Ohio University Faculty Senate
Monday, March 7, 2016
Margaret M. Walter Hall, Room 135, 7:10pm
Meeting Minutes Summary

MEETING AGENDA

I. President Rod McDavis and EVPP Pam Benoit

II. SAVP for Finance and Administration Joe Lalley

III. Benefits Advisory Council Recommendations—Greg Fialko

IV. Roll Call and Approval of the February 1, 2016 Minutes

V. Chair’s Report—Beth Quitslund
   • Nominating Committee: Beth Quitslund, Linda Rice
   • Updates and Announcements
   • Upcoming Senate Meeting: April 4, 2016

VI. Professional Relations Committee—Susan Williams
   • Resolution to Revise Language in the Faculty Handbook Regarding Departmental Approval of Chairs—Second Reading
   • Resolution to Revise Language in the Faculty Handbook Regarding Information Presented in Faculty Appointments—Second Reading

VII. Finance & Facilities Committee—Joe McLaughlin

VIII. Promotion & Tenure Committee—Kevin Mattson

IX. Educational Policy & Student Affairs Committee—Ben Bates

X. New Business

XI. Adjournment

I. President McDavis

❖ **Topic 1: Commencement.** McDavis reminded the Faculty Senate that Spring Commencements will be held on Friday, April 29th and Saturday, April 30th.

❖ **Topic 2: House Bill 48 – Conceal Carry Bill.** The Ohio House passed House Bill (HB) 48 on November 17. A similar Conceal Carry Bill was passed by the House in the last general assembly, but it was not passed by the Senate. HB 48 has been assigned to the Senate Government Oversight and Reform Committee. The Bill had its first and only heading in the Senate Committee on January 27, 2016. If passed, HB 48 will allow University Boards of Trustees (BOT) to adopt policies permitting people to carry concealed handguns on campus. If a BOT does not adopt a conceal carry policy for its campus, the bill reduces to a minor misdemeanor the charge, if a license holder illegally carries a handgun on campus. Unlike other Conceal Carry Bills that have been introduced, HB 48 contains permissive language. It leaves it up to each institution’s BOT to set the conceal carry policy for its campus or campuses. University leadership will continue to monitor HB 48 as it moves through the legislative process and provide the Board and the Faculty Senate updates.

❖ **Topic 3: Higher Education Capital Funding Campaign.** The Higher Education Capital Funding Commission has had two meetings; its third meeting is scheduled for March 8, 2016. The Commission staff has conducted more than 50 conference calls with the 37 individual institutions (community college and four-year institutions) to review proposed projects and funding requests. The
Chancellor has not provided the Commission a dollar amount as it drafts its recommendations and final report. Therefore, the Commission is using $404.5M, which is the amount of state funds that were allocated to the higher education community in the 2013 Capital Budget. In the previous cycle, OHIO received $25M. McDavis indicated that we are hoping to receive at least the same amount (or a little more). The timeline for the capital budget has not been finalized. However, all indications are that the capital bill will be introduced in April and the legislature will pass the bill prior to June 1, 2016.

I. EVPP Pam Benoit

- **Topic 1: AQIP.** Benoit reminded the Faculty Senate about the recent visit from the AQIP site team. The review committee was on campus November 2-4, 2015; they held more than 40 meetings. Benoit remarked that many Senators in the audience attended. The committee generated a report, which OHIO could respond to but chose to wait until the Board’s determination which was rendered on February 12, 2016. The Board’s report indicated that OHIO passed all standards and will hold accreditation until February 25, 2026. The comments in the report were extremely complimentary of our university; OHIO met all criteria along the six major aspects of the report. Example comments included positive remarks about systematic planning processes for continuous improvement as well as integrity and responsibility. The full report can be found at [www.ohio.edu/provost/accreditation/aqip.cfm](http://www.ohio.edu/provost/accreditation/aqip.cfm). Benoit thanked those who participated in the process and encouraged everyone to review it. The report did suggest that OHIO continue to improve on assessment as part of our curricular planning.

- **Topic 2: Spring Break.** The Superintendent of the Athens City School District is working with the Provost to align future spring breaks between the city schools and the University. If the proposal passes with the Athens City School District Board, spring break in 2017 will be March 6-10. There is also a possibility that other school districts in the area will schedule their spring breaks accordingly.

