been assessed any fines. Ms. Hawpe stated we have not yet had to report, but our procedures are in compliance and we have made offers of insurance to several employees. Prof. Fiedler asked for the details of the fine structure. Ms. Hawpe said that some fines are based on the total number of employees and some are based on just the employees that are not in compliance.

Prof. Schmeltzer asked about the status of OU's health insurance plan in terms of 'cadillac plans'. Ms. Hawpe said that while OU's plan is rich, she did not believe that it qualified as a 'cadillac plan', but they will continue to review that each year.

Prof. Hirschfeld thanked Mr. Hoven and Ms. Hawpe for speaking at today's meeting.

REMARKS BY JABAR SHUMATE, VICE PRESIDENT FOR UNIVERSITY COMMUNITY

Prof. Hirschfeld introduced Vice President for University Community, Jabar Shumate. VP Shumate introduced his team, D'Andre Fisher, his special assistant, Pam Hicks, his executive assistant and C. Don Bradley, Associate Dean & special assistant to the VP.

OU is focused on Diversity, Inclusion, and Equity. VP Shumate's office has been heavily involved in the Freshman Diversity Experience implemented through Camp Crimson and Gateway to College Learning. The Program objectives include awareness of the diverse OU family, being aware of the difference, understanding the stereotypes, learning to interact, and your responsibilities. Students who do not complete the course this year will have an enrollment stop placed on them until they complete the program. VP Shumate noted that the University of Missouri is following our example and modeling a diversity experience to be implemented next year after the OU experience.

VP Shumate listed the members of the Diversity and Inclusivity Academic Council. They are:

University College: Lillian Miller, University Student Programs Specialist, 325-8216, ldmiller@ou.edu
 Arts & Sciences: Rhonda Dean-Kyncl, Associate Dean of Students, 325-4411, rkymcl@ou.edu
 Journalism: Dorion Billips, Coordinator Community Inclusivity, 325-0918, dorion@ou.edu
 Architecture: Dr. Charlie Warnken, Associate Dean, 325-3871, cwarnken@ou.edu
 Earth and Energy: Dr. Mashhad Fahs, Assistant Professor, 325-6846, mashhad.fahes@ou.edu
 Law School: Stan Evans, Associate Dean, 325-7789, stanevans@ou.edu
 Fine Arts: Dr. Donna Mitchell Cox, Assistant Professor, 325-2081, dmcox@ou.edu
 Library: Sarah Robbins, Director of Public Relations & Strategic Initiatives, 325-5293, Srobbins@ou.edu
 Atmospheric & Geographic Sciences: Aondover Tarhul, Associate Dean, 325-5325, atarhule@ou.edu
 College of Continuing Education: Eric Sourie, Administrator, 325-1941, esourie@ou.edu
 College of Liberal Studies: Frank Rodriguez, Administrator, 325-1247, frankr@ou.edu
 College of Business: Shelly Grunsted, Exec. Director for Center for Student Success, 325-3562, mgrunsted@ou.edu
 Honors College: Daniel Mains, Professor, 325-5291, dcmains@ou.edu
 College of International Studies: Noah Theriault, Professor, 325-1584, Theriault@ou.edu
 Graduate College: Janis Paul, Assistant Dean, 325-1838

VP Shumate said that OU would implement online staff training in 2016. His office will work closely with HR to create opportunities for diversity, inclusion, and equity experience through employee resource groups, workshops, book groups, and linking staff with faculty and student groups. In addition, the Provost has been working with the Deans to diversify the academic leadership ranks. VP Shumate invites faculty members to see him in his office in room 201 of Evans Hall or to contact him by phone at 325-7314 or email at university.community@ou.edu.

Prof. Merchan-Merchan asked what assessment they are making of the climate of OU. VP Shumate answered that they had done some assessment of the freshman diversity experience. They assessed students after they exit and are working with a couple of research professors on a campus climate survey to involve in our overall campus survey.

