

9-12-2018

Faculty Senate Minutes September 2018

UNO Faculty Senate

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Wednesday, September 12, 2018, 2 p.m., CEC 230/231

Members: Adidam, Anderson, Arbelaez, Barone, Bereitschaft, Blankenship, Boron, Cast-Brede, Cooper, Davidson, DeSanti, Garcia, Grams, Hale, Huq, Johnson, Kealey, Kelly, Lee, MacArthur, Nash, Peterson, Podariu, Prisbell, Qureshi, Randall, Rowe, Schaffer, Sharif-Kashani, Stacy, Surface, Tiller, Tisko, Winter, Woody, Zhong

Excused: Kennedy, Landow

Absent: Roland

Presentation: John Erickson, UNO Representative to University-wide Employee Benefits Advisory Committee (His report is item VIII. A. of this agenda)

I. The meeting was Called to Order by President Kelly, after the presentation and Q&A, at 2:13 p.m.

II. The Minutes of August 15, 2018, were approved as submitted.

III. Officers' Reports

A. President's Report: Senator Kelly reported
Senate colleagues,

Welcome back to the start of the Fall semester! I am honored to begin my term as your President and I will do my best to justify the trust you have placed in me. I look forward to open and honest discussion of the challenges facing UNO and to continuing the work begun by my predecessors on issues such as student retention.

This past month we gathered at Mahoney State Park for the Faculty Senate Retreat. There we were given presentations by Chancellor Jeffrey Gold; Ken Bayles, the Interim Associate Vice Chancellor for Research and Creative Activity; and Angie Eikenberry, the UNO President of AAUP. We discussed UNO's status as a Carnegie Doctoral Research University and the opportunities for UNO researchers to work closely with Dr. Bayles' office. Chancellor Gold shared with us some of his experiences of the past year during which he added leadership at UNO to his duties as UNMC Chancellor, particularly his efforts to represent UNO in meetings with stakeholders across the state. Dr. Eikenberry described AAUP's mission as well as areas of common interest with the Faculty Senate. Finally, the high absentee rate at the retreat was noted; we will look to explore other location options for next year's retreat, including on-campus.

The first regular meeting of the Faculty Senate this Fall is scheduled for next Wednesday afternoon, September 12th at 2PM in CEC 230/231. The first item on the agenda is a discussion of the report (see VIII.A.) prepared by John Erickson, UNO's faculty representative on the University-wide Employee Benefits Committee

(UEBAC). John will answer questions about the new health and benefit plan so that UEBAC can bring any concerns to the attention of the NU Benefits Office. All members of the UNO faculty are invited to attend and participate in this discussion.

We continue to explore with SVC Reed, AVC Shipp, and AVC Pettid the development of a Wellness Program that would lower the gym rate for UNO faculty and staff in exchange for considerations such as an annual health risk appraisal. As this is a negotiable benefit, our continued discussion will include the AAUP.

UNO was reaccredited with the HLC, but not only did it have an extremely successful accreditation process (largely owing to great work from Jill Russell and people all over campus), it also is transitioning away from AQIP and into a new paradigm for reaccreditation. In other words, it's moving out of the former model for accreditation requirements, which was not commonly used by Carnegie Research class institutions but was more often shared with places like community colleges, and instead will be on the Open Pathway that most institutions of the R1 kind use in HLC:

"UNO will now transition from the AQIP Pathway to Open Pathway with HLC. The University of Nebraska at Kearney, -Lincoln, and the Medical Center all work under the Open Pathway model, which will now serve UNO. This will also mean another comprehensive report in four years time, and future quality initiative projects, Russell said."

Finally, the Faculty Senate leadership continues to participate in the search for the next Senior Vice Chancellor for Academic Affairs at UNO. Among the issues discussed is the challenge in attracting a top-rate applicant pool, given the recent changes to UNO's leadership structure. The next scheduled meeting of the SVC AA search committee is Thursday September 27th.

I am happy to discuss any questions or concerns that you have. Please feel free to contact me by phone at 4-4124 or by email at cmkelly@unomaha.edu. I wish all of you a happy and productive semester.

