Present: Baker (w/o vote), Bathurst, Bird (Chair), Budwig (Boise), Cobb, Eckwright (w/o vote), Flores, Frey, Goddard, Hartzell, Hasko, Hopper, Karsky, Kennelly, Kitchel, Manic (Idaho Falls), Miller, Morra, Pendegraft, Qualls, Safaii, Strawn, Stuntzner (Coeur d’Alene), Teal, Ytreberg Absent: Aiken, Baillargeon, Ostrom, Smith Guests: 11

A quorum being present, Senate Chair Bird called the meeting to order at 3:30PM.

Minutes: Secretary Eckwright offered a correction to the last bulleted item on p.5 of the minutes which reads “financial incentives for playing at that level will increase as the BCS goes to a 14 game playoff after 2014” but should read “4-team playoff.” It was moved and seconded (Goddard, Kitchel) to approve the corrected minutes of meeting #7. Motion carried.

Chair’s Report. The Chair reported on the following items:

- Selena Grace, chief academic officer for the Idaho State Board of Education (SBOE), was originally scheduled for today’s meeting but we have rescheduled her visit for Tuesday, February 12, 2013. Today’s agenda is very full and the amount of material she will be presenting requires more time than we could provide today.
- The new Brink Hall lounge configuration will be tested at next week’s senate meeting. We plan to align tables and chairs on the east side of the room to match as closely as possible the design submitted by the advisory committee. We welcome anyone who could come at 3:15PM to please help set up the room.
- Guest speakers at next week’s senate meeting include:
  o Miranda Anderson, chair, teaching & advising committee;
  o Ron Smith, vice president, finance and administration;
  o Matt Dorschel, director, public safety and security, a new unit created this fall;
  o Ellen Schreiber, ombuds, will present the ombud’s office annual report.

Provost’s Report. Provost Baker reported on the following items:

- Campus safety committee recently sent out a request for annual safety reports from units, but there has been a low response rate from units. In the past these reports were requested in the spring, but the committee made the decision to request the reports in fall beginning with this year, so that safety issues could then be worked on throughout the year. This shift has resulted in a low response rate. Reminders to provide safety reports will be sent to the units – please be sure to respond.
- Selena Grace had planned to talk about the Complete College Idaho (CCI) conference, October 30-31 in Boise. There is limited travel funding available for faculty to attend this conference. SBOE adopted CCI to encourage K-12 students to succeed in a higher education environment. For more information: http://www.regonline.com/builder/site/Default.aspx?EventID=1126535

Chair Bird then introduced Professor Larry Forney, professor of biological sciences and director of the initiative for bioinformatics and evolutionary studies (IBEST). Forney briefly described IBEST:

- one of 3 level-three institutes created last year, the others are the aquaculture research institute (ARI) and Idaho water resources research institute (IWRRI);
- has an interdisciplinary focus on real-time evolution, which is a strategic theme area identified by President Nellis early in his tenure;
• faculty participating in IBEST are from the following colleges: science, engineering, agricultural and life sciences, natural resources, and letters, arts, and social sciences;
• IBEST is involved in a number of strategic collaborations across the country, including an alliance with the National Science Foundation’s (NSF) BEACON center for the study of evolution in action, headquartered at Michigan State University, with partners at North Carolina A&T State University, University of Idaho, University of Texas at Austin, and University of Washington;
• maintains 4 core facilities available to researchers institution-wide in genomics, computation, optical imaging, and mass spectrometry, each with about $2 million in infrastructure and state-of-the-art facilities.
• oversees the bioinformatics and computational biology (BCB) graduate program and the undergraduate biology and math program sponsored by NSF.
• IBEST was built on the foundation of a national institutes of health (NIH) center of biomedical research excellence grant that has been in existence at U-Idaho for about 10 years and has brought in over $21 million in the past 10 years;
• IBEST has just been notified that the third phase has been renewed for another $5 million;
• individual investigators have received an additional $6 million in awards and $3 million in expenditures this past FY, with most grants receiving full overhead;
• IBEST is in the midst of an annual review from an external review committee comprised of 4 distinguished scientists from across the country who will be in Moscow this week;
• other IBEST events scheduled for Thursday, October 18, include an overview presentation, science presentations and a poster session.