- **Topic 3: Enrollment.** Benoit noted that enrollment for the spring semester is currently 38,467 students (increase of 0.65%). Undergraduate enrollments have increased 2.6%; graduate enrollments have increased 0.4%. Regional Higher Education (RHE) campuses have decreased 1.5%. Spring semester re-enrollments by first year freshman from fall semester have increased 2.3%; this is a very positive and a testament to the efforts we have put into advising. In addition, there has been a 2.4% increase in multi-cultural student re-enrollment. For the upcoming fall semester, applications have decreased by 2%; this is not a major concern given the very high number of applications last year. All of the colleges except Fine Arts are up for commitments and deposits this year as compared to last year at this time. RHE campuses are experiencing some challenges with enrollment, but it is too early to make a determination. RHE enrollments are consistent with decreases across the state. Graduate student enrollment has also increased, but it is too early in the process to make an accurate estimate.

**Questions and Discussions**

- A senator requested that we applaud the university community for a job well done with the AQIP evaluation. McDavis echoed the applause and commended the faculty and all those who participated in the process. McDavis remarked that this was a major accomplishment for OHIO. Benoit agreed and reiterated the extreme positive nature of the report.

- A senator noted that spring break alignment will be life-changing for his/her family.
• A senator asked for clarification about conceal carry legislation. McDavis explained that the OHIO Board of Trustees would be permitted to establish a policy appropriate for the OHIO campuses. This is different than other states that did not allow Boards to make policies.

• A senator asked if a violation of conceal carry laws would be a misdemeanor. McDavis responded by stating yes – mostly likely. The intent will be to get input from multiple sources on campus, create a recommendation, and then send that to the Board of Trustees for approval. Benoit remarked that the current version of the bill is that of the House only; it has not moved far enough in the Senate to know how the bill will or will not change.

II. SAVP for Finance and Administration Joe Lalley

- **Topic: 2016 Construction Projects.** Lalley provided a presentation about OHIO’s upcoming construction projects. The approved project budget is a total of approximately $50M. The presentation outlined sources of funding, the list of exterior projects, and the list of interior projects. Lalley also noted the projects that would extend into the fall 2016 semester. At the end of the presentation, Lalley provided information about the annual steam system shutdown. Information from the presentation can be found in Appendix A.

Questions and Discussions

• A senator remarked that some work has already been started.

• A senator noted that there appears to be a private home building by the Siegfried parking lot and asked for clarification. Lalley explained that a retaining wall from a private property failed; construction is underway to repair it. As a follow-up, a senator asked if the Siegfried parking lot will be resurfaced after the wall is fixed. Lalley responded by stating that there are no plans at this time but there is a possibility for that in the future.

• A senator asked if there surveillance cameras will be installed in parking lots. Lalley noted that this determined on a project-by-project basis. However, there are projects to improve lighting including sidewalks on Richland Avenue. With respect to cameras, Lalley further remarked that there are regulations that must be followed regarding invasion of privacy issues.

• A senator asked about a rumor regarding problems with the Siegfried bid. Lalley noted that this information became available just three hours prior to the meeting; the bid came in way over budget. As such, there will be a delay in the start date, which was scheduled to be in May. Instead, construction will most likely start later in the summer. However, OHIO is still committed to completing the construction.

• A senator remarked that parking this summer will be difficult with all of the construction. Lalley agreed; it will be horrendous. However, the administration is aware of potential problems and is planning for issues. There may be a loss of parking as the Campus Master Plan comes to fruition.

• A senator asked if Clippinger lot will be off-line this summer. Lalley said no; it will be open.

• A senator asked about catching up with maintenance. Lalley responded by stating that the deferred maintenance cost is currently $85 per square foot. We are trying to make a significant dent in that number in the next few years.

• A senator asked about building a parking garage to help ease parking issues. Lalley stated that he had some experience with this previously. In his experience, parking garages are very expensive.
At his last institution, construction of a parking garage cost $70,000 per space; the university charged $700 per year.

III. Benefits Advisory Council Recommendations—Greg Fialko

- **Topic: Benefits Advisory Council Recommendation.** Fialko provided a presentation about changes to OHIO’s faculty benefits. The presentation outlined background information about the Benefit Advisor Council as well as changes to the new plan. Fialko outlined the five major recommendations and stressed changes to vision and dental plan and noted that everyone must choose the vision plan this year (or not have one). Information from the presentation can be found in *Appendix B.*

**Questions and Discussions**

- A senator asked about parental leave. Fialko stated that parental leave has only been a pilot program to date. The sick leave donation program has also been a pilot program but only available to classified and administrative staff. The recommendation is to make them permanent benefit programs with some adjustments. However, it is unlikely for the sick leave donation program to be available to faculty.

