

**Annuities and Salaries Committee Report
2012-13 Academic Year**

What follows are the minutes from the 2012-13 meetings of the Annuities and Salaries Committee. If you have questions about any of the items covered in these minutes, please feel free to contact Cathleen Zick (email: zick@fcs.utah.edu), the 2012-13 A&S Chair.

**Annuities and Salaries Committee Meeting
October 18, 2012**

Present: David Ailion, Mike Cooper, Patricia Eisenman, Angela Smith, Edward Zamrini, Joan Gines, and Cathleen Zick

Guest: Uri Loewenstein

Uri Loewenstein presented the College of Business' concerns regarding the structure of the University's differential tuition benefit program. Currently, University employees, their spouses/partners, and their children qualify for a 50% tuition reduction if the employee has met the employment time requirements as described in University Policies and Procedures. Professor Loewenstein indicated that the College of Business loses approximately \$500,000 per year in tuition differential payments because of this policy and consequently the College would like to see the policy changed so that it might capture more tuition differential dollars. A discussion ensued about the costs and benefits to the University at-large and specific colleges within the University if the policy were to be changed. It was agreed that during the next 2-3 committee meetings, we would seek input from additional stakeholders who would be impacted by potential changes in the tuition benefit policy. We would then invite Professor Loewenstein back to re-visit possible policy options. **Committee members agreed to send Cathleen Zick their suggestions regarding stakeholders we should invite to our next couple of meetings.** Cathleen will work with Joan Gines to seek input from various colleges.

We also discussed ongoing efforts to increase faculty knowledge of, and communication with, the Annuities and Salaries Committee. Two action items emerged from that discussion. First, Cathleen will approach the Senate President, Robert Fujinami, to learn what would be involved in changing the committee's name from "Annuities and Salaries" to "Benefits and Salaries" as we believe the latter name more accurately reflects the committee's charge. Second, we have drafted an email inviting faculty to submit suggestions for issues they would like to see the committee address. This email is attached. **All committee members have agreed to work with their respective dean's office to have the email circulated to faculty in their college during the next month.**

**Annuities and Salaries Committee Meeting
November 15, 2012**

Present: David Ailion, Michael Cooper, Joan Gines, Edward Zamrini, and Cathleen Zick. Excused: Angela Smith and Patricia Eisenman. Guest: Cathy Anderson.

We continued our discussion of the costs and benefits of changing the University's tuition benefit program with Cathy Anderson, Associate Vice President for Budget and Planning. Cathy has promised to share data that she has gathered on other schools' tuition benefit policies. She will also forward suggestions of other stakeholders we should be meeting with on this issue. Joan Gines will be sharing HR information with the committee regarding what units on campus have employees who use

the tuition benefit program, the numbers of beneficiaries who are employees, employees' spouses, and employees' children, and what programs these individuals are most often enrolled in when using the tuition benefit program. If committee members have specific suggestions of other stakeholders the committee should be meeting with, please email Cathleen.

Committee members shared feedback they had received from members of their own college regarding issues that the A&S committee should be addressing. Those members who have yet to solicit feedback agreed to do so during the next couple of weeks. Committee members will send responses they get from their respective colleagues to Cathleen. She will compile the responses and present them for discussion/prioritization at our December meeting.

Cathleen presented a written proposal to change the name of the Annuities and Salaries Committee to the Salaries and Benefits Committee. After brief discussion, committee members voted unanimously in support of the proposal. Cathleen will forward the proposal to the Senate President, Robert Fujinami.

Annuities and Salaries Meeting Minutes December 13, 2012

Present: Angela Smith, Michael Cooper, David Ailion, Patricia Eisenman, Edward Zamrini, Joan Gines, Cathleen Zick

Discussion of the tuition reduction benefit program continued. Joan Gines provided the Committee with statistics on tuition differential funds across the university and by college. The committee agreed that we should invite other tuition benefit stakeholders to our January meeting. The suggestions for possible invitees included representatives from the Colleges of Nursing and Pharmacy and from the Hospitals and Clinics. Cathleen will work with Cathy Anderson to identify the appropriate representatives. We also discussed the possibility of getting numbers on faculty and staff utilizing these benefits by college. Joan will bring those figures to our January meeting.

