

**Ohio University Faculty Senate**  
**Monday, February 9, 2015**  
**Room 235, Margaret M. Walter Hall, 7:10pm**  
**Meeting Minutes - DRAFT**

In attendance

- *College of Arts and Sciences*: E. Ammarell, N. Bernstein, S. Carson, H. Castillo, C. Elster, S. Hays, G. Holcomb, G. Kessler, N. Manring, K. Mattson, R. Palmer, B. Quitslund, L. Rice, C. Snyder, D. Tees, K. Uhalde, S. Wyatt
- *College of Business*: K. Hartman, T. Luce
- *College of Fine Arts*: C. Buchanan, K. Geist, A. Hibbitt, D. Thomas
- *College of Health Sciences and Professions*: T. Basta, A. Sergeev, B. Sindelar
- *Group II*: R. Althaus, D. Duvert
- *Heritage College of Osteopathic Medicine*: S. Williams
- *Patton College of Education*: G. Brooks, D. Carr, K. Machtmes
- *Regional Campus – Chillicothe*: B. Trube
- *Regional Campus – Eastern*: J. Casebolt
- *Regional Campus – Lancaster*: S. Doty, L. Trautman
- *Regional Campus – Southern*: D. Marinski
- *Regional Campus – Zanesville*: J. Taylor, A. White
- *Russ College of Engineering*: C. Bartone, J. Cotton, B. Stuart
- *Scripps College of Communication*: A. Babrow, B. Bates, B. Reader
- *Voinovich School of Leadership and Public Affairs*: A. Ruhil

Excused: S. Inman, Z. Sarikas

Absent: G. Suer, S. Walkowski

---

**MEETING AGENDA**

- I. President Roderick McDavis and Executive Vice President and Provost Pam Benoit
- II. Student Assistance Folders: Dean of Students Jenny Hall-Jones
- III. Benefits Advisory Council Recommendations: Greg Fialko and Colleen Bendl
- IV. Global Strategy and Engagement: Vice Provost for Global Affairs & International Studies LJ Edmonds
- V. Roll Call and Approval of the December 9, 2014 Minutes
- VI. Chair's Report
  - FTAG Report by Greg Kessler
  - Updates and Announcements
  - Upcoming Senate Meeting: Monday, March 16, Walter Hall 235
- VII. Professional Relations Committee (Sarah Wyatt)
  - Resolution to Include Dates for Notice of Non-Reappointment for Group II Faculty—Second Reading

- VIII. Educational Policy & Student Affairs Committee (Ruth Palmer)
  - IX. Finance & Facilities Committee (Ben Stuart)
  - X. Promotion & Tenure Committee (Kevin Mattson)
  - XI. New Business
  - XII. Adjournment
- 