- A senator asked for clarification about the Cadillac plan tax. Fialko explained that the tax would be a responsibility of the employer. It is a large penalty; OHIO would have to pay about $1M the first year if no changes were made to the to the health plan. Tax would go up from there in later years. As a follow-up, a senator asked why the employees do not see the savings if the University is saving the money. Quitslund stated that there is really not additional money because the rising cost of healthcare eats into the “savings” that could have been realized. Fialko noted that healthcare costs continue to increase – just not as much with the employee covering some of those increases.

- A senator stated that the state of Ohio will not allow the University to pay the tax. Instead, OHIO must make changes to avoid the Cadillac tax.

- Chair Quitslund noted that the Benefits Advisory Council has not been driven by the need to avoid the Cadillac tax at this time because it has been delayed frequently. Instead, it is driven by the need to find the right balance between salary compensation and benefits. Fialko added that the results of last year’s faculty survey as a driving force for the decisions made by the benefits advisory committee.

- A senator asked about offsetting the cost of benefits by increasing salary. Another senator remarked that s/he believed that this was not going to happen. Quitslund stated cost increases had been consuming the reserves, which led to an extended negotiation that resulted in the 5% figure.

- A senator remarked that there is only so much money available. Costs continue to outpace inflation; the 5% decision was an attempt to balance between salary and benefits. Quitslund added that it is either that or an increasing percentage of the University budget needs to be allocated to benefits.

- A senator remarked that he understands keeping costs reasonable at a 5% cap, but what was the specific percentage to the employees? It looks like the percentage is greater than 5%. Fialko said that he would have to review the specific numbers to address the question.
• A senator asked if there was a limit on the current contracts with providers. Fialko responded by stating that most contracts are negotiated for 3-5 years. The last negotiation was 2010, so some contracts are now on annual renewals.

• A senator asked if the 5% limit would be indefinitely enforced. Fialko stated that there would be a possibility of changing. The costs of drugs have increased by 15% over the last year. As such, there may be a reason to reassess the 5% limit.

• A senator asked if faculty could have access to a summary statement. Quitslund noted that the presentation would be available in the summary and minutes.

• A senator asked about orthodontia. Fialko stated that there has been no change at this time in the orthodontia plan, but there may be changes in the future.

• A senator asked if the short-term disability insurance is true for the alternative retirement plan. Fialko said yes. Quitslund noted that it is important to recognize that 60% on short-term disability is greater than 60% of take home pay. Fialko explained that this is because you are not paying certain expenses with short-term disability.

• A senator asked if the short-term disability benefits apply to base salary only or overload salary as well. Fialko noted that it is only base salary.

• A senator asked if sick leave donations can be made to help bridge gaps. Fialko noted that faculty are not part of the sick leave donation plan. Quitslund added that there has been some interest in this plan will faculty, but that is it unlikely to happen.

• Chair Quitslund noted that the Benefit Council voted to extend coverage to transgender health issues. However, this has not yet been determined fully as data and costs are being reviewed.

• A senator remarked that increasing health care costs over time will continue to deteriorate benefits. Fialko stated that he understands the concern and will pass it on the Advisory Council for discussion.

• A senator asked if circumstances would require the 5% limit to be tweaked. Quitslund remarked that we cannot say that it will or will not be adjusted in the future.

IV. Roll Call and Approval of the February 1, 2016 Minutes

❖ Roll call (Sindelar)

❖ Minutes were approved by a voice vote.

V. Chair’s Report (Beth Quitslund)

❖ Topic 1: Nominating Committee: Beth Quitslund and Linda Rice

The nominating committee is presenting all accepted nominees per office. Slate of nominees is as follows: Joe McLaughlin for Chair, David Thomas for Vice-Chair, and Katie Hartman for Secretary. Voting will take place during the next meeting. Those eligible to vote will be continuing senators or those who are newly elected senators. Each nominee may ask up to two senators to speak on their behalf. Nominations from the floor will be accepted

❖ Topic 2: Updates and Announcements
Elections Committee (a.k.a. Executive Committee): The Executive Committee – specifically Hartman – is working on an electronic balloting system. The goal is to increase the percentage of faculty who vote for senators.

Deans Evaluation: The Deans evaluation hyperlinks went out today (Monday, March 8). Quitslund asked Senators to encourage colleagues to participate.

Student Survey about Social Experiences and Safety: Next week (week of March 14), all main campus undergraduate and graduate students will receive invitations to participate in a social experiences and safety survey. The survey is being conducted by the President’s Advisory Council on Sexual Misconduct. Co-Chair of the Subcommittee Patty Stokes attended the Faculty Senate meeting to answer questions. The survey is being conducted to both comply with federal mandates as well as establish a baseline of perceptions in which to establish education and policy initiatives.