Best wishes.

B. Secretary/Treasurer Report: Senator Stacy

- 1. EC&A:** There was no meeting scheduled for August 2018.

**2018-2019 Resolution Action Table
(Action Pending and Current Resolutions)**

Res. #	Date Senate Passed	Title	Admin Accept	Sent for Senate Action	Denied/Deferred/ In Progress	Final Action/Resolved
TO BE FOLLOWED UP						
CARRIED FORWARD						

- 2. Treasurer's Report:** Senator Stacy gave the August 2018, Budget Report.

IV. Executive Committee: Senator Barone moved the completion of the following resolution for the committee. It passed.

A. Completion of RESOLUTION 4333, 5/9/18: 2018-2019 Standing Committee

Chairs

BE IT RESOLVED, that according to the Bylaws of the Faculty Senate of the University of Nebraska, Article VI, Section 1, the 2017-2018 retiring standing committees have met and selected the following 2018-2019 chairs from their continuing members:

- Senator Burch Kealey, Committee on Academic and Curricular Affairs;
- Senator Mark Schoenbeck, Committee on Educational Resources and Services;
- Senator Ziaul Huq**, Committee on Faculty Personnel and Welfare;
- Senator Bradley Bereitschaft, Committee on Goals and Directions;
- Senator Julie Blaskewicz Boron, Committee on Professional Development.

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Senator Barone moved the completion of the following resolution for the committee. It passed.

**B. Completion of RESOLUTION 4339, 5/9/18: 2018-2019 Standing Committee Vice Chairs**

**BE IT RESOLVED**, the 2018-2019 standing committees have met and selected the following 2018-2019 vice chairs from their members:

- TBD, Committee on Academic and Curricular Affairs
- Senator Jeanne Surface, Committee on Educational Resources and Services
- Senator Tammie Kennedy**, Committee on Faculty Personnel and Welfare
- Senator Maria Arbelaez, Committee on Goals and Directions
- Senator Cast-Brede, Committee on Professional Development
- Senator Kathy Peterson**, Committee on Rules.

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Senator Barone moved the following resolution for the committee. It passed.

C. Completion of RESOLUTION 4342, 8/15/18 & 9/12/18: Resignation and Replacement of Scott Glasser, CFAM Senator

WHEREAS CFAM Senator Scott Glasser resigned from the Faculty Senate

WHEREAS the Faculty Senate Executive Committee has accepted Senator Scott Glasser’s resignation, effective August 1, 2018, and

WHEREAS the first runner up of the last College of Fine Arts and Media election for Faculty Senator was Marlina Davidson,

BE IT RESOLVED that Marlina Davidson is seated as a permanent replacement for Scott Glasser for a term to end in May 13, 2020.

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## V. Standing Committee Reports

- A. Committee on Academic and Curricular Affairs:** Senator Kealey noted there was no meeting and no report.

### **PENDING:**

- 1. Early College High School:** (EC&C sent to A&CA 2/7/18)

FYI: E-mail received 2/5/18 from Senator Adams:

*At Friday's English Department meeting, as we discussed Dual Enrollment and other issues, a new program in the Millard School District dominated much of our discussion and members of the department asked me to take this issue to Faculty Senate. In short, our department has concerns about the various impacts of a program called Early College High School*

*<http://mshs.mpsomaha.org/academics/early-college-high-school> The program says high school students can earn an Associate degree from Metro and that those credits will fulfill the general education requirements at UNO. Members of my department are concerned about how this might threaten enrollments at UNO and about the quality of such a program (it seems, for example, that a 10<sup>th</sup> grade English course could satisfy the English 1150 writing requirement at UNO). I would like to put this on the EC&C agenda as a point of discussion to determine if faculty in colleges beyond Arts and Sciences are also concerned about such a program.*

- B. Committee on Educational Resources & Services:** Senator Adidam reported the Committee met August 29, 2018.

