

Senate Committee Reports

April 17, 2024

Appendix B. Collegiate Senators Report (Katy Harriger, Chair)

Annual Report of Collegiate Senators for 2023-2024 Academic Year

The Faculty Senate had a busy and productive year in working with the President, Provost, and other administrative units on various issues that impact the whole university. The College was well represented in decision making as Saylor Breckinridge (SOC) served as Vice President, and Olga Pierrakos (EGR) served as Secretary. In addition, because of their roles as chairs of Senate Committees the following College Faculty served on the Senate Executive Committee: Simone Caron (HST – Immediate Past President), Katy Harriger (POL – Chair of Collegiate Senators), Ellen Kirkman (MTH – Chair of Fringe Benefits Committee) and Ryan Shirey (ENG/WRI – Chair of the Compensation Committee). Other representatives from the College included Sharon Andrews (Theatre and Dance), Wanda Balzano (ENG/ WGS), Dan Johnson (BIO), Hank Kennedy (POL), Ellen Miller (ANT), Ananda Mitra (COM), Jason Parsley (MTH), John Pickel (ART), Rais Rahman (HST).

Accomplishments/Actions for 2023-2025 Involving the Senate:

1. **Day Care:** After many decades of advocacy in the Senate and beyond, the decision was finally made to have campus daycare. It was announced early in the Fall 2023 semester and will open at the start of the Fall 2024 semester. The Fringe Benefits and Resource Committees of the Senate have actively advocated for this over many years and an ad hoc committee helped push it over the line under a new administration.
2. **Faculty Handbook Revisions:** The ExCom worked to clarify how changes to the handbook currently happen and worked out agreements as to how and when changes will be made and faculty will be notified of such changes. It updated and clarified some language in the handbook itself.
3. **By Laws Revisions:** The Senate Bylaws were “cleaned up” and clarified. In addition, substantive changes were made to the duties of committees, particularly the Committee on Academic Freedom and Responsibility, whose duties were expanded to include issues of academic freedom beyond just dismissal cases.
4. **Representation on Search Committees:** The ExCom, maintaining Senate bylaws expectations of faculty representation on key search committees, worked closely with the President and Provost to ensure faculty representation on searches for key administrators, including the Director of the Office of Institutional Equity, the Dean of the School of Divinity, and the newly initiated search for the Vice President and Chief Human Resources Officer.
5. **Representation on Ad Hoc Committees:** Senate members served on several ad hoc committees created by the administration for various purposes. There were Senate representatives on all of the Working Groups for development of the Strategic Plan and on the small task force appointed to make recommendations to the President on our academic freedom and free speech policies on campus.
6. **Resolutions passed:** The Senate passed several resolutions during the Spring semester, which have the effect of stating a concern and requesting a response from the administration. These included (a). suggested language for and request for consultation on the Policy on Policies that is being developed by several offices on campus, (b). a call for a stated commitment to better integration between campuses

and a task force to figure out how to overcome the hurdles associated with cross campus collaboration.

Collegiate Senators Collaboration with Dean Krasas

In addition to the work on the full Senate, Collegiate Senators sought to work collaboratively with our new dean in several ways:

1. **Communication:** Either the chair or the whole group met with her monthly to discuss issues that were of concern to College faculty or to help her understand issues she inherited when she arrived at Wake Forest last summer. We have found her to be a good listener who wants to work collaboratively with faculty and to be a strong advocate for the College with the upper administration.
2. **Strategic Planning:** We consulted in the planning of the Strategic Planning retreat at the start of the Spring semester and most Collegiate Senators were able to attend the retreat as well, along with department chairs, graduate directors, program directors, and members of the dean's office. Our work will continue in this vein in moving ideas forward for implementation.
3. **Ongoing issues:** We are in discussions on two matters that are important to the quality of shared governance in the College. First, we have discussed, and will continue the discussion more widely next year, on the importance of face-to-face interactions among committees and for the whole faculty to promote more deliberative decision-making about the many challenges we face. Second, we seek better ways to either collaborate with or delineate responsibilities of College level committees and Senate committees so that we aren't duplicating efforts or making it more difficult for administrators to figure out who they should be interacting with over what issues. Related to this, we hope to encourage a college-wide conversation about willingness of faculty to participate in shared governance, given the difficulties encountered in trying to find people to run for positions.

The Senate year ends during the Spring semester on March 31st, in order to allow new officers to get organized before the academic year ends and be ready to lead at the start of the new semester. The Chair of Collegiate Senators for the 2024-2025 Senate year will be Jason Parsley (MTH). If you have issues you would like the Collegiate Senators to address with either the dean or with the full Senate, please contact him at parslerj@wfu.edu

Please note: The Faculty Senate usually meets on the third Wednesday of each month from 4-5:30 pm. All meetings are open to interested faculty, and while they cannot vote, they are welcome to attend and to speak during the open comment time at the end of each meeting.