Chair Bird noted that there are no committee reports on the agenda but that senators or members of other university-level committees are invited to work with senate leadership to schedule committee reports for future senate meetings.

Chair Bird next introduced Rob Anderson, director of university support services (USS), and Dan Lawson, aquatics director, to speak about USS and to provide an explanation for the proposed fees at the swim center.

• USS is a unit within the division of finance and administration (DFA) and is responsible for operations ranging from stewardship to active management of events at the ASUI Kibbie Dome, Memorial Gym, PEB, swim center.
• The swim center was built in 1970 and is open to community, students, faculty and staff for competing, educating and recreating.
• Upkeep and maintenance for the swim center has cost more than $2 million in renovations since 2003.
• The swim center is open for swimming 96 hours per week.
• Spring 2012 attendance figures show U-Idaho students comprising 38% of swim center use, faculty/staff 11% and community users totaling 50% of overall use.
• Funding currently comes from student fees, $5 per semester for full-time students, community members who purchase recreational swim passes and community group use fees. The athletic department pays a facility charge when they host swim meets, but U-Idaho students who compete do not pay an additional charge since they pay for use through their fees.
• The swim center experienced a $19,000 budget shortfall last year and additional fees are needed in order to close the funding gap.
• Faculty and staff have not paid for swim center use in the past but now are being asked to “pay their fair share.”
• Proposed fees for faculty and staff to go into effect in January 2013: $150 for an annual pass; $85 for a semester pass; $45 for a 10-visit pass.
Mr. Anderson and Mr. Lawson responded to senators’ questions and comments as follows:

*How did you arrive at the figure of approximately 140 faculty and staff swim center users?* We asked people who use the pool to sign-in when they arrive and indicate whether they are faculty or staff, community pass holder or student.

*Is it your intention to charge a fee only to those faculty and staff who use the pool and not charge all faculty and staff?* Correct, the fee would be assessed to only those who use the pool.

*The university has been promoting the idea of faculty and staff being healthy and using the gym and other facilities. Could this be detrimental to those who are using the facilities now? Perhaps this is why there is no fee at this time?* We hope the proposed fees do not send that message, as we are trying to keep the fees very reasonable. The fairest way to pay for the swim center is to have those who use it, pay for it. Also, some believe that WSU provides facility use for free to faculty and staff, but that is not the case. Those using the core facilities at WSU pay $200/year.

*Some institutions, such as the University of Oregon, charge for use of the gym and include the swim center as part of that fee. When we impose swim center fees in addition to gym use fees, U-Idaho faculty and staff may have a sense of being double-charged.* The student recreation center (SRC) is student-funded and other users pay to use the facility. The students at one time talked about building a “water-feature” but it was not intended to replace the swim center.

*Have you given this presentation to the staff affairs committee?* No, but we would be happy to do so. (Senator Miller will relay this offer to the chair of the staff affairs committee.)

*Current fee structure requires 10,000 (students) to pay for it, whether they use the swim center or not. It makes sense that faculty and staff who use it should pay for it, too.*

*Your information shows that $11,000 is the amount lost from the “wellness dollars” program. Do you anticipate that 74 faculty and staff (just over half of the current 140 using the swim center) will purchase the annual pass at $150 each for a total of approximately $11,000?* Our deficit in this one area was $19,000 so this is a good “start” and we also are looking to cut back on expenses in order to break even. We would love to sell 200 or more passes. We inherited a very different pool, it was not in good shape regarding safety and other concerns, and we have put a lot of money into it. One of the first things we did was go to the students who doubled the fees to help us stem the “hemorrhaging.” Faculty and staff were not asked to pay fees for using the pool for a number of reasons: the building is not set up for card readers, there are multiple points of egress, and there may have been a political element, as well. We did receive $11,000 to help us balance our budget and then it went away. We feel that in fairness we now need to seek individual payment for the use of the pool.