Present: Tej Adidam (CBA) Interim Chair; Jill Blankenship (A&S); Marlina Davidson (CFAM); Jooho Lee (CPACS); Jeanne Surface (ED) Vice Chair;  
Excused/Absent: Andy Zhong (A&S)

Pending work UPDATE:

1. Payroll deduction for Paul Beck Scholarship: Senator Davidson will follow up with Debra Wilcox. She will offer a status update when the Faculty Senate meets in September.
2. Accessibility to IT classroom equipment: Senators Lee and Blankenship will be talking to ITS, and will find out the general policies regarding faculty's access to IT classroom equipment across the campus. This will be a good starting point to commence discussions with various faculty members in order to understand their IT requirements, and short-falls, if any.  
(*At the 9/5/18 EC&C meeting it was decided to put this on the 9/19/18 EC&A agenda, especially to see about IT support.*)

NEW Business:

1. Each member of the ERS Standing Committee was assigned a role to interact with various University committees and administrators.
  - Library: Jeanne Surface and Andy Zhong
  - Computer Usage: Jooho Lee and Jill Blankenship
  - International Programs: Tej Adidam
  - Special Education/Accessibility issues : Marlina Davidson
2. The next ERS Standing Committee meeting on September 26<sup>th</sup> will be chaired by Senator Davidson, as Senators Adidam and Surface will be traveling.

### **PENDING:**

1. **Payroll Deduction for Paul Beck Scholarship** (2/7/18) (3/7/18): a response from Debra Wilcox (UNO Controllers Office) regarding the possibility that faculty could submit a payroll deduction that would serve as a monthly gift to the Beck scholarship fund. Senator Marlina Davidson has agreed to follow-up.
2. **Accessibility to Classroom IT Equipment** (3/7/18): EC&C sent this item was to the ER&S Committee.  
(8/15/18: *ER&S moved to have this item sent to FP&W as this seems to be ergonomics.*)

**C. Committee on Faculty Personnel & Welfare:** Senator Huq reported the Committee met August 29, in MH 303C.

Senators Present: Claudia Garcia, Dale K Tiller, Ziaul Huq, Marshall Prisbell (through soft media)

Excused: Paul Landow, Tammie Kennedy

Subject: First academic year meeting

Our first order of business was to elect the chair, and vice-chair of the committee, which we did after protracted negotiations. It was decided that Ziaul Huq will chair the committee, and Tammie Kennedy will be the vice-chair. We also forwarded the names of Senators Claudia Garcia, and Marshall Prisbell to the Rules committee for one of them to be elected as Faculty Personnel and Welfare Committee representative to Faculty Grievance Committee.

The committee decided that there is a need to administer a brief survey to our faculty to determine the important issues facing faculty welfare. The committee also decided to follow up on the status of the proposed wellness program which is supposed to get off the ground starting in January, 2019. Our future course of action will be determined by the outcome of the faculty survey.

**PENDING:**

1. **Wellness Fees.** 10/2017: On Mon Sept 18, there was an initial faculty/staff wellness-based incentive program meeting in EAB 202 organized by Dan Shipp. Attending: Dan Shipp, Cathy Pettid, Joe Kaminski, Jeanne Surface, Griff Elder, Cecil Hicks, Carol Kirchner, and Esther Scarpello.

The group met to discuss how UNO could develop and pilot a wellness-based incentive program for faculty/staff. The wellness program needs still to be worked out—both programmatically and financially. But roughly, the idea is that, UNO would offer a pilot program that would partially reimburse the cost of a Wellness/H&K membership based upon member usage and participation in specific wellness program elements. Tentatively, the financial incentive might be as much as a \$100 reimbursement of the \$150 per semester Wellness/H&K membership fee. Details have to still be worked out. The working goal is to offer this pilot program starting in January (but if not January, then the following August-2018).

The working group plans to meet every two weeks. The first meeting will discuss the requirements for reimbursement.

I have been asked to put together a Faculty Senate Focus Group that this working group can consult.

(On 9/5/18 the EC&C noted that the AAUP has to head this possible program/benefit.)