Stokes spoke about the value of the survey to researchers/faculty at the university. Data will be available to researchers. Institutional research has been involved in the process to help ensure quality data will exist. The overall aims of results are to help the survivor, help the accused, help prevent episodes, and provide guidance for faculty and staff working with students.

Questions and Discussions

- A senator asked if the medical students were included among the list of students who would be invited to participate. Stokes replied in the affirmative.

- A senator asked if the RHE faculty would have access to the data. Stokes said yes. The survey will not include responses from students on the regional campuses. However, the intent is to do that. For the future, the survey can be customized for RHE. Chris Gidycz is a member of the committee and has been very helpful with the project.

- A senator asked if male leadership will be addressed. Stokes said yes. Information will be collected about young men being seen as leaders.

- A senator asked if the “better bystander” campaign is being used on regional campuses. Stokes said that it was not to her knowledge.

Topic 3: COIA meeting report – Sindelar

- The meeting was held at NCAA headquarters in Indianapolis. Attendees heard reports from the top officials at NCAA. A number of attendees asked the NCAA to participate in policy making. However, the NCAA is not interested in stepping in and making policies which it believes should be done by the individual institution. The NCAA will only change/make policies if its membership wants it and petitions for it. Its membership is university presidents and FARs, so there is no general faculty voice available.

- It was very clear that NCAA no longer values COIA’s voice in decision making. Instead, they will use the FARs as the faculty voice. As such, there was some discussion about disbanding COIA because its original mission is no longer viable. The group decided to continue as a place where faculty senate representatives can share information and discuss common issues. Sindelar would recommend that we continue to participate for information sharing.

- There will be an up-coming vote regarding approval of organizational structure for COIA; there has been no real structure up until this point. Proposed structure is president, vice-president, secretary, and three standing committees. Sindelar would recommend approving.
There was some discussion about buildings across campuses. For example, Clemson is building a $55M athletic building that is for student-athletes only. The building contains no academic space and is basically an elaborate entertainment center.

There was some discussion about academic fraud investigations; there are currently approximately 20 active investigations (10 rather serious). One rather egregious case involves a situation in which an assistant coach flew into a student’s hometown to take on-line quizzes for a student-athlete in order for the IP address to match the student’s hometown.

Questions and Discussions

- A senator asked for clarification about the nature of COIA. Sindelar explained that COIA stands for the Coalition on Intercollegiate Athletics. It was originally organized about 10 years ago by the incoming NCAA president. He wanted a strong faculty voice for the NCAA. Originally, COIA had a lot of input to the NCAA when academic issues came up. Current leadership does not recognize COIA. OHIO was the only program represented at the meeting (among 68 programs) where FARs are initially vetted by faculty and then finalists are sent to the President for selection and approval. All others have no faculty input.

Topic 4: Upcoming Senate Meeting: Monday, April 4, 2016

VI. Professional Relations Committee (Susan Williams)

Resolution to Revise Language in the Faculty Handbook Regarding Departmental Approval of Chairs—Second Reading

The resolution is offered by the PR Committee to provide changes to Faculty Handbook language regarding the approval of department chairpersons, division chairpersons, and directors of schools. Specifically, revised language is as follows:

…Department chairpersons, division chairpersons, and directors of schools shall be selected by the dean with the advice and approval of the faculty (including regular Group I and full-time – at or above 0.80 FTE – Group II and Clinical faculty) of the department, division, or school. Initial appointments of chairs and directors require the approval of the Provost.

Resolution was approved by vote voice.

Questions and Discussions

- Executive Dean Willan asked if the language is the correct terminology for regional campuses because there are no division chairs. Instead, the title is academic coordinators. Quitslund stated that this would be seen as a suggestion for a friendly amendment. The language will be changed accordingly.

- A senator said that s/he discussed this resolution in his/her department. The department unanimously voted against the resolution. Williams noted that the possibility to change the resolution was discussed; the PRC voted to bring this version of the resolution for a vote.

- A senator said that the majority of the PRC were in favor. However, the committee was divided.

- A senator asked if there was a process for faculty to appeal appointment decisions and specifically referred possibilities of intimidation or coercion that may occur. Williams noted that there is no language for a specific grievance procedure of that type. This is language that needs to
be looked at in the future because any faculty member regardless of group could be subject to intimidation.