Meeting called to order by Beth Quitslund (Faculty Senate Chair) at 7:10pm

## I. President McDavis

- ❖ **Topic 1: Key Items in the Budget Proposal.** McDavis provided the Faculty Senate with a summary of key items in the Ohio Governor's budget proposal that were related to shifts in state funding for higher education initiatives. Last Monday, Governor Kasich announced his budget proposal for the 2016 and 2017 fiscal years (FY 16 and FY17).
  - **Title Changes.** There were changes to titles including the Board of Regents and Chancellor. The Board of Regents will be renamed the Ohio Department of Higher Education. The Chancellor title will be changed to Director.
  - **Share of Instruction.** There will be a 2% increase in each year of the biennium, with the second year increase building upon the first year increase.
  - **Tuition.** There will be 2% tuition cap for FY16; tuition will be frozen in FY17.
  - **Innovation Fund.** The proposal appropriates \$20 million in FY17 for a new grant program that incentivizes creative and innovative ways to reduce costs. The idea is to provide funding to universities for developing programs and ideas that will decrease costs with respect to the operations of the institution (i.e., improve efficiency). The program is designed, in part, to help offset the tuition freeze in FY17.
  - **Competency Fund.** This requires institutions to develop a plan to award competency-based credit for a limited number of courses. Alternatively, Ohio can partner with the Western Governors University, which is a competency-based higher education university. The budget allocated \$4 million in FY16 and \$4 million in FY17 to help fund this initiative.
  - **Ohio College Opportunity Grant (OCOG).** The proposal has a \$1 million increase in FY16 and a \$1 million increase in FY17 for this program. In addition, the timeframe that a student can use OCOG will be expanded to allow students at community colleges and regional campuses to use funds for summer sessions. This change is designed to fill a gap in the Federal Pell Grant, which does not fund year-round studies.
  - **Student Debt Relief.** This proposal establishes a \$120 million fund; the plan is to spend \$30 million per year over four years. The Governor wants the plan to prioritize helping low income students, students pursuing a degree in a field of an in-demand job, and graduates that work in Ohio for five years after graduation. Proposal details will be finalized with input from the higher education community.
  - **College Credit Plus.** This program was formally known as the Post-Secondary Enrollment Option. The budget proposal appropriated \$5 million in FY17 to increase K-12 student participation in the program and \$13.5 million for getting more high school teachers credentialed. The program is designed to help economically disadvantaged high schools hire and train more college-level teachers.
  - **Campus Safety.** Public Ohio colleges and university will be asked to identify best practices for preventing and responding to campus sexual assaults by September 1, 2015. The budget

- proposal allocates \$2 million in FY16 to help institutions implement these new strategies, especially for staff training.
- **Career Counseling.** This requires public institutions to have a career counseling plan in place by the end of the 2015 calendar year.
  - **Task Force on Affordability & Efficiency.** This creates a new nine-member task force to examine ways for public colleges and universities to become more affordable and efficient. The task force is charged with developing recommendations. Following the work of the task force, the Board of Trustees at each of Ohio's public institutions will conduct an efficiency review to identify ways to improve efficiencies and reduce costs.
  - **Teach Preparation.** Language will be included that allows the Chancellor (Director) to set admissions standards for teacher preparation programs.
  - **State Research Funding.** The budget proposal provides funding at the current level of \$8 million. Of the \$8 million, up to \$2 million can be used for water quality research and up to \$1 million can be used for research on infant mortality in the stated. The remaining amount will be available for general research.
  - **Co-Ops & Internships.** The proposal requires each institution to have a link to the OhioMeansJobs website on its website.
  - **Faculty Workload.** There is no faculty workload language include in the budget proposal.

McDavis noted that he believes this is a pro-higher education budget proposal in its current state. However, the final budget will be unknown until June.

#### **I. Executive Vice President and Provost Benoit**

- ❖ Topic 1: Ohio Affordability & Efficiency Task Force. Benoit noted that, although there may not be language about workload in the budget proposal, there is some expectation that the Ohio Affordability & Efficiency Task Force will likely address this issue as part of the charge.
- ❖ Topic 2: Competency-Based Education. Benoit stated that if the consortium of colleges and universities in the state do not move forward with this, then the Governor has indicated the intention to bring in the Western Governors University to do this for the state. Other states have addressed this issue including [Indiana](#). The three big areas are health sciences, teacher education, and business education. This includes both Bachelor's and Master's degree programs. The language in the budget proposal discusses starting with courses and moving into programs. Benoit noted that she expects future conversations to discuss the definition of competency-based education and what that will look like in the state of Ohio. Benoit also noted that the literature indicates many different models. This will require some reconceptualization about how students demonstrate competencies.
- ❖ Topic 3: College Credit Plus. Benoit explained that this requires Universities to provide education for college credit within a 30 mile radius to high schools and possibly to as young as seventh grade. The requirement is for 15-hour and 30-hour pathways for students. This program also requires training and certification of high school teachers to offer college credit; alternatively, college professors could teach college course in the high school or could teach high school students on the University campus. Courses to must be at the college-level; cost of the program should vary depending upon delivery method. Current admission requirements for OHIO students and for students in this program should be the same. However, the rules for this program are not yet finalized. Benoit noted that this program is designed to encourage students to have credits before beginning their first year, which could allow them to graduate on-time or early.
- ❖ Topic 4: Enrollment. Enrollment numbers are good. They will be provided at a later date.