Angela and Michael reported on feedback they had received from colleagues on issues the A&S committee should be addressing this year. Suggested topics were:

1. Taking a closer look at the retiree health insurance options.
2. Undertaking comparisons of our salaries with our PAC 12 peers.
3. Learning what the university's policies are with regard to promotion and tenure raises.
4. Pricing structure of our health insurance options.

We agreed that the committee should follow up on these issues during the spring 2013 semester. Cathleen will invite Cathy Anderson to either our January or February meeting to start the conversation regarding items #2&3.

Joan reported on the possibility of our health insurance plans covering alternative therapies (e.g., massage, acupuncture) when ordered by a physician. She has gathered some information from BCBS and is in the process of formulating a proposal for including these options under the coverage for chiropractic care.

Finally, Cathleen asked the committee members for suggested changes to Policy 6-002, Part III, Section 4. Annuities and Salaries Committee. These changes would be forwarded to the Senate along with our committee's proposed name change. It was suggested we:

1. strike the word "annuities" from our description (twice),
2. Change the exofficio member to be the Associate Vice President for Human Resources (from the "Director of Human Resources"),
3. Add the word "benefits" to the last sentence (i.e., ...shall advise the administration on matters pertaining to salaries and benefits and report the advice they give to the next regular meeting of the Senate).

Cathleen will pass these committee approved suggestions for changes on to President Fujinami (see appendix).

**Annuities and Salaries Meeting Minutes
February 20, 2013, 1:00-2:30pm**

Present: Angela Smith, Joan Gines, Cathy Anderson (guest), and Cathleen Zick.

Absent: David Allion, Pat Eisenman, Edward Zamrini, and Michael Cooper

Cathy Anderson came to the A&S meeting to discuss questions that faculty members had brought to the committee regarding raise policies associated with tenure and/or promotion and UofU salaries relative to our peer institutions. Cathy indicated that while there is no formal University policy regarding raises linked to promotion/tenure, the tradition in recent years has been that central administration provides \$3,000 in funds to support each positive tenure/promotion decision. Deans and department chairs have flexibility as to whether they add to this amount. On the question of salary comparisons, Cathy said that the University does have data on the average salaries of faculty employed at our RU1 peer institutions by department and rank. She will verify if such data can be shared and then will get back in touch with the committee.

Joan Gines presented information on who uses the tuition reduction benefit at the University. Because so many members of our committee were absent, we agreed she would bring this information to our March meeting as well. Joan also gave a preview of what the health insurance options will likely look like for 2013-14. We discussed the high deductible plan and Joan indicated that the Benefits Department will be engaging in some educational efforts to help faculty and staff learn more about the advantages and disadvantages of this plan during the upcoming open-enrollment period. Finally, Joan reported that she is continuing to work with BCBS on the possibility of covering physician prescribed alternative therapies (e.g., massage). We will get an update on this at our March meeting.

**Annuities and Salaries Committee Meeting
April 18, 2013**

Attending: Patricia Eisenman, David Ailion, Joan Gines, and Cathleen Zick. Cathy Anderson was also present for a portion of the meeting.

Absent: Angela Smith, Edward Zamrini, and Mike Cooper.

Joan Gines reported that the new chief human resource officer, Jeff Herring, was out of town. The committee will invite him to the first A&S meeting of the fall semester.