- A senator asked if there is a process to promote a Group II faculty member to a Group I faculty position. Quitslund that this cannot be done; it would be considered a new position that the faculty member must apply for. A senator added that it would most likely require a national search because it would be considered a new job. Quitslund noted that there are exceptions such as opportunity hires and other circumstances.

- A senator commented about the debate during the last meeting about the issue of erosion of Group I – especially with regards to the tenure process and bullying of Group II. S/he remarked that bullying may be exaggerated or a non-issue. Everyone needs to get along. Bad treatment is not isolated to one faculty classification; anyone can experience it. If this occurs, Group I should intervene in these circumstances. Williams agreed; Group I should provide support. Williams also noted that PRC had wanted to divorce bullying from this resolution.

- A senator asked if a Group II doing research could still be classified with a 0.8 appointment. Williams said yes; it is the overall time of the appointment regardless of allocation. Quitslund noted that a Group II faculty member should not be doing research as part of his/her contract. However, clinical faculty may have some research requirement.

Resolution to Revise Language in the Faculty Handbook Regarding Information Presented in Faculty Appointments—Second Reading

The resolution is offered by the PR Committee to provide changes to Faculty Handbook language regarding new appointment contracts as well as terms of appointments for appointments, tenure, and renewal of contracts. For new appointments, a written statement of appointment should minimally specify the following:

a. FTE, start and end dates of the initial contract and salary arrangements and other compensation agreements (e.g. start-up funds, moving expenses, facilities, teaching releases, etc.) as negotiated.

b. The initial T:R:S distributions and expectations of employment, including responsibilities associated with the specified T:R:S distribution; it should also be noted that T:R:S distributions may change on annual review in accordance with department and college policies.

c. Information about the need to attend both the “New Faculty Orientation” organized by the Provost’s office and “New Employee Orientation” run by Ohio University Human Resources, including date, time and location (if available at time of writing).

d. A summary of benefits and/or a link to the benefits information contained on the Human Resources website.

e. And for Group I, the latest date for tenure review.

✓ Resolution was approved by vote voice.

Questions and Discussions

- Two senators requested that T:R:S be spelled out. Williams remarked that T:R:S may be defined earlier in the handbook. A senator noted that s/he looked up handbook and could not find T:R:S spelled out anywhere. Another senator remarked that TRS first appears on p. 15 and is used as an example; it is not spelled out and with no colons. Another senator noted that the use of T:R:S may
be from Group II changes made last year. Quitslund noted that this would be considered a friendly amendment. Williams agreed to review the handbook and make changes as appropriate for consistency.

VII. Finance & Facilities Committee (Joe McLaughlin)

- **Topic 1: Handbook Modernization.** McLaughlin noted that language in the handbook about benefits is years out-of-date. The committee will review and revise.

- **Topic 2: Benefits Advisory Council Updates.** McLaughlin remarked that it is important to make sure the faculty have a voice in benefit decisions and to have the benefits person speaking yearly to the faculty senate. He stated that anyone who is discontent with benefits changes should contact Quitslund, D. Thomas, or McLaughlin.

Questions and Discussions

- None

VIII. Promotion & Tenure Committee (Kevin Mattson)

- **Topic: Appeal.** Mattson said that P&T heard one case. P&T did not vote in favor or against appeal. Instead, the committee supported the right to a hearing. Quitslund added that she did not realize that it was possible to neither uphold or nor deny until recently.

IX. Educational Policy & Student Affairs Committee (Ben Bates)

- No report

X. New Business - Quitslund

- A senator mentioned that employees in ARP must retire 100% from the university, which is different from STRS retirement. Quitslund remarked that the difference may be related to state law or some other regulation. However, she does not know exactly and, as such, will find out.

XI. Adjournment

- The meeting was adjourned at 9:16PM.
Appendix A: 2016 Construction Projects

Total Approved Project Budgets of $50M (approximately)

- Third Century Bonds $3.6M
- State Capital Funds $8.5M
- Culinary $2.6M
- Energy Improvement Project $22.5M
- Residence Life $8.1M
  - Note: Most of the funds attributed to residence life will be for bathroom remodeling.
- Other Sources $4.5M
  - Note: An example includes renovation of the airport runways.

2016 Exterior Projects

*Note: Work will extend into the fall 2016 semester.