- 2. Faculty/Staff Safety Processes.** *10/2017 cont.:* Dr. Gina Toman has been named Faculty Human Resources Officer and Assistant to the Senior Vice Chancellor. She begins her new role on October 11.

We are interested in the administration developing a website similar to the Student Safety Website.

Note: We felt that the following site makes a good model:

<http://academicpersonnel.unc.edu/faculty-policies-procedures-guidelines/>

We expect Gina Toman will help us address the request that there be a flow-chart that will help faculty understand and negotiate the many resources that are available: Ombudsperson, EAP person, counseling, BRT, etc. What information is confidential, etc. This “flowchart” may manifest itself in the form of the website mentioned above.

*(3/4/18 Info: Academic Affairs is doing a big website development.)*

- 3. Server for Personal Web Pages**

Senator Elder reported that last year all faculty across campus lost the server, along with the opportunity to have their own personal web sites, like Math. The Web site may have not been pretty, but it was spot on for other mathematicians to check. Senator Zhong said it now looks odd. Senator Kennedy said we all need support to get the server back for supporting personal web sites. Anything without branding is gone.

*(On 12/13/17 this issue was given to the FP&W Committee.)*

*(3/4/18: EC&C suggested putting this item on the EC&A agenda. UNL has cloud hosting services.)*

*(8/18 Past-President Grams will e-mail about this.)*

*(At the 9/5/18 EC&C meeting it was decided to put this on the 9/19/18 EC&A agenda, as UNL already has this capability, and there were questions as to why UNO can't do the same for its faculty.)*

- 4. Air Handler for Sculpture Lab**

*(On 4/11/18 Senator Stacy reported the air handler for the Sculpture Lab is dangerously outdated. The full Senate moved to send it to the FP&W Committee to look into how it can be updated or replaced, or who to keep in contact with.)*

**D. Committee on Goals and Directions:** Senator Bereitschaft reported the Committee has two on-going issues:

1. Increasing faculty representation in facilities planning – on this front I recently contacted Chancellor Gold in hopes that he'll have a suggestion as to how to proceed. I'm waiting to hear back.  
*(At the 9/5/18 EC&C meeting it was decided to put this on the 9/19/18 EC&A agenda.)*
2. We have offered an invitation to Dr. Jane Meza to discuss with us her vision for the new joint AVC of Global Engagement position at our next committee meeting on Sep. 26 (or perhaps later).

**PENDING:**

1. **Facilities Planning and Faculty Representation** (Specifically, which Facilities Planning Committee would be the best on which to have faculty representation before plans are made, not just reported?) *(Sent to G&D 2/10/16)*  
*(3/4/18 Info: Senator Bereitschaft is checking on this.)*

**E. Professional Development:** Senator Boron reported the Committee met August 29,

2018.

Attendees: Senators Boron, Cast-Brede, Cooper, DeSanti, and Winter

Absent: Senator Podariu

1. Professional Development Leave Policies/Procedures: Deans completed survey in Spring 2018. Results showed that there is variability in policies/procedures. This was presented to the EC&A committee in April. Our committee will consider action steps such as:
  - a. A follow-up to learn about number of applicants, success of applicants, any metrics used
  - b. Common placement across colleges of policies/procedures
2. Creation of an easily found list of what retiring faculty need to know: Committee discussed having a representative from HR come to a monthly meeting to discuss current practices with our committee. In another meeting we will discuss this with recently retired and/or soon to be retired faculty members to further add to the list.

