I. Call to Order

II. Approval of Minutes (vote)
   • Minute of the 2019-2020 Faculty Senate Meeting # 5 (September 17, 2019) Attach. #1

III. Consent Agenda (vote)
   • Committee Nominations from Committee on Committees

IV. Chair’s Report

V. Provost’s Report

VI. Committee Reports

VII. Other Announcements and Communications
   • University Other Eligible Benefit Issues
     o Brian Foisy, Vice President for Finance and Administration Attach. #2a, #2b and #3
   • Call on Motion to Repeal FSH 3705 (Vote)
     o Terrance Grieb, Faculty Senate Chair

VIII. Special Orders

IX. New Business

X. Adjournment

Attachments:
   • Attach. #1 Minutes of the 2019-2020 Faculty Senate Meeting # 5 (September 17, 2019)
   • Attach. #2a 2019-Sept-3705-ExpandedHealthBenefits redline
   • Attach. #2b FSH 3705 Cover Sheet and FSH 3705 redline copy
   • Attach. #3 Comparison Rate data sheet for health insurance costs
I. Call to Order
   • Chair Grieb called the meeting to order at 3:30 PM. He welcomed everybody back and announced that we have interesting issues to discuss.

II. Approval of Minutes (vote)
   • Minutes of the 2019-2020 Faculty Senate Meeting # 4 (September 10, 2019)
     o Lee-Painter: moves to approve.
     o Chapman: seconds the motion.
     o A. Smith: The statement by Brian Foisy that the Faculty Senate is being asked to decide between the needs of the few and the needs of the many was not in the minutes. He thinks this statement should be in.
     o A. Smith makes a motion to amend the minutes and include Brian Foisy’s comment.
       ▪ Luckhart seconds the motion.
     o Chair Grieb: Normally guests are not recognized to speak but, as an exception, he invites guest Brian Foisy to comment.
       ▪ Foisy: He does not have any objections to that statement being included in the minutes.
     o Keim: Amendments should reflect the balance of the discussion. The context should be more important than a single moment.
   • The motion to amend the minutes of carried unanimously.
   • Chair Grieb asked if there is any additional discussion. There is no additional discussion.

III. Consent Agenda (vote)
   • Committee on Committees Nominations.
     o Chair Grieb explained that a Consent Agenda contains items to be approved quickly and “in bulk”. We would prefer to wait until next week when the complete information is available from the Committee on Committees.
     o Chair Grieb decided to postpone the matter of Committee on Committees Nominations.
IV. Chair’s Report

- The University Faculty Meeting will be held on Wednesday, September 18, 2019 from 2:30 pm to 4:00 pm in the International Ballroom, Bruce Pitman Center. Everyone is encouraged to attend. New faculty will be introduced and faculty who have been awarded tenure will be recognized.

- At the last meeting, we voted to suspend FSH 1540 A-1. The main immediate purpose of our vote was to allow off-site faculty to be involved in the introduction process at tomorrow’s UFM (09/18/2019). That vote is moot. Only the president can suspend a policy and only in an emergency, see FSH 1460 C-3. However, what we wanted to achieve will happen per FSH 1540 E-3.
  - Chair Grieb offered an apology for the out-of-order suspension of FSH 1540 A-1. He noted that the Multi-Campus Communications Committee is working on a long-term solution to the issue of broader off campus participation in future UFM’s.

- Lecture Series Commemorates 100th Anniversary of 19th Amendment.
  - The Seeking Suffrage Lecture Series, with public presentations at U of I and in Moscow, begins at 7 p.m. Monday, Sept. 23, in the Haddock Performance Hall on campus.
  - Historian and U of I alumna Karen Offen will discuss “Seeking Suffrage: The Pursuit of Women’s Right to Vote Worldwide” to introduce the global background for the American suffrage campaigns and compare them to similar campaigns in France, Great Britain, and Germany.

- The third annual Read Out! for Banned Books.
  - Chair Grieb encouraged the Senators to join him in this event. The third annual Read Out! for Banned Books will take place from 11 a.m. to 1 p.m. each day during the week of Sept. 24-28. Participants will read aloud for 15 minutes from a banned/challenged book in front of the Curriculum Center on the third floor of the College of Education, Health and Human Sciences building.
  - The provost said that he had participated in this event in previous years.