Fringe Benefits Advisory Committee

March 27, 2024

FY24 Financial Update and CY25 Benefit Plan Considerations

FY24 Financial Update (through January 2024):

- Medical is projected to be over budget by 23.5%
- Dental is running favorable to budget

CY25 Medical and Pharmacy Plan Financials and Considerations

- Continue to monitor plan utilization and allowed/billed amounts between plan tiers
- Evaluate network tier incentives & plan cost-sharing (i.e. copay, deductible, etc.)
- Evaluate a Musculoskeletal Disease Management Program
- Implement the Rx Cost Saver program before January 1, 2025

CY25 Behavioral Health Plan

- Evaluate Aetna as a third-party administrator
- Evaluate adding behavioral health services to the current Teladoc program

CY25 Dental Plan

- Cost-sharing; continue path to fully-insured plan

CY25 Review Third-Party Administrators Contract Renewals for 2025

- MetLife (dental): Will renew
- McGriff Insurance Services (flexible spending and COBRA): Will renew
- Aetna stop-loss insurance (medical; November)

High Deductible Health Plan and What's Next

HDHP: Lianne Sullivan-Crowley's Considerations

- Requires ample time to provide education
- Requires tools so individuals can see how the plan could impact them financially
- Can be a cost-savings opportunity for some, but a financial hardship for others due to the higher out-of-pockets costs
- It would likely require additional financial resources to seed a Health Savings Account (HSA)

What's Next

- Evaluate benefit plan considerations
- Monitor medical and dental plan claims
- Next FBAC meeting is April 25 at 2 p.m. via Zoom; can cancel if there aren't any updates ready to share

FBAC Benefit Questions

1. People would like some indicators that show that using CVS is to our advantage -- not everyone wants to use CVS so people would like to know that this mandated plan actually is saving our plan money. If it is, people are willing to move along with it. But there are rumors circulating that the only reason we are with CVS is because Atrium has some corporate connection to it.
 - There is definitely savings to the plan. The 90-day mail order (or 90-day CVS pick-up) incurs only one dispensing fee instead of there being three dispensing fees paid at retail for a 30-day supply.
 - We are not aware of an ownership relationship between Atrium and CVS other than the Whole Health product, which doesn't involve ownership.
2. Some people would prefer that a 90 day prescription option was not the default -- they would like to opt in to the 90 day prescription plan versus being automatically placed into it. They feel taking the steps to opt out are too difficult.
 - The mandatory maintenance medication program requires a 90-day supply. This offers savings to the member and plan. We are paying one dispensing fee versus three dispensing fees.
3. Some people are concerned about mail delivery for refrigerated prescriptions. The medications could spoil if left on the doorstep on a hot day.
 - Aetna confirmed that members can get these maintenance medications through CVS and / or Costco if there is concern about the refrigeration. They also confirmed they coordinate the shipment with the member for sensitive medications and pack the prescription with 1-2 ice packs.
4. Some people are still unable to find the physicians they need in the Atrium network. This will be a greater issue if, as was hinted at during our last meeting, the out of network fees are raised.
 - It would be helpful to have the provider types/specialties, so that we can work with Aetna on access issues.
5. Can the University re-evaluate covering weight loss medications on the plan? It's very expensive out of pocket and a need for many folks who may not want to go through bariatric surgery.
 - Weight loss medications are costly. Based on how over budget we are projected to be, we are not in a position to consider adding these medications to the plan. We will continue to evaluate them in future years. Vast majority of employers do not cover these weight loss medications.
6. Are there any updates to the coverage area so all employees are eligible for the deep discounts w/ Atrium WF?
 - There hasn't been a change in the Aetna Whole Health footprint. We do inquire annually.
 - As a reminder, (Atrium Whole Health Network Area deeper discounts for using Atrium provider) Aetna can only make the Whole Health plan available to members who have sufficient access to Whole Health network providers (i.e. Atrium Health) based on their home zip code, as determined by state regulations (NC DOI). For members who reside in zip codes that do not have sufficient access to Atrium providers, they receive coverage through Aetna's national network, Aetna Choice POS II.
7. Faculty thought that change to the dental plan was strange, especially those who had been at universities where dental was covered.
 - We have been considering and sharing with the committee about moving to a 100% employee paid dental plan over the years. Currently, there is cost-sharing between the University and dental plan members, but our glidepath will eventually take us to a 100% employee paid dental plan. The majority of our peers offer a 100% employee paid dental plan, so we would still be competitive.