**PENDING:**

1. **Faculty Professional Development Leave policies/procedures:**  
*(1/10/18: The PD committee is waiting for deans to complete a survey to actually gauge faculty's understanding of FPD leave policies and procedures.)*  
*(At the 4/18/18 EC&A meeting this was discussed with Chancellor Gold and SVC B.J.Reed.)*
2. **Creation of an Easily Found List of What Retiring Faculty Need to Know**  
*(4/11/18: Sent to PD Committee.)*

**F. Committee on Rules:** Senator Johnson moved the following resolution for the Committee. It passed.

**1. RESOLUTION 4342, 8/15 & 9/12/18: Temporary Replacement (Fall 2018) Senator Schoenbeck**

**WHEREAS** A&S Senator Mark Schoenbeck temporarily resigned from the Faculty Senate due to class scheduling for Fall 2018;

**WHEREAS** the Faculty Senate Executive Committee has accepted Senator Schoenbeck's resignation, effective August 15, 2018, and

**WHEREAS** the runner up of the last College of Arts & Sciences election for Faculty Senator was Jill Blankenship,

**BE IT RESOLVED** that Jill Blankenship is seated as a temporary replacement for Mark Schoenbeck for Fall 2018.

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Senator Johnson moved the following resolution, ballot to be sent to all faculty, for the Committee. It passed.

2. RESOLUTION4344: Academic Freedom & Tenure Committee *(Vote on Ballot, which is then sent to All Faculty. Results reported at October 10 Senate meeting.)*

BE IT RESOLVED, that in accordance with Article 6.5.2 of the Faculty Senate Bylaws the following nominees for the Academic Freedom and Tenure Committee are brought forward by the Rules Committee for senate nomination. The ballot will be presented to the UNO Faculty.

One tenured faculty member will be elected from the following two nominees to serve a three-year term from October 16, 2018, through October 15, 2021, to replace Gwyneth Cliver, whose term will expire:

Maria Arbelaez
David Peterson.

And one Non-Tenured Faculty member will be elected from the following two nominees to serve a three-year term from October 16, 2018, through October 15, 2021, to replace Alecia Anderson, whose term will expire:

Tara Richards
Jenna Yentes.

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After tallying the ballots, Senator Johnson moved the following resolution for the Committee. It passed.

**3. RESOLUTION 4345, 9/12/18: Faculty Grievance Committee** (*Ballot Election by Senate*)

**BE IT RESOLVED** that in accordance with the Faculty Senate of the University of Nebraska at Omaha Bylaws, Article VI.5.1, Faculty Grievance Committee, the following faculty members are brought forward by the Rules Committee for ballot election by the senate.

One Full Professor will be elected from the following two nominees to replace David Carter, whose term will expire, for a three-year term from September 16, 2018, through September 15, 2021;

James Shaw (22 For) ELECTED  
~~Barbara Simeoe~~. (12 For)

Two Assistant Professors will be elected from the following four nominees to replace Laura Walls and Jennifer Harbour, whose terms will expire, the first for a three-year term from September 16, 2018, through September 15, 2021; the second for a one year term from September 16, 2018, through September 15, 2019 (**TO STAGGER CLASS TERMS**):

Travis Adams (25 For) ELECTED (term: 9/16/18-9/15/2021)  
Jason Heppler (12 For)  
Destynie Sewell (14 For)  
Yanhui Zhao. (15 For) ELECTED (term 9/16/18-9/15/2019)

And one member of the Faculty Senate Faculty Personnel and Welfare

Committee will be elected from the following two nominees to replace Marshall Prisbell, whose term will expire, as the Faculty Personnel and Welfare Committee representative for a one-year term from September 16, 2017, through September 15, 2018:

Marshall Prisbell (16 For)  
Claudia Garcia. (18 For) ELECTED

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After tallying the ballots, Senator Johnson moved the following resolution for the Committee. It passed.

4. RESOLUTION 4346, 9/12/18: UNO Professional Conduct Committee *(Ballot Election by Senate)*

BE IT RESOLVED, that in accordance with the Faculty Senate of the University of Nebraska at Omaha Bylaws, Article VI.5.3, Professional Conduct Committee, the following faculty members are brought forward by the Rules Committee for ballot election by the senate.

