

# GENERAL FACULTY COUNCIL

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## MINUTES

**Wednesday, October 10, 2012**

12:00 - 1:30pm

Kaleidoscope – Newcomb Hall

*Present:* B. Kessler, S. Stewart, B. Nowviskie, T. Lockard, R. Patterson, J. Sitler, M. Slon, J. Lannigan, A. Ingram, B. Jefferson, G. Saathoff, K. Reid, C. Apprey

1. The meeting was called to order by Barbara Kessler. A quorum was established.
2. Minutes from the September 12, 2012, meeting were approved without changes.

*Business:*

3. Ann Broccoli, Director of Faculty and Staff Benefits spoke about the upcoming open enrollment period. Information included:
  - a. Open enrollment for benefit changes and additions will take place October 29- November 16. During this time, members can switch between the high and low premium plans, opt into the Davis Vision Insurance plan, set up Flexible Spending Accounts, and enroll in or change Tax Deferred Savings Plans.
  - b. Health Plan:
    - i. We are a self-funded plan, which Aetna now administers for a fee. Bills are all paid out of premiums collected.
    - ii. For active employees, low premium plan premiums will remain the same in the coming year and the high premium plan will see a modest increase in premiums. Premiums for retirees in both plans will increase.
    - iii. The major difference between low and high premium plans comes with unexpected illnesses and hospital admissions. Routine office co-pays, prescriptions, dental, and preventative care are about the same. The choice between the two depends on personal risk assessment and tolerance. Human resources recommends banking the savings from the low premium plan to cover unexpected costs.
    - iv. Some co-pays and deductibles will be lowered or eliminated if UVA providers are used. This will create an incentive to keep dollars within the UVA health system.

- v. The prescription drug plan will be modified. Instead of referring to Generic, Preferred Brand and Non-Preferred Brand, the plan will divide drugs into Tier 1, Tier 2, and Tier 3 for coverage. Drugs may be less expensive at the UVA pharmacy, in the old hospital building. Human Resources is looking for ways to improve accessibility.
  - vi. Human Resources is conducting an extensive audit to determine if ineligible individuals are enrolled in the health plan (e.g. an ex-spouse never dropped from the plan). A preliminary audit this year of 10% of members found 6% of those ineligible. That translated to \$2 million in savings for the plan.
- c. A new post-tax Roth 403(b) savings plan will be announced in 2013.
4. Discussion of Mentoring Graduate Students. GFC may be a great resource for graduate students because many may consider non-tenure-track careers. Barbara Kessler will seek a representative to come to an upcoming GFC meeting to speak.

*Committee Reports:*

2. Elections:

- a. The deadline for candidates to fill the vacancy representing the Education Schools is Friday, October 19. Recruiting effort is ongoing.

3. Policy:

- a. GFC did not comment on the new fire policy.
- b. Committee is still collecting comments on the conflict of interest policy.
- c. B. Kessler and B. Nowviskie had lunch with Provost John Simon. They discussed the reactive nature of the Faculty Senate and GFC policy committees. When the new COO is put in place in January, the Provost, COO, and committee chairs and vice chairs will gather to make plans.

4. Communications Committee:

- a. Will pursue a new meeting with the Provost when the new COO is brought in, after January 1.

5. Data Management:

- a. Looking into new platform for the GFC website that would ease updates and maintenance.

6. Faculty Senate Committees:
  - a. The executive summary for the Faculty Survey will be released soon.
  - b. The Board of Visitors Restructuring Task Force submitted a report to the Faculty Senate Executive Committee.
7. Diversity Council
  - a. B. Jefferson reports a great first meeting.
8. Benefits Committee
  - a. The GFC does not have a formal representative on this committee, but B. Millar is a member and will send updates.

*Adjournment*

*Next Meeting:* **November 14, 2012**, Kaleidoscope – Newcomb Hall