V. Provost’s Report

- The Provost is following up on a pending issue (last year’s memo from Penny Morgan) concerning the relative growth of the administration.

- The Provost has been communicating with the President about two possible additional projects for the UBFC. More information is to come.

- The IPEC will be reconstituted. More information to come later. This is important for the accreditation process and comes out of the Strategic Plan.

- The Provost asked whether there were any questions or comments. There were none.

VI. Committee Reports

- There were no Committee Reports.

VII. Other Announcements and Communications

- Brief update on some committee projects (Francesca Sammarruca, Faculty Secretary)
  - An update was provided by Secretary Sammarruca on active projects with the Faculty Affairs Committee:
    - FAC is revising FSH 1565 to best recognize recruiting and retention in a faculty’s Position Description. This may come before Senate within a few weeks.
Proposed P&T Policy Change: Mid October is the projected timeline for preliminary discussion at Senate.
  i. Correction by Chair Grieb: actually, early to mid-November.

- Sustainable Financial Model Working Group
  o Chandra Zenner Ford, Executive Special assistant to the President
    ➢ Chandra starts the presentation by giving some background about herself.
    ➢ President Green is using the working group model to inform decision-making, address current challenges and focus on strategic initiatives. The first focus will be to adjust the current financial model for the university.
    ➢ After brainstorming from the Working Groups, the discussion will come back to the Senate, Cabinet & Staff Affairs – hopefully by January 2020.
    ➢ The Sustainable Financial Model (SFM) is separate from the current budget shortfall. It’s a higher-level model that will change the way we do business in the next 10 years.
    ➢ Some projects are large, and we have to think of how we are going to sustain them (ICCU Arena, CAFÉ).
  o Questions:
    ➢ S. Luckhart: There has been some talk about moving us towards an R1 institution. Is there going to be a working group to address that?
    ➢ C. Ford: This working group is not currently on President Green’s list but is being considered.
    ➢ Chair Grieb: he asks about the process for sharing with faculty and staff and gather feedback from the campus community.
    ➢ C. Ford: Chandra will work with John & Brian to gather feedback from campus. The process to gather feedback from Faculty Senate, Cabinet and Staff Affairs has not been fully formed but will happen before putting together final roadmaps. A full report and recommendations are expected to be complete in January. The feedback process will take place at that time
    ➢ M. Chopen: Is the nomination process over?
    ➢ C. Ford: No, it’s not yet finalized for the remaining working groups. The Sustainable Financial Model is the only one that is closed.
    ➢ Chair Grieb: Thank you. I like to share with you some feedback I heard from people. There is a fear on campus that feedback is gathered after decisions are made.
    ➢ C. Ford: The results of the working group with recommendations will be presented for your feedback before final roadmaps are made.

- University Budget & Other Eligible Benefit Issues
  o Brian Foisy, Vice President for Finance and Administration
    ➢ Chair Grieb introduced VP Foisy
    o Foisy: He will address two issues. One is the structure of the budget in general. The other is the issue of Other Eligible Adult coverage for next year’s health insurance plan.
    o Lee-Painter: He asked about moving to a state-funded medical plan. What is the timeline and what are the advantages?
      ➢ Foisy: We have just begun the investigation process. Foisy proceeded to explain in detail several aspects involved in the transition. They are evaluating the impact of the eventual transition.
Chair Grieb recognized guest Kent Nelson. Mr. Nelson confirmed the analysis being presented by VP Foisy.

Secretary Sammarruca: would it be correct to put your answer to Senator Lee-Painter’s question in a “nut shell” by saying that the analysis is being done now and the transition date will be July 2021?

Foisy indicated that was correct, although whether we transition to the state plan and the actual timing of such a transition are still to be determined.

Kern asks that the last question and answer be repeated.

Chair Grieb: He provided some clarifications and comments. We will vote next Tuesday on whether to keep or repeal FSH 3705.

The actuaries gave us the numbers those are reflected in spreadsheet created by VP Foisy. That spreadsheet was emailed to Senators with a discussion of the issues last Friday. He encouraged Senators to share the spreadsheet with everyone in their college/unit.

If Senate votes to repeal FSH 3705, the plan currently set forth will remain in effect. If not, the plan as set forth cannot be enacted. If FSH 3705 is not repealed then, the OEA’s will continue to get coverage. The marginal cost increases are reflected in the spreadsheet.

