

WFU University Faculty Senate Committee Reports – 9/17/25

Athletics

See attached PDF.

Fringe Benefits

The University Fringe Benefits Advisory Committee met Friday, 9/12 with information about Benefits for next year. When meeting notes are received from HR, they will be appended to this report on the Senate website. They are also routinely posted on HR's website.

The annual Benefits Enrollment period for 2026 benefits is October 6-17.

The Annual (started last year!) Benefits Enrollment Webinar is October 2 from 12-12:30.

The Benefits Fair is October 7, 12-3 in Sutton Center 4th floor.

Integration

The Integration Committee will hold its first meeting Thursday, September 18th at 11:00am. We have been invited to meet with VP Kim McCallister this semester to discuss integration efforts in the Provost's Office. We are also planning on inviting 1-2 speakers to the Senate this year.

Salaries

The salaries committee had its first meeting this past Friday (9/12) and also just received three reports from the OIR (overall, peer, and gender analysis). Next steps include summarizing this data for the Senate and inviting the finance team from the College to address the committee. Particular areas of exploration include: cost of living adjustments compared to peers and salary offers for potential new hires.



Senate Committee on Athletics - September 17, 2025



WF

- **SCA met Sept. 9.** Set priorities:
 - i. Better understand RevShare effects on university finances, academics, and student-athlete wellbeing
 - ii. Advocate on behalf of Senate
 - iii. Share information with faculty colleagues
- **Designated Student-Athletes.** *Smaller roster limits* – House case
In response, DSA label for 38 student-athletes at WFU
- **Grounds Briefing.** Pres. Wentz, AD Currie to ExComm, 9/10
- **Faculty Athletics Committee** meets tomorrow 9/18

Fringe Benefits Advisory Committee

September 12, 2025

FY25 Financial Update (through June)

- Medical is running favorably compared to budget.
- Dental is running favorably compared to budget. You may recall that while the employee cost-share increased in 2025, MetLife did not increase their renewal rate in 2025.

CY26 Medical and Dental Premiums

CY26 Medical Plan

No medical insurance plan design changes.

Since the High Plan costs 2x more than the Low Plan, the recommendation after consultation with Gallagher is to increase premium by 3% for the high plan and 1.5% for the low plan.

- **Premium Increases (per month)**
 - **High Plan:** 3% (\$8.14/employee - \$27.58/family)
 - **Low Plan:** 1.5% (\$1.95/employee - \$7.88/family)

CY25 Dental Plan:

No dental plan design or cost-sharing changes. For 2026, MetLife renewal rate increase of 7%. A claims analysis found that the analysis supported the increase.

- **Premium Increases (per month)**
 - **High Plan:** 7% (\$2.87/employee - \$9.18/family)
 - **Low Plan:** 7% (\$1.59/employee - \$5.17/family)

Disease Management Recommendation

Recommendation: Tria Health

- **Highest Financial Return:** Offers a stronger ROI and has a direct impact on managing costly chronic conditions.
- **Targeted Chronic Care:** Addresses major cost drivers like Diabetes, Blood Pressure, and Obesity through a pharmacist-led model and a comprehensive "Choose to Lose" weight management program*, (program excludes use of GLP-1s).
- **Effective Engagement:** Offers a variety of incentive options that can be used; uses remote monitoring for active member participation.

**Not a prescription drug weight loss program.*

2026 Other Benefit Changes

- **Teladoc:** Adding Dermatology (\$10 copay) beginning **October 1, 2025**
- **Infertility Benefits:**
 - Increasing lifetime max from \$10k to \$15k
 - Adding Social Preservation (i.e. freezing eggs for future use)
- **Vision Plan** (100% EE paid)
 - Increasing frame frequency every 12 months (instead of every 24 months)
 - Increasing frame allowance from \$175 to \$225
 - Increasing contact lens allowance from \$150 to \$225
 - Premium Increase:
 - Employee Only: \$1.42 per month
 - Family: \$4.04 per month
- **Legal Plan** (100% EE paid)
 - High Plan is expanding services for parents & grandparents
 - Additional \$.30 per month
- **Student Debt Counseling:** Adding Fiducius Enterprise Model
- **Diagnostic Lab & X-ray:** If performed at a provider's office, copay applies
- **Flexible Spending Accounts:**
 - Health Care: Increasing from \$3,200 to \$3,300
 - Carry Over: Increasing from \$640 to \$660
 - Dependent Care: Increasing from \$5,000 to \$7,500 (per household)

What's Next

ANNUAL BENEFITS ENROLLMENT: October 6 - 17, 2025

- **Annual Benefits Enrollment Webinar:** October 2, from 12:00- 12:30 pm
- **Benefits Fair:** October 7, 2025; 12 - 3 p.m.; Sutton Center, 4th Floor
- **Benefits Assistance Sessions**
 - October 7, from 12 – 3 p.m. in Sutton Center, 4th Floor (Benefits Fair)
 - October 8, from 10:30 a.m. – 12:30 p.m. in UCC 2003
 - October 8, from 1:30 – 3:30 p.m. in Graylyn House Management #1
 - October 13, from 12 – 2 p.m. in Reynolda Hall 301
 - October 14, from 10 a.m. – 12 p.m. in Benson Center 406
 - October 15, from 10 a.m. – 12 p.m. in Benson Center 344
 - October 16, from 1 – 4 p.m. in HS Moore 120

What's Next Cont...

FLU SHOTS:

- September 18, 9 a.m. – 1 p.m. in Wellbeing Center Living Room
- September 23, 1 p.m. – 4 p.m. in Wellbeing Center Living Room
- September 25, 9 a.m. – 1 p.m. in Wellbeing Center Living Room
- September 30, 1 p.m. – 4 p.m. in Graylyn Management House
- October 7, 12 p.m. – 3 p.m. (or until shots are gone) in Wellbeing Cntr Living Rm
 - *During the Benefits Fair*
- October 9, 9 a.m. – 1 p.m. in Wellbeing Center Living Room

MOBILE MAMMOGRAPHY:

- October 2, 10 a.m. – 4 p.m. in front of Scales Fine Arts Center

RETIREMENT PLAN UPDATES:

- Working with WFU Retirement Plan Committee, we are finishing up a Request for Proposal process for our Retirement Plan Administrator, currently TIAA.
- Preparing to implement SECURE 2.0 Section 603 for January 1, 2026; requires age-based (50+) catch-up contributions be made on a Roth basis if someone earned at least \$145,000 in the previous calendar year.

Topical Items

Duke Health System

- Member notifications are posted on Aetna's member website.
- Members with an email on file will receive an email notification the letter was posted.
- Aetna will be mailing out member letters beginning September 20 to the home residences, if they did not opt to go paperless.
- HR plans to share Aetna's communication plan in the HR Newsletter the week of September 15.

COVID Vaccinations*

- No change in how Aetna is covering the COVID vaccine; covered as preventive.
 - Covered at 100% if received at an in-network provider office or at an in-network retail pharmacy, however,
 - CVS Health has temporarily paused the administration of COVID-19 vaccines in 16 states due to regulatory constraints and pending guidance from the Centers for Disease Control & Prevention (CDC).
 - Members should contact their provider to determine if a prescription is required; if interested in getting a vaccine at a retail pharmacy, they should contact CVS and/or another in-network pharmacy to verify administration status.
- * Due to the changes in the regulatory landscape around COVID, requirements and/or the administration of it may change. For up-to-date information, contact Aetna/CVS at 855.586.6961 or wfu@aetna.com*

Annual Benefits Evaluation Calendar

