

Minutes \*

**SENATE FACULTY AFFAIRS COMMITTEE**  
**Thursday, September 30, 1993**  
**3:15-5:15 p.m.**  
**626 Campus Club**

Present: Carl Adams (chair), Rose Brewer, Daniel Canafax, Carol Carrier, Mary Dempsey, Ann Erickson, Morris Kleiner, Richard McGehee, Dianne Mulvihill, Roger Paschke, Michael Sadowsky, George Seltzer, Bernard Selzler, W. Donald Spring, Yang Wang

Absent: Carole Bland, Daniel Feeney, Roger Feldman, Audrey Grosch, James Stone

Guests: Robert Fahnhorst

**Chair's Report**

Professor Adams convened the first meeting of the Senate Faculty Affairs Committee (SCFA) for 1993-94 at 3:15 p.m. and welcomed new and continuing members. A number of items were distributed, including suggested subcommittee assignments, SCFA's meeting schedule, information on FacultyWrites, etc., and the committee addressed those and a number of other "housekeeping" tasks. Professor Adams reported that the Senate committee chairs had attended an orientation on September 28, which included discussion and planning for the Senate's involvement in the strategic planning process. A format for the October 21, Faculty Senate forum was developed, which he shared with the committee.

**Strategic Planning**

For the next 1 1/2 hours the committee turned its attention to strategic planning and elected not to have a recording of the discussion. The general nature of the discussion, however, reflected a high level of concern over both the substance of the institutional plans, as described to date, and the process of the planning, which is not fully understood by the faculty. A more reasonable approach to the planning process, expressed a number of members, might be to obtain agreement on: 1) what the important problems are, 2) directions and priorities, 3) resource strategies, and 4) a process that faculty are confident in.

The chair will work with a subset of the committee to develop a set of questions and circulate them to the committee for review and comment prior to the October 14, FCC deadline.

**Health Care Subcommittee**

Professor Richard McGehee, chair of the Health Care Subcommittee, reported on the health care developments over the summer months. The "good news," he said, is that the out-of-pocket increases that were expected will not materialize. The "bad news," however, is that the plans have changed. Medica Select was replaced with Medica Premier and now includes a gatekeeper concept. Moreover, there will no longer be out-of-network coverage. An individual must receive a referral within the network or pay for out-

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of-network services him/herself. Similarly, the State Health Plan has introduced a gatekeeper concept and the lifetime maximum amount has changed. This change needs further clarification and may actually turn out to be a positive change for employees. Finally, there have been changes in the dental plan. Delta Dental has reduced its network and a new plan, the Prudential Plan, is now available which is less costly but has a smaller network.

Informational meetings have been scheduled for University employees during the week of October 4. Representatives of Employee Benefits, Medica Premier, and the State Health Plan will be available to respond to questions.

Updating the committee on health benefits for domestic partners, Professor McGehee said the University was unable to find a way to offer insurance coverage for domestic partners and, therefore, has initiated a reimbursement plan for eligible employees.

In conclusion, Professor McGehee identified the following agenda items for the subcommittee this year:

- reviewing options for disseminating health care information to employees; particularly information that will assist employees in making decisions concerning their health care choices
- addressing employee concerns regarding managed care--except for the out-of-network coverage in the State Health Plan, employees have no access to medical service other than through a managed care system
- how to gain more control over the plans--the University currently has no vote at the State level on health plan decisions

#### **Ad Hoc Committee on Facilitating Transition for Maturing Faculty**

Professor Adams announced that he is serving on an ad hoc committee to develop recommendations related to the lifting of mandatory retirement. The general areas the committee is focusing on include: 1) phased-retirement options; 2) health care cost risks--can we give any assurance that the risk of increasing health costs will not be borne by the individual but will be borne in some other way; 3) perks--what should faculty be entitled to in terms of space, services, etc.; 4) increasing awareness so that faculty know of and understand the options available to them; 5) income counseling; and 6) wellness. The ad hoc committee expects to have a report ready for SCFA's review later in the Fall.

The meeting was adjourned at 5:15 p.m.

-- Martha Kvanbeck

University of Minnesota