#### Questions and Discussions

- Senator Luce asked for clarification about how the budget proposal for the tuition increases impact the OHIO Guarantee. McDavis noted that there was an amendment to the previous budget that allows for Universities to supersede the percentage maximum if they offer a tuition guarantee. The hope is that this budget will also have a similar amendment. Benoit added that this budget proposal would impact Cohort #2.
- Senator Elster asked for additional information about the College Credit Plus program, its impact on current programs, and estimates for enrollment. Benoit noted that the College Credit Plus program eliminates all other dual-enrollment programs. However, determining enrollment estimates is problematic because much of the program is unknown (e.g., the level of interest). Benoit also remarked that appropriate advising will be very important to the program's success. On the one hand, OHIO does not want students to fail courses. On the other hand, courses are expected to have the same level of rigor as equivalent college-level course. As such, advising students will be fundamentally important to ensuring that students are managing course loads and enrolling in appropriate courses. This is especially important given that this may not be limited just to high school; students may have opportunities as early as 7<sup>th</sup> grade.
- Senator Hays asked for additional clarification about the College Credit Plus program. Specifically, what are the requirements for course equivalency between the course for college students and course for high school students? As a response, it was noted that, at the time that the course is delivered, the course at the college level and for the high school students must be the same no matter where the course is delivered.
- Senator Trautman asked about the membership of the Affordability & Efficiency Task Force. McDavis remarked that there is a meeting scheduled with the Governor to discuss membership.
- Senator Wyatt mentioned that most high schools do not have the necessary facilities such as some labs that would be necessary for some courses. Senator Rice added that not all courses at the 1000 or 2000 will be offered. Specifically, there will be some courses that would be exempt from teaching at the high school due to a lack of appropriate facilities. Instead, students who want to enroll in these courses (if offered) would take the courses on the OHIO campus.
- Senator Wyatt asked about the timeline for the Affordability & Efficiency Task Force. Benoit noted that she thinks recommendations may be provided in October 2015.
- McDavis concluded by stating that more information will be provided in the next few months as discussion continues.

## II. Student Assistance Folders: Dean of Students Jenny Hall-Jones

- ❖ Topic: Student Assistance Folders: Hall-Jones spoke to the Faculty Senate about the student assistance folders, which are file folders distributed to Athens campus faculty that provide a guide to select policies and specific resources. Two folders have been distributed (and are also available as printouts online): [Guide to Assist Disruptive or Distressed Students](#) and [Guide to Assist Students Who Report Sexual Misconduct](#). Hall-Jones noted that the Dean of Students Office generally provides reactive services to OHIO. The folders are an effort to provide proactive services. Hall-Jones also noted that the Dean of Students Office was currently soliciting (a) feedback about the extent to which the folders have been helpful to faculty and (b) ideas for future folder topic guides. Anyone is welcome to send feedback and/or ideas to Hall-Jones via e-mail at [hallj1@ohio.edu](mailto:hallj1@ohio.edu).

### Questions and Discussions

- Senator Ammarell noted that he was unaware / unfamiliar with the folders and asked for additional clarification. Hall-Jones explained that the folders are file folders that can be stored in file cabinets for easy access. When distributed to faculty via campus mail, the folders do not

include files. Instead, explanations policies, action guides, and resources (e.g., phone and e-mail contact information) are printed on all four sides of the folder.

- Senator Hays suggested one future topic could be a guide about student financial aid information – especially for students who are in financial crisis. Another suggestion was to provide better electronic resources or, if resources already exist electronically, to provide better communication to faculty about the availability of electronic resources.
- Senator Casebolt explained that file folders are not distributed to the Regional campuses and suggested that a similar program would be helpful to Regional campus faculty members. Although the resources such as phone numbers to specific Athens area resources would not apply on Regional campuses, information about general OHIO policy would apply and could be helpful. Hall-Jones responded by explaining that the Athens campus will share the documentation with appropriate Regional campus offices so that Regional campuses can modify folders to include resources specific to each Regional campus.
- Topics for future folders were suggested: suicide prevention (Senator Hibbit), financial aid and funding opportunities (Senator Ammarell), and assistance for students who have to fully withdraw from OHIO due to an emergency (Senator Hays).