Prof. Burke asked for more details about the staff training. VP Shumate said that they are taking lessons learned from the student training in developing the staff training. He said they are also looking at offerings from several vendors. Prof. Burke asked if that training could be made available to students as well. VP Shumate said that some of that training is very employee-specific, but he is willing to work with faculty to find a training that they can recommend to students.

Prof. Fiedler asked about whether the required training would require a full course and how many credits it would be. VP Shumate said that the 5-hour training is stand alone and will not replace another course.

Prof. Emily Johnson asked if there is any effort to concentrate resources under his office and to make them easier for students' to locate. VP Shumate said that since several of his staff come from recruitment; they are very good at finding resources to support students success.

Prof. Halterman asked if there is a way that faculty could see the 5-hour training or get more details about the content. VP Shumate said that during the training, they try to create an environment where students feel comfortable sharing. He said that if Prof. Halterman contacted his office, he could be provided more details. Prof. Halterman followed up that if faculty knew more about the content of the training, then they could build on it during the courses they teach during the year.

Prof. Sharma asked for more details about the training for faculty. VP Shumate said that would be for new faculty and would be a part of new employee orientation. Prof. Merchan-Merchan asked if we could have Dr. Wong speak to the Senate. It was noted that she is already scheduled her to speak at a future meeting, as she was unavailable to speak at today's meeting.

Prof. Fiedler said that the during their departmental Ethics training for graduate students, they received feedback that it was somewhat condescending and asked what the feedback has been for this training. VP Shumate said they are gathering student feedback and overall it has been very good. He encourages students to contact his office directly with any additional feedback.

Prof. Hirschfeld thanked the VP Shumate for speaking at today's meeting.

SENATE CHAIR'S REPORT, by Prof. Tassie Hirschfeld

"On October 5, the Faculty Senate Executive Committee met with Dr. Kathy Wong(Lau), (Director of the Southwest Center for Human Relations and the National Conference on Race & Ethnicity in American Higher Education) and Vice President for Community Jabar Shumate for an update on the diversity initiatives currently underway on campus. Vice President Shumate discussed his work on various diversity and outreach initiatives organized through individual colleges, especially with regard to recruiting. Dr. Wong(Lau) summarized the Southwest Center's diversity training programs in Camp Crimson and University College. The FSEC received a detailed report on the numbers of freshmen who have participated in this training, as well as the positive assessment and feedback received from students. Faculty were also invited to participate in the Southwest Center's upcoming two-day training for Intergroup Dialogue facilitators, which will take place October 23 and 24. The Southwest Center will be moving into the former SAE house.

"On October 5, the Faculty Senate Executive Committee also met with Director of Human Resources Les Hoven and Benefits Planning Director Angela Hawpe for a summary of upcoming changes to the current benefits packages. This summary will be available for faculty to review.

"On October 7, the Faculty Senate Executive Committee met with President David Boren to discuss the current state of the University. Topics discussed included strategies for improving budgetary transparency at the Department level, the implementation of campus diversity initiatives, campus safety, and the possibility of significant budgetary challenges in the upcoming fiscal year. These and other topics will be addressed in President Boren's presentation to the Faculty Senate on November 9, 2015.

"At the Council of Deans meeting on October 7, Vice President for Research Dr. Kelvin Droegemeier shared details of his initiatives to promote excellence in research. This includes a system of data gathering designed to optimize faculty grant success as well as to compare university research performance with peer institutions. Dr. Mark Morvant also gave a detailed presentation of the

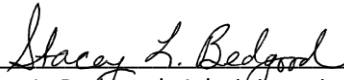
current classroom space constraints the University is facing. Centrally scheduled classrooms now have a 92% occupancy rate between 9:00 a.m. and 4:00 p.m. during most weekdays. Faculty are encouraged to consider non-standard class times as a way to reduce competition for classroom space during prime hours. There are new initiatives planned to link class-scheduling practices with retention efforts.

“All OU faculty have received an invitation to participate in an opinion survey overseen by the Faculty Advisory Council (FAC) to the Oklahoma State Regents for Higher Education. The results will be shared with the State Regents and will guide the upcoming work of the FAC. Results will also be shared with the Faculty Senate.