BE IT RESOLVED, that two representatives will be elected by ballot vote from the following four nominees to serve a three-year term from September 16, 2018, through September 15, 2021, to replace outgoing members, Scott Glasser and Robert Ottemann, whose terms will expire. In accordance with Section 1.1 of the University of Nebraska at Omaha Professional Conduct Committee's Rules and Procedures, the following four nominees (**all tenured faculty** ranked assistant professor or above) are brought forward by the Committee on Rules for ballot election by the full senate as follows:

Chin Chung (Joy) Chao (CFAM) (18 For) ELECTED
Lotfollah Najjar (IS&T) (5 For)
Sajda Qureshi (IS&T) (16 For)
Carey Ryan (A&S). (20 For) ELECTED

The newly elected representatives will also serve as alternate for three-years from September 16, 2021, through September 15, 2024.

Robert Ottemann will serve as an alternate for 3 years, from September 16, 2018 through September 15, 2021.

BE IT ALSO RESOLVED that one representative will be elected by ballot vote from the following two nominees to complete Scott Glasser's term as Alternate for 3 years, from September 16, 2018 to September 15, 2021 (Scott Glasser resigned from the Committee in Fall 2017):

Ronald Bulbulian (ED) (12 For)
Kyle Kercher (CPACS). (20 For) ELECTED
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Senator Johnson moved the following resolution for the Committee. It passed.

**5. RESOLUTION 4347, 9/12/18: University Committee for the Advancement of Teaching (UCAT)**

BE IT RESOLVED as Pamela Smith (CPACS) is retiring from UNO the following name go forward to complete her term, 07/01/18 through 06/30/21, to the University Committee for the Advancement of Teaching (UCAT):

Chris Marshall (CPACS).

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PENDING:

1. RESOLUTION: Faculty Senate Budget Advisory Committee Replacement

BE IT RESOLVED as Michael O’Hara is retiring December 31, 2018, the following faculty member will complete his term (08/01/16 - 07/31/19):

_____.

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**VI. Ad hoc Committees**

**A. (Ad hoc UNO-UNMC Faculty-to-Faculty Communication and Collaboration Committee)** Senator Barone reported the Committee met August 21, 2018.

Present: Barone, Beam, Gebhart, Hanson (UNMC Faculty Senate President), Kelly (UNO Faculty Senate President), Natarajan, Rogan, Schaffer, Sollars, Woscyna

The committee reviewed their accomplishments for the 2017-2018, and discussed the progress in faculty library access, reciprocal parking, and reciprocal student registration.

This year the committee will continue its charge to gather information and make recommendations to each Faculty Senate concerning issues that affect faculty on both campuses. Items discussed for the committee to consider include: Determining precisely what resources, staff and administration are shared between our matrixed organizations and vaccination requirements for students moving between UNO and UNMC.

**VII. Non-Senate Committee Reports**

**A. University-wide Employee Benefits Advisory Committee:** Prof. John Erickson sent the following report:

The Committee met August 16, 2018, at 9:00 AM

**1. Benefits Vendor RFP Process**

The timeline of events as provided by Brian Schlicting: Assistant Director, Benefits; University of Nebraska Central Administration.

- a. The most recent review of the NU health and benefit plan was 1997. In September of 2017, the Universitywide Employee Benefits Advisory Committee [UEBAC] was informed that a Benefit Consultant had been

retained to study the NU healthcare plan. Gallagher Benefit Services was the company selected to conduct the study, which began with data collection in the fall of 2017. This all was in my report from the September 27, 2017 meeting. While my report notes indicated that the review would begin in January of 2018; it actually started in September or October 2017.