### **III. Benefits Advisory Council Recommendations: Greg Fialko and Colleen Bendl**

❖ Topic: Update on Benefits Advisory Council: Fialko provided the Faculty Senate with updates about recommendations from the Benefits Advisory Council. Discussion items included:

- **Information** about the timeline, guiding principles established, and research/education.
- **Main Recommendations** for (1) the structural deficit and ACA Cadillac Plan tax that includes a plan design and premium recommendations, (2) a strategy to manage annual university health care cost increases including cap annual increase to University at 5%, (3) benefits reserves goal of 6% or \$3 million, and (4) benefits eligibility.
- **Additional Recommendations** for (1) comprehensive communication plan, (2) dependent eligibility audit, (3) Anthem Live Health Online telemedicine product, (2) review Wellworks fees due to taxation issues; or begin to tax discounts, and (4) faculty retiring/terminating at end of Spring Semester will receive benefits through May 31<sup>st</sup> rather than through the summer.
- **Next Steps** include a review/endorsement of recommendations by the Total Compensation Committee, communication to faculty and staff, insurance company notice, policy revisions, plan document revisions, open enrollment, and HRIS changes.
- **Future Considerations** include determining whether savings are available for redeployment to salary or benefits (if yes, recommend deployment), recommending whether additional medical plans should be offered to faculty and staff, reviewing and potentially redesigning vision, dental, and life insurance plans and benefits, recommending other benefit additions such as short-term disability, and periodically reviewing and updating initial recommendations as necessary.

*For information provided via the PowerPoint presentation including tables with information about plan/premium changes, please refer to Appendix A.*

#### Questions and Discussions

- Senator Hays noted his support for addressing and increasing the reserves and asked if there were going to be guidelines about what can and cannot be done with excess reserves. Fialko noted that this has been and will continue to be discussed. Quitslund also noted that the committee had reached an agreement that the reserves should stay in the benefits suite.

- With reference to new policies requiring documentation of benefit eligibility, Senator Wyatt asked about domestic partners. Fialko noted that there will be no change to the documentation requirements; they are the same as they have been in the past.
- Senator Wyatt asked about refunds for people who leave the University (through retirement or otherwise) yet have paid for benefits. Fialko responded by stating that any refund for over-pay will be paid back.
- Senator Castillo remarked that increases in health care costs nationally are slowing (lower than 8%) and asked for clarification about why OHIO growth estimates exceed national estimates. Fialko responded by explaining that the average age of OHIO beneficiaries is higher than national average, that OHIO plans cover more family members than national average, and that the rural nature of the Athens location tends to have higher health care costs than the national average. Quitslund mentioned a recent article about the cost of plans, which suggested the costs of plans are decreasing nationally while amount of money spent on health care by individuals through out-of-pocket expenses is increasing.
- Senator Casebolt asked about the status of the HMO at Eastern and, more specifically, about the timing of when decisions to change will be made. Fialko indicated that changes this year are unlikely. In addition, any future change will provide enough lead time for beneficiaries to understand and to ensure the network of providers is strong enough to meet the needs of beneficiaries.
- Senator Doty asked for clarification about the parameters that define the Cadillac plan. Fialko explained that the Cadillac Plan is defined as exceeding \$10,000 for a single plan and \$22,500 for a family. OHIO does not currently meet this threshold yet may in the near future. When asked if the current adjustments keep the OHIO plan below the Cadillac threshold for the next few years, Fialko indicated in the affirmative. However, he also noted that this may not be true after a few years due to how Cadillac plan is determined (health care costs increase at a higher rate than the consumer price index). As clarification, Fialko also noted that the tax for Cadillac plan is 40% per person.
- Senator Williams asked for clarification about staff members that are grandfathered into the previous system. Fialko noted that, if people are grandfathered and move to new positions within the University that are benefits eligible, then they will keep benefits.