Joan Gines provided an update on the benefits plan open enrollment period that will occur in May. Specifically, she said that the Benefits Department anticipates that packets will be hitting employees' mailboxes around the end of the week of the 22nd of April. Open Enrollment closes on May 31st. Regence BCBS provided the funding for the Employee Benefits Illustrated booklet (see attachment) because they asked us to change and communicate the way our networks are set up-- moving from 3 categories back to in- and out-of-network). We worked with a designer at the U's Print and Mail Services to develop this year's open enrollment communication. Some of the changes for this year, which are explained in more detail in the booklet, include:

- Return to three provider network options from which to choose.
 - BCBS Participating – This is the network previously called Traditional which includes IHC)
 - ValueCare
 - UUHP – Expanded network of University providers and over 1700 other community providers
- Employees will see about 4% increase in rates for the ValueCare and University Health Care Plus networks; the larger BlueCross BlueShield network option will cost more. (Employees currently

in the ValueCare/BCBS combined network option will be defaulted to the ValueCare network unless they choose to move to the BCBS option during open enrollment)

- Members will receive highest level of benefit (lower out-of-pocket) when they use University of Utah Health Care providers
- Additional education on The Consumer Directed Health Plan (formerly called the High Deductible Health Plan) and the benefits of enrolling in a Health Savings Account (you must be enrolled in a CDHP or HDHP to enroll in an HSA)
- RegenceRx will be our new pharmacy benefit manager (as a result participants will get new health plan ID cards with updated Pharmacy information)
- The out-of-pocket maximum on prescription drugs changes to a maximum co-payment of \$150 per 30-day supply.
- Out of network provider expenses will be subject to an annual deductible before benefits in the Advantage Plan are payable. In-network expenses are not subject to a deductible.

Joan Gines provided an update on shared responsibility rules under the 2010 Patient Protection and Affordable Care Act. She noted that employees who are hired in positions where they work variable hours, HR will count their hours over a period of time (12 months?) to determine if they are averaging 130 hrs/month. If they are, then they will be eligible for health insurance coverage. Joan also shared with us that her office is continuing to work on how the University of Utah might be able to include alternative treatments such as physician prescribed acupuncture and massage.

Cathy Anderson discussed salary issues with the committee. She reported that the Utah Legislature approved a 1% salary increase to be funded from student tuition for 2013-14. Actual percentage increases will be determined based on merit. Cathy also reported that central administration is working on salary issues and recognizes that we may be losing our most productive faculty and staff members to other institutions as our salaries become less competitive. The A&S Committee would like to support the central administration's efforts to raise salaries. We agreed to invite Cathy back to meet with the committee in the fall to learn more about central administration's long range plans and how we might be able to help.

Finally, Cathleen Zick reported on the A&S Committee's proposal to change its name and its mission. These documents were sent to the Senate president last December. The Senate is contemplating making numerous changes to the descriptions of Senate standing committees. It was agreed that our proposed changes should be incorporated into this larger package of changes that will likely be discussed at the Senate next fall.

Appendix

Proposed Changes

[Policy 6-002](#) The Academic Senate.

Part III- Section 4. Committees. A. Standing Committees

4. ~~Annuities and~~Salaries and Benefits Committee

a. The ~~Annuities and~~Salaries and Benefits Committee consists of six members of the regular faculty, elected by the Academic Senate to serve for three-year terms. The terms of two committee members shall end each year on June 15, and the terms of newly elected committee members shall begin on June 16. Members of the committee shall represent the university faculty as a whole and not any particular area or college. The Associate Vice President for Director of Human Resources shall be an ex officio nonvoting member of the committee.

b. The ~~Annuities and~~Salaries and Benefits Committee shall function in a research and advisory capacity and shall report to the Senate and from time to time make recommendations to the Senate on matters relating to sabbatical leaves, salaries, salary schedules, cost of living, faculty retirement plans, ~~annuities~~, health and life insurance, and other benefits. The committee shall not, however, exercise budgetary or administrative powers in relation to these subjects. The committee shall advise the administration on matters pertaining to ~~annuities and~~salaries and benefits and report the advice they gave to the next regular meeting of the Senate.