Kern: Will the entire faculty not be voting?

Chair Grieb: If next week the Senate votes to keep FSH 3705, then no other vote needs to happen. If Senate votes to repeal FSH 3705, then the proposal will go before the general UFM in December. Scott Green will consider invoking a temporary emergency policy to suspend FSH 3705 until the December UFM. If the faculty votes to keep FSH 3705 at that time, then the new plan will be already in place and we would go back to the OEA-covered plan in January 2021.

Nelson: There is an alternative. If you choose to repeal, you can delay the effect for a year.

In response to request of clarification from Senator Schwarzlaender, Chair Grieb reiterates that OEA coverage depends on how we decide.

The state of Idaho does not provide OEA coverage. What’s the probability that we join the state plan?

Foisy: While no decision has been made, in my opinion it is not a matter of “if”, it is a matter of “when”.

Wiencek: We need clarity in communication. Whether we give 6 months or 18 months to the plan, how are people impacted?

Luckhart: She has communicated with faculty and there was unanimous concern. The faculty she communicated with expressed unanimous support for maintaining OEA. She stated that she is faculty in both the College of Science and the College of Agricultural and Life Sciences. She indicated that she got the same response from senators in both colleges.

Chair Grieb noted that although she is a faculty in both colleges, she only represents CALS in the Faculty Senate. However, it is recognized that senators are able to talk to faculty and staff across campus and to reflect those conversations in their comments.
Caplan: At the moment, UI covers retirees. By the same logic, could UI pick up coverage of OEA if and when the state denies it?

Foisy: It's about whether we can afford it or not.

Cosens: All the faculty I consulted supported OEA. They feel we need to be more inclusive, even if just for 18 months.

A. Smith: Thank you for the spreadsheet. The faculty he has spoken with thought that repealing FSH 3705 would be reprehensible. He had a specific question for Brian. He cannot reconcile the numbers. The 155k figure is based on the assumption that all 28 employees receiving OEA benefits would go from a PPO plan (+ family) to nothing. Many of those employees do not have children and some are getting married (which implies zero savings).

Foisy: Rates are calculated by actuaries. From the impact estimated by the actuaries, 200k was the projected savings. Note that these number have been different over time: 28, 29, 33. The number was 33 when actuaries calculated the rates.

- Today there are 29 employees impacted by OEA, but a total of 75 covered members.
- One last thing: 200k of projected savings over 33 employees amount to $6,061 (less than $10,541). 200k over 75 members amounts to $2,047. Actuaries calculate averages across the total pool. They divide by employee, not by member.

Chair Grieb: Details are important. But the bottom line is that there are 5 different classes of coverage on the spreadsheet. The increases due to continuing OEA are the same in the PPO or the HD plans. The annual increase is about $38 per year on the low end, and $108 per year on the high end. This translates into $1.48 or $4.18 per paycheck.

Jeffery: He was surprised. 1) This is not what we heard last week. 2) Some faculty members he spoke to describe the state plan as being much worse. 3) It has been mentioned that some of the impacted couples will marry. But this is not really the point: the way to go about this is to approach the state legislators.

Chair Grieb: Yes, it is hard to make simple sense of the numbers. It would have been best if BAG had been aware of FSH 3705. I should have known about it. Nobody was acting in bad faith, but numbers should have been explained better.

Luckhart: Were individuals impacted by this decision were informed earlier. Why are we only discussing this now when prior decisions were made? She would like to understand this, but she is happy with the outcome. All the faculty she has spoken with are supportive of OEA regardless what it costs.

Chair Grieb: In fact, the impacted individuals got notification before everyone else. After the university-wide email went out, a faculty member pointed out the inconsistency with FSH 3705. If it wasn’t for that, things would have moved forward as planned.

Luckhart: I am shocked how this went past the General Counsel’s Office.

Nelson: He indicated that some of the blame for missing 3705 lay with his office. He indicated that did not see the document.

Schwarzlaender: If it wasn’t for FSH 3705, OEA would be gone at this point. I couldn’t care less about a small increase. But he cannot put himself in the situation of someone making $38,000/year. Feedback from Staff Council is important.

Chair Grieb invited Senator Tibbals to comment.
Tibbals: The current vote from Staff Council is: 12 to keep OEA, 10 to repeal it, 1 abstention. Those who spoke at the meeting expressed strong feelings. So, that’s where Staff Council is. Slightly in favor of OEA.