ROOF/ENVELOP IMPROVEMENTS
- Morton Hall
- Sing Tao
- Chubb Hall Gutter Replacement
- Bentley Hall
- Stocker Hall
- Ellis Hall Downspouts/Weatherization
- Boyd Hall Flat Roof
- Alden Library*
- Clippinger Laboratories*
- Seigfred Hall*

WINDOW REPLACEMENT
- Wilson Hall
- Cutler Hall
- McGuffey Hall*
- Seigfred Hall*

SITE IMPROVEMENT
- Van Vorhes Roadway
- Airport Runway Rehab
- Shively Service Drive
- PSAC Demolition
- Back South Demolition (Note: This will provide an opportunity for training for rescue from collapsed buildings. OHIO will be hosting a number of people across the country for this.)
- Crawford Hall Front Porch
- Class Gate/Tunnel Renovation* (Note: The Gate will be remodeled to allow for ADA accessibility.)
- Ridges Observation*

2016 Interior Projects

*Note: Work will extend into the Fall 2016 semester.

INFRASTRUCTURE
- Ping Center Chiller
- Crawford Hall Electrical & Fire System Upgrade
- Copeland Hall Chiller
- Ellis Hall Chiller
- Chubb Hall Chiller

HVAC IMPROVEMENTS
- Glidden Hall HVAC
- HWA Wei Lee HVAC/Humidity Control
- MacKinnon AHU Upgrade
- Ellis Hall Remediation (Stop Attic Leaks)
- Computer Service Center AHU*

ENERGY IMPROVEMENT PROJECT
- Permanent Boilers
- Electric Sink hole
- Yearly Steam Outage-FY16
- Steam Repair-Life Science*

INTERIOR UPGRADES
- Boyd Hall Bathroom Upgrades
- James Hall Lobby, Bathroom &Apartment Upgrade
- MacKinnon Hall Bathroom Upgrade
- Schoonover Carpet Replacement
- Galbreath Entrance Doors Painting
- BUC West 82 Renovation*

Annual Steam Shutdown
- System shutdown and cool down
  - Sunday, May 8, 2016 at 10:00PM
- Maintenance begins
  - Monday, May 9, 2016 at 6:00 AM
- System restart
  - Friday, May 20, 2015 at 5:00 PM
- Normal operation
  - Friday, May 20, 2015 at 7:00 PM
- System shutdown and cool down
  - Third Sunday before Memorial Day
- Maintenance begins
  - Next day, the third Monday before Memorial Day at 6:00 AM
- System restart and start return to normal operation
  - Second Friday after start of shutdown
- Following this model:
  - 2017 Outage dates: May 8th - 19th
  - 2018 Outage dates: May 7th - 18th
  - Anticipate being able to shorten the duration in coming years as we renew the distribution system components
Appendix B: Benefits Advisory Council Update

Benefits Advisory Council Background Information

- BAC formed in March 2014
- Charge: Analyze and make recommendations regarding university benefits and to consider financial sustainability, competitiveness, and fairness in recommendations.
- 14 Members include representatives from Faculty Senate (Co Chair), Administrative Senate, Classified Senate, AFSCME Union, as well as a Dean, an Executive Dean, a Vice President, an Academic Chair/Director, an Associate Provost, and the Chief HR Officer
- Fall 2015: Conducted an employee survey regarding benefits
- March 2015 Issued Initial Recommendations, including
  - A three year plan to mitigate costs and avoid Affordable Care Act “Cadillac Plan Tax” via increases in deductibles, co-insurance, copays, and employee premiums
  - Increasing the percent of overall premiums paid by employees
  - Establishing an annual 5% growth goal for university expenditures
  - Changing benefits eligibility for Staff to positions with an FTE of 0.75 or greater and an appointment length of at least 120 days.
  - Establishing a benefits reserve goal of 6%
  - Pursue enhancements to vision and dental plan coverage

Benefits Advisory Council Recommendations for FY2017:

1. Health Plans: Continue implementation of the health plan cost sharing and premium changes recommended in March, 2015. (Year 2 of the 3 year plan.)
2. Dental Plan: Increase dental plan annual maximum paid per individual; Set employee only premiums at same percent as health plan premiums (15%).
3. Vision Plan: Increase vision benefits by offering two vision plan options for Faculty and Staff; Set premiums at same percent as health plan premiums.
4. Short Term Disability: Offer a voluntary short term disability plan to Faculty and Staff to bridge gap between sick leave and long term disability effective date.
5. Pilot Programs for Parental Leave and Sick Leave Donation: Continue to offer programs; Convert from pilot status to policy status; Update rules to increase consistency and fit with other leave policies (FMLA, Sick, Vacation, etc.)