*Maybe we need to charge $100 rather than $150 for annual passes?* We did a market study and found what a fair market price would be for the community. The $150 price is viewed as a benefit by the IRS and represents about a 20% reduction from the community price. IRS rules require that the fees we charge faculty and staff may not exceed a 20% reduction of the price charged to the community. Running swim centers costs exponentially more than what could be charged for pool use.

*Have we considered adding pool use to our wellness benefits?* (Guest Nikki Jones, benefits administration manager, responded to this question.) We have not talked about it and none of the benefits people were aware that this was not included. We will need to research it, which will take some time, and it will not be part of this year’s benefits changes.
Mr. Anderson concluded his remarks by highlighting USS campus and athletic events management services. This group has the talent and skills to successfully bring conferences and other events to U-Idaho. For example, we worked with faculty to bring 1200 attendees to the Evolution Conference in Moscow in 2009. If you want to make a bid to bring a conference to campus, give us a call and we can help you put together a bid and the event. Please send comments and questions relating to USS to Rob Anderson andersonr@uidaho.edu

Chair Bird reminded senators that the implementation of the swim center fees do not require a vote by senators as this is not a policy that is within senate’s purview. A senator suggested that senate should have a voice in decisions made regarding the implementation of fees since swim center fees are addressed in the Administrative Procedures Manual (APM). He noted that the fees first were implemented some months ago but the administration rescinded the fees for this semester after receiving some complaints. The senator asked if this ought to come to senate for a vote since information about swim center fees resides in the APM and changes to the APM properly come to senate. Eckwright explained that all Faculty-Staff Handbook changes require a vote at senate but that APM changes come to senate as informational items only. The senator also alluded to an email which could shed more light on the matter; Chair Bird asked the senator to forward the message to the Chair.

Chair Bird next introduced Greg Walters, executive director of human resources. Chair Bird reminded senators that senate passed a resolution regarding a benefits survey in 2009 and resolutions remain “on the books” until there is a response from the agency. The survey was requested because of a perceived need for broader input into the structure of the benefits plan. Chair Bird directed senators’ attention to correspondence from Mr. Walters in which he indicates that his office does not plan to conduct a benefits’ survey at this time.

Mr. Walters introduced the members of the Benefits Advisory Group (BAG): Mark McGuire, Karrie May, Sue Clark and Niki Jones. Mr. Walters noted that he has been working with benefits advisory groups for 16 years and this particular group is the most knowledgeable and invested group that he has worked with, and that they represent U-Idaho very well. BAG offered the following information about the group:

- BAG has 16-18 members representing various demographics including: staff representatives, faculty representatives at assistant, associate and full professor ranks, married and unmarried representatives with and without families, the ombuds and so on.
- Faculty senate and the staff affairs committee nominate individuals to serve on BAG with final selections made by Ron Smith, vice president for finance and administration.
- A BAG member filling a faculty “slot” is retiring after this year and interested faculty are invited to request to serve on this committee.
- Members are non-partisan, with no term limits as there is a steep learning curve.
- BAG meetings are not open to the public.

BAG members provided the following information regarding benefits and benefits services:

- Benefits services receives between 5-40 emails per day from employees with questions about benefits.
- Benefit services now have a call center handling from 2-600 calls per month.
- A few years ago the new cafeteria-style benefits plan resulted in maximum confusion and many people let them know about the problems with the plan.
- In fall 2011 benefits services brought in U-Idaho employees selected at random to form a focus group in order to provide feedback.
- Benefits plan changes for 2013 include the addition of allergy injections, treatment for morbid obesity and expanded coverage for women’s health.
• Retiree plan covers about 900 retirees; changes to the retiree plan include rate increases of 5% and a group Medicare part D plan.
• New pharmacy benefit provider, CVS Caremart; after January 1, 2013, Walgreen’s will be included again.
• Dental and vision plans have no changes.
• There will be some rate changes for medical benefits.
• New eligibility group “Other eligible adult.”
• Benefits services staff review claims’ reports to see if plans are being utilized by employees.