- b. Parallel to this, one of the BRTs was tasked with looking at ways to reduce spending, particularly in the benefits area. The three Chancellors selected and appointed 15 members to a committee that would be responsible for leading the cost-cutting effort regarding the health and benefit plan. The committees had representatives from all four campuses as members. Committee members may have included UEBAC members, but if it did I was not one of them.
- c. An RFP [for benefit providers] was issued in December of 2017. The committee developed an Excel spreadsheet with 30 tabs including 15 to 20 related questions on each tab. Since the RFP responses contained proprietary provider data, the committee members were instructed not to share anything with anyone regarding the process. This included members of the UEBAC [some of whom were not on the BRT committee].
- d. Responses were due in January of 2018. There were 4 medical bids, 11 pharmacy bids, and 7 dental bids. 2 finalists in each area were asked to provide their best and final offers. Recommendations were made mid-March, with the BRT committee voting unanimously on the finalists.
- e. Additional information and FAQs:
  - i. How does the savings of \$12 million break down?
    - \$5 million – medical negotiations with providers [The question I asked here is, “Do the negotiated rates affect the number of doctors or providers who will participate in the plan?” The answer was, “We don’t think so.”]
    - \$5.5 million – negotiation with the pharmacy provider
    - \$0.5 million – negotiation with the dental provider
    - \$1 million – negotiation with the life insurance provider
  - ii. In-network coverages, network disruption, and analyses:
    - There are roughly 18,200 in-network medical providers in the BCBS network, and approximately 17,950 in-network with United Healthcare. Also, if a provider is NOT in-network, either the provider or the employee can submit a form asking that the provider be added to the network. Note: I do not have information regarding how or how well this works or will work in practice.
    - The in-network coverage rate for the dental plan is at roughly 66% that of BCBS, so there may be some transition issues here.
    - What I plan to do personally, is to contact each of my providers [health and dental] to see if they are in-network. If they are not in-network, then I’ll request that they be added. The NU Benefits Office in conjunction with the UNO HR Office should release the network provider list in the next few weeks.
    - The pharmacy coverage will not change since CVS continues as provider.
  - iii. Coverage of ongoing medical treatments such as pregnancies. There is a negotiated clause that covers these items, and there should be no disruption in services.
  - iv. I have received several inquiries about what I knew of the new plan and

when I was informed of the change. Everyone who contacted me assumed that I knew details and timelines as provided above and elsewhere. On the contrary, I was informed at the same time as everyone else received the email and I was as surprised as everyone else. I asked 2 questions of the committee at this point; 1) What is the purpose of this committee [UEBAC]? Answer: It is advisory to the NU Benefits Office; 2) What is the role of UEBAC members? Answer: To disseminate information and bring issues to the attention of the NU Benefits Office.

- v. I have received emails and links to “horror stories” and other anecdotal evidence that United Healthcare does not pay claims, delays payment, or other tactics related to billing and payment.
- I was informed that the NU plan is NOT an HMO, rather it is a negotiated coverage designed to as closely as possible match our existing coverage. I am told that we should not have these sorts of problems with the provider.
  - The committee [kudos to Brian Schlicting here, since he did most of the painstaking and probably painful leg-work on this] went through the coverage plan line by line to ensure that all of the items in the old plan were covered in the new plan.
  - Since we are self-funded, United Healthcare does not make any additional money by delaying or denying claims. That is NOT where the savings occurred.
- vi. Industry best practice is to review coverages every 3 to 5 years. Since the last benefits review was in 1997, we should expect reviews, and possibly provider changes, to be much more frequent in the future, and should expect establishment some sort of permanent or ongoing review process.

## **2. Implementation of New Vendors and Campus Open Houses**

- Coverage transition will happen on January 1, 2019.
- A transition website with links is almost ready and will roll out (hopefully) mid-September.
- Campus HR Offices will have informational sessions. The benefit open houses at UNO will be held on October 5 from 9am-12pm and on October 8 from 3pm-6pm. The details are still being developed but faculty and staff will have an opportunity to talk to the benefits offices and some of the benefit vendors. The format will be similar to the annual benefits and wellness fair.
- New ID cards will be mailed prior to January 1.

## **3. Plan Enhancement Process**

- A Concierge Services is being readied. It will help book Dr. appointments and allow a lookup of in-network providers.
- It will include a telephone line and a website specifically dedicated to NU

## **4. LTD Rates**

The [BRT?] committee met with UNUM [the provider]. UNUM offered a 25% reduction in premiums.

## **5. [Voluntary] Life Insurance Rates**

The provider [Assurity] reduced rates 20-30% and increased the guarantee issue up to \$250 thousand. There was a 1-time enrollment opportunity, with 1000 new enrollments and 1800 increased coverage enrollments. Coverage rates are reduced up to \$500 thousand.