<table>
<thead>
<tr>
<th>Plan</th>
<th>FY16/Current</th>
<th>FY17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Plan Premium %</td>
<td>Single: 15%</td>
<td>Single: 15%</td>
</tr>
<tr>
<td></td>
<td>Single + 1: 16%</td>
<td>Single + 1: 17%</td>
</tr>
<tr>
<td></td>
<td>Family: 17%</td>
<td>Family: 19%</td>
</tr>
<tr>
<td>Medical Plan Premium Annual Change</td>
<td>Single $22 - $40</td>
<td>Single $22 - $40</td>
</tr>
<tr>
<td></td>
<td>Single+1 $55 - $275</td>
<td>Single+1 $55 - $275</td>
</tr>
<tr>
<td></td>
<td>Family $396 - $704</td>
<td>Family $396 - $704</td>
</tr>
<tr>
<td>PPO Deductible</td>
<td>$400 / $800</td>
<td>$450 / $900</td>
</tr>
<tr>
<td>PPO Co-Insurance Maximum</td>
<td>$1,500 / $3,000</td>
<td>$1,750 / $3,500</td>
</tr>
<tr>
<td>PPO Co-Insurance %</td>
<td>85%</td>
<td>80%</td>
</tr>
<tr>
<td>Dental Annual Maximum (Plan Paid)</td>
<td>$750 per individual</td>
<td>$1,000 per individual</td>
</tr>
<tr>
<td>Dental Premiums (18 Academic Pays)</td>
<td>Single: $0</td>
<td>Single: $2.60</td>
</tr>
<tr>
<td></td>
<td>Single+1: $16</td>
<td>Single+1: $21.93</td>
</tr>
<tr>
<td></td>
<td>Family: $30.67</td>
<td>Family: $39.27</td>
</tr>
<tr>
<td>Vision Basic Plan Premiums (18 Academic Pays)</td>
<td>Single: in medical</td>
<td>Single: $0.37</td>
</tr>
<tr>
<td></td>
<td>Single+1: in medical</td>
<td>Single+1: $1.05</td>
</tr>
<tr>
<td></td>
<td>Family: in medical</td>
<td>Family: $1.90</td>
</tr>
</tbody>
</table>
Vision Enhanced Plan Premiums

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$2.23</td>
<td>$5.72</td>
<td>$9.41</td>
</tr>
</tbody>
</table>

New Vision Plans Highlights

<table>
<thead>
<tr>
<th>Benefit Frequency</th>
<th>Current Plan</th>
<th>VSP Basic</th>
<th>VSP Enhanced</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adults Exam / Lens / Frame</td>
<td>12 mo / 24 mo / 24 mo</td>
<td>12 mo / 24 mo / 24 mo</td>
<td>12 mo / 24 mo / 24 mo</td>
</tr>
<tr>
<td>Children Exam / Lens / Frame</td>
<td>12 mo / 12 mo / 12 mo</td>
<td>12 mo / 12 mo / 12 mo</td>
<td>12 mo / 12 mo / 12 mo</td>
</tr>
<tr>
<td>Lens Coverage Exam Copay</td>
<td>$0 (Up to $25 paid)</td>
<td>$10</td>
<td>$10</td>
</tr>
<tr>
<td>Contact Lens Materials Copay</td>
<td>$0</td>
<td>$25</td>
<td>$25</td>
</tr>
<tr>
<td>Frames Coverage Contact Lens (Non Network)</td>
<td>$45</td>
<td>$150</td>
<td>$150</td>
</tr>
<tr>
<td>Premiums (18 Pays)</td>
<td>In medical premium</td>
<td>Single: $0.37 Single+1: $1.05 Family: $1.90</td>
<td>Single: $2.23 Single+1: $5.72 Family: $9.41</td>
</tr>
</tbody>
</table>

New Short Term Disability Plan Highlights

- Short term disability is designed to provide income replacement for the period from when sick leave is exhausted and your return to work or long term disability is available (90 days).
- Coverage Date: 14 days after date of disability or exhaustion of sick leave, whichever is greater.
- Benefit: 60% of your weekly earnings to a maximum of $2,400 per week.
- Benefit Duration: 13 weeks
- Short Term Disability is available during open enrollment and effective July 1, 2016

Faculty Sick Leave:
- 131 Faculty have less than 10 days (2 weeks) of sick leave
- 184 Faculty have less than 20 days (1 month) of sick leave
- 387 Faculty have less than 40 days (2 months) of sick leave

If faced with a serious illness/injury these Faculty may face a period with no income protection.