“Faculty are also invited to contribute suggestions for updating and improving the University Speaker Service. Current information about the speaker service can be found at: <http://speakers.ou.edu>.”

ADJOURNMENT

The meeting adjourned at 4:27 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, November 9, 2015, in Jacobson Faculty Hall, Room 102.



Stacey L. Bedgood, Administrative Coordinator



Sarah Ellis, Faculty Senate Secretary

**RECORD OF DISPOSITION BY ADMINISTRATION OF FACULTY SENATE ACTIONS
(September 2014-August 2015)**

| | Date of Senate meeting | Item* | Origin | Disposition by administration; Date |
|---|-------------------------------|---|--|--|
| 1 | 10-13-2014 | Faculty appointments to councils/committees | Faculty Senate Committee on Committees | Appointed; 10-21-2014 |
| 2 | 11-10-2014 | Faculty appointment to the Faculty Compensation Committee | Faculty Senate Committee on Committees | Approved, 1-7-2015 |
| 3 | 11-10-2014 | Resolution of Appreciation to the Borens on 20 years of service to OU | Faculty Senate | Thanked, 1-7-2015 |
| 4 | 3-09-2015 | Faculty appointment to the Arts and Humanities Faculty Fellowship Committee | Faculty Senate Committee on Committees | Appointed, 4-2-2014 |
| 5 | 3-09-2015 | Firearms on Campus | Faculty Senate Executive Committee | Approved, 4-4-2015 |
| 6 | 3-09-2015 | Statement on Racial Injustice at OU | Faculty Senate Executive Committee | Thanked, 4-2-2015 |
| 7 | 4-13-2015 | Faculty appointments for end-of-the-year vacancies on university and campus councils/committees/boards and Faculty Senate standing committees | Faculty Senate Committee on Committees | Approved, 4-27-2015 |
| 8 | 5-4-2015 | Resolution on Actions to Promote Diversity and Inclusion at The University of Oklahoma | Faculty Senate | Acknowledged, 5-15-2015 |

*Full text of recommendation can be found in Faculty Senate Journal for date indicated at left

University of Oklahoma Health Insurance Renewal 2016



Agenda

- OU Benefits Year in Review
- 2016 Plan Changes
 - HMO Plan
 - High Deductible Plan
- 2016 Plan Rates
- Flexible Spending Accounts
- Non-Tobacco User Incentive
- Waiver of Coverage Credit
- Long Term Care Insurance



2015 Plan Review

- PPO, HCA, and Medicare Plans were moved to a self-funded arrangement
 - Favorable claims experience and building reserves
- HMO Plan remains fully-insured
- Pharmacy costs increased 42% between 2013 and 2014. A similar trend is expected in 2015, based on claims to date.
 - Less than 0.5% of total claims account for almost 20% of total spend.