BAG members responded to the following questions and comments from senators:

*It is respectfully suggested that benefits services reconsider the way BAG is currently constituted as some faculty view it as very insular. Thank you.*

*The Explanation of Benefits (EOB) from Blue Cross is a particular source of irritation. There’s a lack of transparency in their explanations and it would save a great deal of time if Blue Cross would provide more information in their EOBs.* I agree, Blue Cross needs to work on their EOBs, but there are a lot of rules and regulations regarding what must be included on EOBs. All health care providers and insurance companies currently are working on improving them.

*Family coverage costs are increasing by about $12.50 per pay period and depending upon the plan, costs increases range from 8% to 22.5%. Are these increases due to more coverage or is this just an increase in health care costs?* Both. We have additional plan benefits, additional people coming into the plan and health care costs are rising. A significant portion of the increase is the addition of the “other eligible adult” and that cost was spread out across all plan participants.

*Cold you explain the difference in the increases between the retirees plan and the active employees plan?* Retirees’ plan costs are rising 5% and their rates tend to go up incrementally across the board. Retiree plans are somewhat different in what is covered and not covered; and there are not eligibility changes. For active employees the rates are determined by how the PPO plan performs versus the high deductible (HD) plan.

*Are we fairly healthy as a community? Have you seen an increase or decrease in claims?* Our per person claims are high but we have not seen a huge increase (because they were already high). We have seen some large claims this year, but the wellness benefit use is high, too, which is good.

*Why is the increase in the HD plan greater than the increase in the standard PPO?* Each year we work with an actuary. We look at the plans and estimate what the costs will be and then set rates accordingly. Last year we estimated the HD plan would cost less than it did and we estimated the standard PPO would cost more than it did, so this year we are realigning those costs.

*If costs are overestimated do we take that into account next year?* Absolutely, but we also need to consider other factors.

*Bariatric surgery costs are projected to be $30-40,000. What are the costs to the plan?* In the long-term we believe bariatric surgery will be cost neutral because people who have the surgery are able to discontinue medications and eliminate other health problems. Anyone interested in the surgery must use a Blue Cross Center of Excellence for Bariatric Surgery in order to be covered by the plan.
Are you able to provide a dollar breakdown for plan increases by categories, e.g., other eligible adult, additional services, and general health care cost increases? No, it is not something we produce at that level of detail

Chair Bird thanked BAG members for their presentation and added that open enrollment is October 22-November 9, 2012. For more information: http://www.uidaho.edu/benefits/annual-enrollment-2013

**FS-13-008: APM 50.16 — Background Checks.** Chair Bird invited Mr. Walters to briefly discuss changes regarding mandatory background check procedures as amended in the APM. This item was discussed at senate on September 25 and at that time we were waiting for a few final changes from the General Counsel’s office, which have now been incorporated into these procedures. Changes to the APM do not require a vote by senate and this is presented as an informational item only. A senator pointed out that the language in 50.16 states that “UI will conduct criminal background checks on current employees as required for reclassifications and promotions.” The senator asked Mr. Walters if faculty promotions will require background checks, for example, when a faculty member is promoted in rank from assistant professor to associate professor or from associate professor to full professor? Mr. Walters replied “No” [i.e., background checks will not be required for faculty promotions]. Mr. Walters further explained that “reclassification” pertains to classified and non-faculty-exempt staff and that “promotion” is a term used for non-faculty-exempt staff because there is no “classification” system for this category of employee at this time. The senator then asked Mr. Walters for his assurance that this does not apply to faculty. Mr. Walters responded “Correct.” Another senator asked whether this applied to in-house searches and Mr. Walters replied “Yes” if the university conducts only an internal search this would apply to that search. This change to the APM has gone into effect.

**Adjournment:** It was moved and seconded (Morra, Strawn) to adjourn at 4:54PM. Motion carried.

Respectfully submitted,

Gail Z. Eckwright
Faculty Secretary and Secretary to Faculty Senate