**6. Basic Retirement Plan Enrollments**

Starting in September of 2018, new hires will have only 2 enrollment opportunities; September 1 and February 1. If an employee begins work at other times, they will have to wait to the next enrollment date to begin.

**7. Health Risk Assessment**

9000 employees completed the assessment in 2017. Various units use the data provided and find it worthwhile. Wellstream, the current provider, charges \$5 each; United Healthcare would cost \$6.50. Decision to stay with Wellstream.

**8. Long term care**

CNA [old coverage provider] stopped accepting applicants in 2017. They are increasing rates by roughly 20% for those who are enrolled. They will cease payroll deductions and direct bill clients only. All new applicants should go to GenWorth [who also direct bills only].

Next Meeting –April 25, 2019

**VIII. New Business**

**A. Distribution of Student Evaluations**

Senator Adidam noted that student evaluations and grades are now available to all chairs. Availability of student evaluations to only that faculty member's department chair, "Least Privilege," would be a better policy.

*(This was assigned to the Professional Development Committee to see a change made.)*

**B. Plagiarism**

Senator Qureshi asked if anyone knew of any institutional support in keeping track of student plagiarism cases. Phil Covington, AVC for Student Success, was mentioned. Plagiarism was also noted in the recent Academic Integrity Policy.

*(This was assigned to the Academic & Curricular Affairs Committee.)*

**C. Teaching Evaluations**

Senator Kealey noted that information has been lost as teaching evaluations are given back to faculty now. Can another distribution mechanism be found? The evaluations are now distributed via Institutional Effectiveness. Can program be fixed?

*(President Kelly will look into this.)*

**IX. The meeting Adjourned at 3:14 with announcements.**

**X. Announcements**

**A. Faculty Senate Mtg:** Wednesday, September 12, 2018, 2 p.m., CEC 230/231

**B. EC&A Mtg:** Wednesday, September 19, 2018, 2 p.m., EAB 200

**C. EC&C Mtg:** Wednesday, October 3, 2018, 2 p.m., ASH 196

**D. Faculty Senate Mtg:** Wednesday, October 10, 2018, 2 p.m., **MH 218**

**E. Faculty Senate/SAC Awards Dinner:** Monday, April 15, 2019, evening

| <b>Schedule for 2018-2019</b>                                            |                                                                                                   |                       |
|--------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------------------|
| <b>EC&amp;C Meetings</b><br>(Usually 1 <sup>st</sup> Wednesday of month) | <b>Faculty Senate Meetings</b><br>(Usually 2 <sup>nd</sup> Wednesday of month<br>Begin at 2 p.m.) | <b>Room</b>           |
| June 6                                                                   | June                                                                                              |                       |
| *July 11                                                                 | July                                                                                              |                       |
| *August 1 or 8                                                           | August 15, 2018 (Retreat) ( <i>3<sup>rd</sup> Wednesday</i> )<br>( <i>Classes begin 8/20/18</i> ) | Mahoney<br>State Park |
| September 5                                                              | September 12                                                                                      | CEC 230/231           |
| October 3                                                                | October 10                                                                                        | MH 218                |
| November 7                                                               | November 14                                                                                       | CEC 230/231           |
| December 5 ( <i>Prep Week</i> )                                          | December 12 ( <i>Finals Week</i> )<br>( <i>Commencement 12/14</i> )                               | CEC 230/231           |
| *January 2 or 9, 2019<br>( <i>Semester Begins 1/7/18</i> )               | January 9 or 16                                                                                   | CEC 230/231           |
| February 6                                                               | February 13                                                                                       | CEC 230/231           |
| March 6                                                                  | March 13 ( <i>Spring Break 3/17-24</i> )                                                          | CEC 230/231           |
| April 3                                                                  | April 10                                                                                          | CEC 230/231           |
| May 1 ( <i>4/29 – 5/2 Finals</i> )<br>( <i>Commencement 5/3</i> )        | May 8                                                                                             | CEC 230/231           |