The Long Term Disability benefit provided by the university begins after 90 days of disability. A Faculty member needs approximately 64 sick days to reach the 90 day threshold.
New Short Term Disability Plan Premiums

<table>
<thead>
<tr>
<th>Age</th>
<th>18 Pay Prem. Per $10 covg.</th>
<th>18 Pay Premium</th>
<th>Weekly Salary</th>
<th>Weekly STD Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;25</td>
<td>$0.22</td>
<td>$19.04</td>
<td>$1,442.31</td>
<td>$865.38</td>
</tr>
<tr>
<td>25-29</td>
<td>$0.25</td>
<td>$21.35</td>
<td>$1,442.31</td>
<td>$865.38</td>
</tr>
<tr>
<td>30-34</td>
<td>$0.21</td>
<td>$17.88</td>
<td>$1,442.31</td>
<td>$865.38</td>
</tr>
<tr>
<td>35-39</td>
<td>$0.18</td>
<td>$15.58</td>
<td>$1,442.31</td>
<td>$865.38</td>
</tr>
<tr>
<td>40-44</td>
<td>$0.18</td>
<td>$15.58</td>
<td>$1,442.31</td>
<td>$865.38</td>
</tr>
<tr>
<td>45-49</td>
<td>$0.18</td>
<td>$15.58</td>
<td>$1,442.31</td>
<td>$865.38</td>
</tr>
<tr>
<td>50-54</td>
<td>$0.21</td>
<td>$17.88</td>
<td>$1,442.31</td>
<td>$865.38</td>
</tr>
<tr>
<td>55-59</td>
<td>$0.27</td>
<td>$23.65</td>
<td>$1,442.31</td>
<td>$865.38</td>
</tr>
<tr>
<td>60-64</td>
<td>$0.33</td>
<td>$28.27</td>
<td>$1,442.31</td>
<td>$865.38</td>
</tr>
<tr>
<td>65+</td>
<td>$0.36</td>
<td>$31.15</td>
<td>$1,442.31</td>
<td>$865.38</td>
</tr>
</tbody>
</table>

Benefits Open Enrollment

- Scheduled for April 11, 2016 through April 29
- Online using Oracle My Personal Information
  - Will need your Email ID and Password to enroll
- Review current plans and covered family members and select
  - A medical/Rx plan,
  - One of the two new vision plans,
  - The dental and/or orthodontia plans,
  - A Flexible Spending Account,
  - The new Short Term Disability plan,
  - Opt out of Parking
- The medical plans and dental plans have a “passive” enrollment feature. If you do nothing, you remain in your current plan
- For the following plans you must active elect coverage or you will not be enrolled
  - Vision
  - Short Term Disability
  - Flexible Spending Accounts
- Parking: You must actively waive the parking plan or you will be provided a pass and charged for parking (Athens Campus)
- The open enrollment meeting schedule and open enrollment materials are scheduled to be available March 14.
- Open meetings will be held specifically to discuss the new Vision and Short Term Disability Plans.
- Contact HR/Benefits with any questions. (benefits@ohio.edu)

Benefits Budget FY14 – FY17

<table>
<thead>
<tr>
<th></th>
<th>FY14</th>
<th>FY15</th>
<th>FY16 Proj.</th>
<th>FY17 Proj.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical, Rx, Dental Claims</td>
<td>$45,824,148</td>
<td>$46,401,479</td>
<td>$53,332,000</td>
<td>$56,516,000</td>
</tr>
<tr>
<td>Fees and Other Insurance</td>
<td>$5,411,187</td>
<td>$6,209,111</td>
<td>$6,134,000</td>
<td>$6,354,156</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$51,235,355</strong></td>
<td><strong>$52,610,590</strong></td>
<td><strong>$59,466,000</strong></td>
<td><strong>$62,870,140</strong></td>
</tr>
<tr>
<td>Employee Premiums</td>
<td>($7,937,985)</td>
<td>($9,724,118)</td>
<td>($10,795,908)</td>
<td>($11,725,794)</td>
</tr>
<tr>
<td><strong>University Cost</strong></td>
<td><strong>$43,297,370</strong></td>
<td><strong>$42,886,472</strong></td>
<td><strong>48,670,092</strong></td>
<td><strong>$51,144,352</strong></td>
</tr>
<tr>
<td></td>
<td>(&lt;1%)</td>
<td>13%</td>
<td>5.07%</td>
<td></td>
</tr>
<tr>
<td><strong>Healthcare FTE</strong></td>
<td>3,777</td>
<td>3,949</td>
<td>4,072</td>
<td>4,114</td>
</tr>
</tbody>
</table>