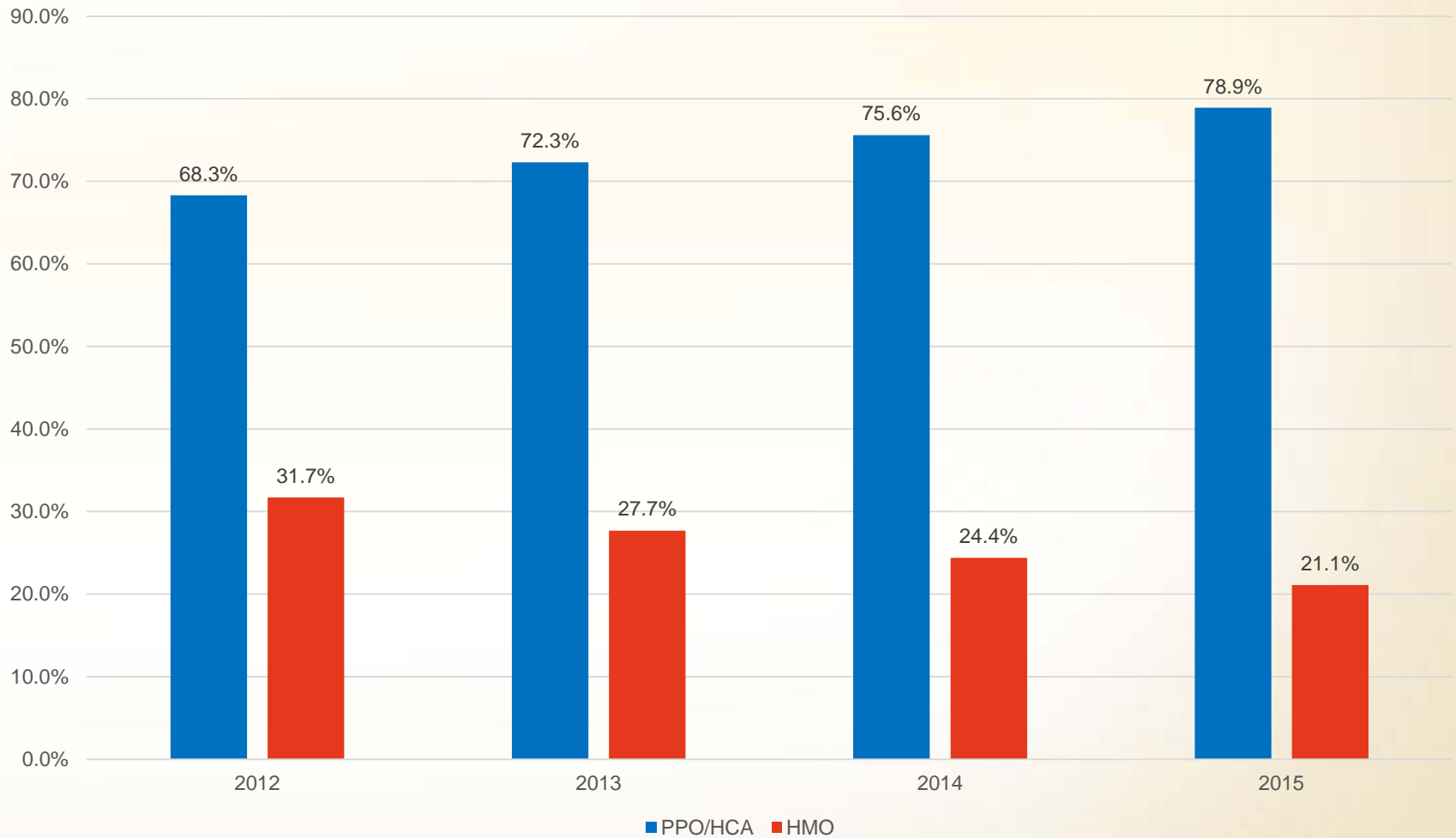


2016 Plan Rates

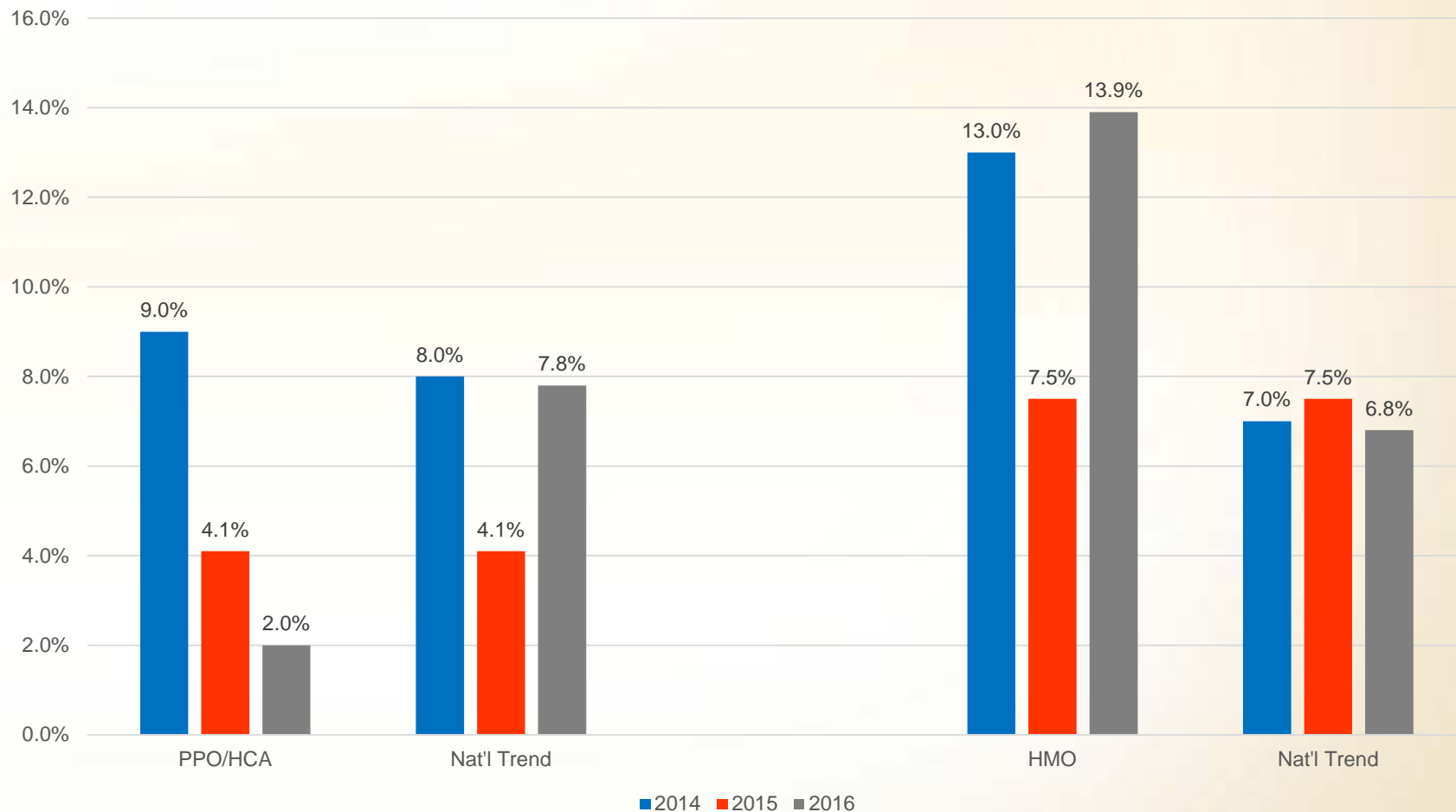
- 0% - 2% PPO increase, still pending (Self-Insured)
- 13.9% HMO increase (Fully-Insured)
- No increase in Dental, Life, LTD, or AD&D
- VSP Vision – 17.4% increase (Example: \$7.38 to \$8.67)



Health Care Plan Enrollment



Health Care Renewal History



2016 HMO Changes

- The HMO plan will be frozen to new membership
 - Existing members will be able to make changes as normal
 - Full replacement of the HMO Plan is slated for 2017
- Employees enrolled in the HMO are using more services than those enrolled in the PPO and the HMO has fewer members to absorb costs.
- HMO premiums will increase more than 13.9% for employees due to the University's contribution strategy funds Sooner Credits based on the PPO.



2016 High Deductible Plan

- BlueEdge HCA will be replaced with BlueEdge HSA
 - Individual Deductible \$1,500
 - Family Deductible \$3,000
 - OU will fund \$500/\$1000 in the employee HSA
 - All services are subject to deductible and 15% coinsurance, up to the out of pocket max of \$3,000, then plan pays at 100%



Benefits of an HSA

- HSA contributions are tax-deductible.
- Annual contribution limits based on IRS rules.
- Withdrawals for eligible health care expenses are tax free (e.g., deductible, co-insurance, prescriptions, vision, dental, etc.).
- Unused funds roll over year to year. There's no "use it or lose it" penalty.
- Potential to build more savings through investing. Employees can choose from a variety of HSA self-directed investment options with no minimum balance required.
- At age 65, funds can be withdrawn for any purpose without penalty but may be subject to income tax if not used for qualified medical expenses.



