

## **Minutes of the Faculty Senate**

**7:00 pm, Tuesday, October 1, 2013**

**Room 212-213 Stinson-Remick**

**Attendees:** Matthew Capdevielle, Mark Caprio, Jeremiah Castle, Xavier Creary, Antonio Delgado, Erika Doss, John Gaski, Nasir Ghiaseddin, Alexandra Guisinger, Martin Haenggi, Michael Hemler, Nancy Joyce, Michael Kirsch, Matthew Leevy, Paul McGinn, Eric Morgan, Hildegund Muller, Walter Nicgorski, Catherine Perry, Kali Rath, Denis Robichaud, Jeanne Romero-Severson, Salma Saddawi, Joshua ShROUT, John Stamper, Marsh Stevenson, Sandra Vera-Munoz, Bruce Williams, Richard Williams

**Excused:** William Berry, Karen Buranskas, Anjan Chakravartty, John Duffy, David Gasperetti, Liangyan Ge, Danielle Joyner, Linda Major, Carolyn Nordstrom, Sylwia Ptasinska, Salma Saddawi

**Absent:** Christine Becker, Gail Bederman, Dennis Doordan, Thomas Flint, George Howard, Dianne Pinderhughes, Joe Urbany

1. Start of meeting 7:09; Opening Prayer
2. Introduction of Senators
3. Approval of Minutes of the September 3, 2013 Session: The minutes were unanimously approved, with a minor revision.
4. Chair's Remarks:
  - Reminder to sign up for committees, especially administrative affairs, which is in need of a chairperson.
  - The Chair spoke on the Coalition on Intercollegiate Athletics. The organization aims to include representatives from all Faculty Senates (Nationwide) to engage with the NCAA. John Gaski who serves on ND's Faculty Board on Athletics submitted a copy of the proposal from the coalition body to the Chair of the board. It was noted that F. Clark Power from ND spoke at the Coalition on Intercollegiate Athletics' meeting in Tampa last February.
  - Student Affairs: senate committees should consider reviewing the reallocation of student funding from the Graduate School to the Colleges.
  - Faculty Salaries Data: Chris Maziar from the Provost's office is working on the issue of faculty salaries data. The Chair put together a table indicating what kind of data the Faculty Senate would like to receive.
  - Traffic Board: The Traffic Board has not responded to the Chair's inquiries. Given their lack of response, the Chair is proceeding according to the assumption that the Faculty Senate does not need to appoint a representative to the Traffic Board.
5. Denise Murphy from Human Resources delivered a presentation on upcoming changes in health insurance benefits. Jennifer Addis, also from Human Resources, was present to

answer questions.

a. Affordable Care Act:

- Denise Murphy conveyed that the average cost of health care at ND is increasing steadily at an unsustainable rate. Human Resources met with faculty from ND's economics department and the University Benefits Committee to discuss the reasons and trends responsible for these increases.
- Cost drivers: ND's average age is 47 compared to 42-3 in other universities; utilization is increasing; network access; the provider community is making changes that are beyond the university's control (e.g., increase in pregnancy costs; there are no radiology centers that are not owned by hospitals).
- Affordable Care Act: increase of taxation (approx. \$700,000); cost of print publications; one-year mandate; there will be an excise tax in 2018 on plans where the cost will be more than \$10,200 for single coverage and \$27,500 for family coverage. The current individual plans are about \$9,000 and the family plans are approximately \$20,000.
- Senators discussed and questioned the interpretation of cost increase.

b. University Benchmarking:

- AAU private universities are the benchmark universities for ND (21 of the 26 have the data on their website). Denise Murphy explained that Human Resources aims at having plans that are competitive with ND's benchmark institutions.

c. Changes to Benefits for 2014:

- the out-of-pocket maximums are increasing next year.
- Prior authorization for certain CT scans will be required.
- Eliminate the "specialty not represented" option in HMO plans.
- Logan Center will be in-network for both Select Health and CHA.
- Contraceptive coverage: ND's plan will not be administering these services. The third party Meritain Health will do so instead at no cost. Meritain will be providing plan information directly to eligible participants of the medical plans. According to the University, vasectomies are neither considered contraceptives nor are they covered. These changes will be effective 1 January, 2014.
- The data shows that next year the employee's percentage of the total cost is increasing.
- Denise Murphy emphasized that responsibility for the cost increase is shared. She offered the following as ways in which the faculty can help control the cost increase: use of generic drugs; question the necessity of medical procedures; utilize in-network providers; use the wellness center (primary care, urgent care, chronic conditions, and wellness coaching); use urgent care centers; use the wellness programs (weight watchers, screenings, RecSports etc.).

d. Screenings and Health Risk Questionnaire:

- Human Resources only get aggregate data from the information collected through the biometric screenings in the wellness program, i.e., the results are anonymous.

e. Wellness Center:

-- The Wellness Center is the only retail pharmacy with a 90-day refill.

f. Open Enrollment and Other:

-- Dental: Cast restorations (crowns or onlays) will be payable every five years instead of every seven years, as it is now.

-- EyeMed Vision Plan: Effective January 1, 2014 the Affordable Care Act requires an additional fee of 2.4%.

-- There are no changes to Life Insurance for next year.

-- Flexible Spending Accounts: the account maximums for health care will be \$2,500 and \$5,000 for dependent care (per family).

There was discussion and questions from the faculty senate.

6. New Business:

-- Alexandra Guisinger discussed the need to change ND Security's victim-blaming language when it describes sexual assaults in their reports of campus crimes. She wished to know what ND is doing to address this problem.

-- Jeremiah Castle explained that there are new procedures being implemented by the Committee for Sexual Assault Prevention ([csap.nd.edu](http://csap.nd.edu)). The committee is co-chaired by William Stackman (Associate VP for Student Affairs) and Christine Caron-Gebhardt (Director of GRC). CSAP has several ongoing initiatives for 2013-2015:

1) Educational programs. This fall, 1,996 first-year students (all but 30) received the "Building Community the Notre Dame Way" training. CSAP hopes to expand to upperclassmen, graduate students, and faculty/staff soon.

2) An upcoming media campaign, including dorm posters and online components.

3) Revising legal definitions and communicating those definitions to students through multiple avenues, including the aforementioned bystander training

-- Richard Williams explained that ND's Campus Life Council is also discussing the problem of sexual assaults on campus.

7. Committee Meetings

a. Administrative Affairs: There are five members in the committee. Joshua Shroul was nominated and confirmed as the chair of the administrative affairs committee.

8. Due to lateness the Faculty Senate voted to postpone further committee business until the following Senate meeting.

9. Meeting was adjourned at 8:34.

Respectfully submitted,

Denis Robichaud