Chair Grieb: Was the spreadsheet was the main reason for the change in Staff Council’s vote?

Tibbals: In part, yes. But they also had more time to consider. A person who would be impacted by the loss of OEA said she would be ok without it.

- We could look at the financial cost on those who would lose coverage and see whether it is greater than the impact on the rest of us (Tibbals, in response to a comment from Paul).

New Athletics Director Terry Gawlik was introduced.

- She looks forward to working with all of us. She hopes to see everyone at the events.

Schwarzlaender: Before we adjourn, I wish to say that I like to hear more.

Kern: She indicated that she would like to receive the Talking Points for her constituency before the end of the week, preferably on Wednesday or on Thursday morning, so that she can distribute to her faculty/staff in a timely manner for further discussion.

VIII. Special Orders

- There are no Special Orders.

IX. New Business

- There is no New Business.

X. Adjournment

- Adjournment at 5:05 PM

Respectfully Submitted,

Francesca Sammarruca
Secretary of the University Faculty & Secretary to Faculty Senate
EXPANDED HEALTH INSURANCE BENEFITS

Preamble: This policy was created in 2012 with employee recruitment and retention purposes in mind as well as improving the culture and climate at the University.

A. Policy. In recognition that provision of health insurance benefits is a valuable tool that can enhance faculty and staff recruitment and retention, the University of Idaho provides health insurance benefits to an employee, to another eligible adult individual within the employee’s household, and to qualifying dependents.

B. Definitions.

B-1. Other eligible adult individual: For purposes of this policy the term “other eligible adult individual” shall include a married spouse of the employee or another adult individual who falls within certain eligibility criteria based on:

a) living together with the employee in the same residence with intention to do so indefinitely, and

b) being financially responsible with the employee for the other’s welfare.

Specific criteria for other eligible adult individuals beyond a married spouse of the employee shall be established by the university in consultation with the university’s benefits advisory group and the university’s actuarial consultants.
POLICY COVER SHEET
(See Faculty Staff Handbook 1460 for instructions at UI policy website: www.webs.uidaho.edu/uipolicy)

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| Chapter & Title: | FSH 3705 – Expanded Health Insurance Benefits |

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| Chapter & Title: | |

All policies must be reviewed, approved and returned by a policy sponsor, with a cover sheet attached to apm@uidaho.edu or fsh@uidaho.edu respectively.

*Note: If revision/deletion request original document from apm@uidaho.edu or fsh@uidaho.edu, all changes must be made using “track changes.”

Originator(s): Brandilyn Terwilliger 9-18-2019
(Please see FSH 1460 C)

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Policy Sponsor: (If different than originator.)

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Reviewed by General Counsel _X_ Yes ____No  Name & Date:  _Kent E. Nelson, General Counsel 9/19/19_

I. **Policy/Procedure Statement:** Briefly explain the purpose/reason of proposed addition, revision, and/or deletion to the Faculty/Staff Handbook or the Administrative Procedures Manual.

This proposal implements the recommendation of the University’s Benefits Advisory Group (BAG) to delete FSH 3705 which addresses health benefits for the category Other Eligible Adults. Eliminating coverage for Other Eligible Adults is part of a strategy to balance the health insurance budget for calendar year 2020. Elimination of FSH 3705 does NOT impact the eligibility of a spouse married to a university employee to be included in the employee’s health benefit.

II. **Fiscal Impact:** What fiscal impact, if any, will this addition, revision, or deletion have? Eliminating coverage for Other Eligible Adults is estimated by university’s actuarial consultants to reduce the health insurance costs to the UI’s self-funded plan by approximately $200,000.

III. **Related Policies/Procedures:** Describe other policies or procedures existing that are related or similar to this proposed change.

IV. **Effective Date:** This policy shall be effective on July 1, or January 1, whichever arrives first after final approval (see FSH 1460 D) unless otherwise specified in the policy. Since the request is for elimination of the policy under FSH 3705 the motion itself can set out a specific effective date if the Faculty so desire.

If not a minor amendment forward to: ___________________________________________

Track # ________

Date Rec.: _____________

Posted: t-sheet ___________

h/c ___________

web ___________

Register: ______________

(Office Use Only)
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