2016 IRS HSA Limits

| 2016 IRS Limits | | |
|-----------------------------|-------------|-------------|
| | Single Plan | Family Plan |
| Maximum Contribution Limit | \$3,350 | \$6,750 |
| Minimum Deductible | \$1,300 | \$2,600 |
| Maximum Out-of-Pocket | \$6,550 | \$13,100 |
| Catch-up Contribution (55+) | \$1,000 | \$1,000 |



Retiree Benefits

- Pre-65 retirees have the same plan and percentage increase as active employees
- The new Age/Service Matrix takes effect 1/1/2016.
- Medicare rates will increase 12.5%



Flexible Spending Account

- Replace Payflex with Connect Your Care
- Flexible Spending Accounts still available
 - \$5,000 annual maximum for Day Care
 - \$2,550 annual Maximum for Health Care
 - Limited Purpose FSA for HSA plan users
- 15 month plan provision remains
 - Can incur health claims through March 15, 2016 and file until April 15, 2016
 - Dependent care claims must be incurred by December 31, 2015, but claims can be submitted through April 15, 2016
- Any remaining 2015 funds will transfer to Connect Your Care



Tobacco Cessation

- Implement non-tobacco user incentive in 2017
- Employees will complete a tobacco attestation form.
- OU is committed to assisting employees who wish to stop using tobacco products.
- BCBS also offers up to \$500 annually in reimbursement toward qualified quit methods



Waiver of Coverage Credit

- Eliminate \$50 per month credit for waiving OU insurance
- Existing credit does not support OU's overall benefit strategy
- Reduces annual benefit costs approximately \$500,000



Long Term Care

- CNA is canceling the group contract effective Feb 2016
 - Underwriting methodologies left insurers with inadequate resources
 - Few providers in the market place
 - Rates will likely increase for individual contracts
 - Educational sessions planned



LTC Educational Seminars

| Day | Date | Campus | Seminar Type | Location | Time |
|-----------|------------|--------|--------------|---|---------------------|
| Monday | 10/19/15 | Norman | Beginner | Oklahoma Memorial Union Associates Room | 11:00am – 12:00 pm |
| Monday | 10/19/15 | Norman | Advanced | Oklahoma Memorial Union Associates Room | 12:15 pm – 1:15 pm |
| Tuesday | 10/20/2015 | Norman | Beginner | Oklahoma Memorial Union Heritage Room | 10:00am – 11:00 am |
| Tuesday | 10/20/2015 | Norman | Beginner | Oklahoma Memorial Union Associates Room | 11:15 am – 12:15 pm |
| Wednesday | 10/21/2015 | HSC | Beginner | Bird Library Auditorium | 9:00 am – 10:00 am |
| Wednesday | 10/21/2015 | HSC | Advanced | Bird Library Auditorium | 10:15 am – 11:15 am |
| Thursday | 10/22/2015 | HSC | Beginner | Bird Library Auditorium | 5:30 pm – 6:30 pm |
| Thursday | 10/22/2015 | HSC | Advanced | Bird Library Auditorium | 6:45 pm – 7:45 pm |
| Friday | 10/23/2015 | Tulsa | Beginner | The Learning Center, Room 137 | 11:00am – 12:00 pm |
| Friday | 10/23/2015 | Tulsa | Advanced | The Learning Center, Room 137 | 12:15 pm – 1:15 pm |



Benefits Fairs

| Day | Date | Campus | Location | Time |
|-----------|----------|--------|--|------------------|
| Thursday | 10/29/15 | Tulsa | Schusterman Academic Center, Innovation Commons Room | 10:00am – 2:00pm |
| Monday | 11/2/15 | HSC | David L. Boren Student Union, Room 102 | 7:30am – 12:30pm |
| Tuesday | 11/3/15 | HSC | Stephenson Cancer Center, Charlotte Jackson Seminar Room 5058 | 1:00pm – 5:00pm |
| Wednesday | 11/4/15 | Norman | Zarrow Hall, JJ Ryan Community Room 125 | 9:00am – 4:00pm |

Annual Enrollment October 26 - November 13



Questions?? Comments

