

GENERAL FACULTY COUNCIL

MINUTES

Wednesday, September 11, 2013

12:00 - 1:30pm

Newcomb Hall, Room 177

Present

Council Members: B. Nowviskie, S. Warner, S. Ware, A. Ingram, M. Slon, D. Williams, D. Gioeli, J. Lannigan, J. Sitler, J. Stertz, V. Gist, G. Saathoff, C. Holstege, D. Tullmann (for K. Reid), P. Walsh

General Faculty and Guests: W. Heinecke, E. Jeffery, M. Moxley, E. Gilligan, J. Reagan, M. Trevett-Smith, C. Rumpel, J. Dalton, J. Gunter, S. Crooks, D. Hurd

1. The meeting was called to order by Bethany Nowviskie. A quorum was established.
2. Minutes from the June 12, 2013 meeting were approved.

Committee Reports:

3. Bylaws

- a. Two revisions to the bylaws (Section E. "Officers") are proposed by Colleen Smith on behalf of the Bylaws Committee and unanimously approved with amendments. The final versions (below) will be put to the General Faculty for a vote during our next election.
- b. One amendment was made to the proposed Past Chair provision: the word "year" replaced the word "term" near the end of the second sentence.
- c. One amendment was made to the proposed Ex-Officio Council Membership provision: the word "welcomes" replaced the word "encourages" in the middle of the sentence.
- d. The final bylaws provisions, approved by the GFC, are as follows:

Past Chair:

* Provides institutional memory for the Chair, Chair-elect and Council as a whole. The immediate Past Chair shall remain a member of the Executive Committee for the year succeeding their tenure as Chair.

Ex-Officio Council Membership:

* The Council invites the Faculty Senate Chair to have an ex-officio seat on the Council and welcomes regular attendance at its monthly meetings for the purpose of open communication and coordination of interests.

4. Elections

- a. A mid-year election will be held to fill the vacancy created by the departure of Butch Jefferson, representing Athletics. The committee will gather nominees for the upcoming election.
- b. Revisions to the bylaws (above) will also be put to a vote during the mid-year election. A brief description of the rationale for these changes will be included in the election email sent to General Faculty.

5. Policy

- a. The Policy Committee reviewed and commented on three policies over the summer.
 - i. Solicitation and Acceptance of Gifts of Real Property and Life Insurance
 - ii. Acceptance of Bequests and University Life Income Plans
 - iii. Review of Revised Draft of Tenured Faculty Members Appointed to Administrative Positions

6. Communications

- a. The communications committee will seek opportunities to highlight who we are and what we do.
- b. The committee plans to revive the “General Faculty in the Spotlight” feature on the GFC web page to highlight the work of various constituents around the University.
- c. A co-chair for the committee is sought. Anyone interested should email Steve Warner.

7. Data Management

- a. The committee will handle requests for data from outside the GFC (e.g. from University administrative offices), with careful consideration of privacy and ethical issues.
- b. It will develop standard operating procedures for handling data and providing access to our mailing lists.
- c. Patrick Walsh will now handle some types of requests, such as preparation of elections announcements.

Business:

8. Update on Provost’s General Faculty Task Force

- a. Full membership of the task force has not been established, but the chair has been identified: Lois Sheppard (Medical School and Law School).

- b. Bethany Nowviskie, Greg Saathoff, and Chris Holstege have accepted positions on the Task Force.
 - c. The full scope of the mandate will be partly determined by the Task Force itself. The Task Force will first survey the policy landscape to distinguish policy issues that are best handled at the school level from policies best handled University-wide.
 - d. The Task Force will also meet with members of the 2009 Faculty Senate task force on the general faculty.
9. Susan Carkeek, Vice President and Chief Human Resources Officer, joined the meeting to highlight changes to the University Health Plan:
- a. Sessions are offered around grounds to educate members of the University community about upcoming changes to the health plan. Everyone is encouraged to attend a session, or request a session by contacting Human Resources.
 - b. Last year, President Sullivan requested a long-term strategic review of the health plan.
 - c. The review began with data. Some key points include:
 - i. Enrollment has been fairly stable with a slight shift toward more low-premium plan enrollment.
 - ii. The total population in the plan is about 29,000, of which about 14,000 are employees; the rest are spouses or dependents.
 - iii. The cost per employee (blending the plans together) is about \$9000 per year, which is below the national average but trending upwards as are average national health costs.
 - iv. Costs went up in 2007, 2008, and 2009. Major changes to the plan, involving co-pays, deductibles, and premiums, lowered costs in 2010. Costs have been going up since then.
 - v. Cost increases are explained by general medical inflation, the availability of new technologies and procedures, increases in high dollar claims, and costs associated with new regulations and the Affordable Care Act (ACA).
 - d. The following changes will be put in place, to help offset increasing costs:
 - i. The Hoos Well Program (including biometrics)
 - ii. Spouses who have access through an employer to affordable health coverage that offers “minimal value” (as defined by the ACA) will no longer be eligible for benefits through the University of Virginia Health Plan.
 - iii. Changes to coverage and costs in existing UVa health plans.

- e. In response to questions:
- i. Regarding the impact of these changes on the local economy: University representatives have met with the Chamber of Commerce, as well as City and County officials. The response has been supportive, perhaps because everyone is facing similar issues. Many small employers likely will not be impacted because they are not obligated to offer health plans. Large employers have been benefiting from UVA's plan, and will simply have to pay for their own employees' healthcare going forward.
 - ii. Regarding impact on recruitment and retention: Changes to health care are happening all around. Although our peer institutions have not changed spousal benefits as UVA has, similar changes are thought to be likely in the future. The administration will be keeping an eye on peer institutions and any impacts on recruiting and retention.
 - iii. Regarding the expense of the Hoos Well Program when benefits are being cut: The hope is that long term this program will bend the cost curve for health care down. The program also aligns with the movement toward measuring providers' outcomes.
 - iv. Regarding privacy concerns with the Hoos Well program: Aetna is handling the information collected through the biometric screenings and health surveys. It uses the same privacy protections it uses for health information in its claims processing.
 - v. Regarding the strength of the financial incentive for participation in the Hoos Well biometric screening and survey program: Current participation is 20%. The goal is 60%, based on wellness plan data from groups that study such programs.
 - vi. Regarding the process for spouses currently on the UVA health plan: During the open enrollment period, spouses who still qualify for benefits must be re-enrolled. If not re-enrolled, spouses will be dropped from the plan as of January 1, 2014.
 - vii. Regarding the availability and cost of healthy food options on campus: the University has an RFP out for a new food services vendor. The contract will include provisions related to healthy food choices.
 - viii. Regarding the elimination of working spouse benefits, but not benefits for spouses who have health care other than through an employer (e.g. those on Medicare): The administration is trying to make the smallest, lowest-impact change that still addresses the financial concerns raised by the long term strategic planning committee.

Adjournment

Next Meeting: **October 9, 2013 - Alderman Library 421**