#### **IV. Global Strategy and Engagement: Vice Provost for Global Affairs & International Studies LJ Edmonds**

- ❖ Topic: OHIO's Global Strategy: Edmonds provided the Faculty Senate with a presentation about OHIO's Global Strategy. Discussion items included were:
  - **Implications for the Globalization of the University.** Our world is part of the universe. Earth and global relations is now being played out in our universe.
  - **Imperative to Understand World Trends to Survive.** Universities worldwide are interconnected. In the state of OHIO, we are losing people in the state and not keeping people. Recruitment and immigration are necessary to maintain enrollment.
  - **One Reality, One Job, One Challenge.** Edmonds discussed three key elements to success: (1) one world within the universe, (2) sustaining enrollment, and (3) competent graduates
  - **Graduates.** A global strategy today is much more than recruitment and study abroad. It is central global growth and prosperity and therefore core to the University's mandate for producing the next generation of leaders, innovators and innovations who are domestic and international students with global competency – it is a domestic priority.

- **Distinctiveness and Excellence:** Some of the most important issues for OHIO's globalization are distinctiveness and excellence. OHIO has many areas of distinctiveness and many areas of excellence.
- **Globalization of Ohio University:** Edmonds discussed OHIO's strategy engagement process, strategy planning and structure and process, and communication and engagement plan.
- **International Activities:** OHIO has many international activities. Yet, these activities may not be coherent without an integrated "strategic" and communication plan.
- **International Students:** International student enrollment is growing yet still relatively low when compared to national averages. In addition, more than 1,000 of the 1,800 are from China. What kind of classroom do you need in a global world? More diversity
- **Upcoming Guest Speaker:** Dr. Daniel Guhr has been invited to speak about global trends including recruitment, classrooms, support for students/faculty, integration of domestic students, etc. Specific dates and locations are to be determined.
- **Achievement.** OHIO has had a number of remarkable Global Achievements in the last 50 Years. In the future, measurement and management will be a priority.
- **Strategic Framework for Globalization.** Edmonds discussed the strategic framework for globalization including the global vision, mission, and output.
- **OHIO activities by Outcome.** Edmonds discussed OHIO activities by outcome including education, research, and creativity, mobility of experience, campus diversity, and global relations/profile.
- **Tools for Information Sharing.** Edmonds discussed the current website, which is focused on the global affairs and international studies office. The revised (but not yet launched) website will be designed to provide tools and resources of faculty/students such as protocols for delegations, etc.

*For information provided via the PowerPoint presentation, please refer to Appendix B.*

#### Questions and Discussions

- A guest asked about when the new website will be available. Edmonds responded by stating the date for the revised website is yet to be determined. However, a number of new features are expected and in the process of development. For example, one planned feature will be to post research opportunities from both OHIO and worldwide. Another feature will be to share funding opportunities available through the Global Innovation Fund. In general, the intention of the website will be to serve the needs of various groups including OHIO faculty.

#### **V. Roll Call and Approval of the October 13, 2014 Minutes**

- ❖ Roll call (Hartman)
- ❖ The minutes were approved by a voice vote.

#### **VI. Chair's Report (Beth Quitslund)**

- ❖ Topic 1: FTAG Report (Greg Kessler)
  - Kessler reminded the Senate that the Faculty Technology Advisory Group (FTAG) is still active. Kessler is the chair of FTAG and a member of faculty senate. In the past, FTAG often operated in crisis mode. However, FTAG is shifting to move toward proactive efforts and revitalizing the connection with Senate.
- ❖ Topic 2: Updates and Announcements

- **Signed Resolution:** The Provost has signed the resolution from December revising Handbook exceptions to the 3-year limit on Group IV appointments.
  - **Campus Conversation:** Campus Conversations are two-hour drop-in events in which members of the Athens and OHIO community can talk about difficult issues. Participants gather at tables with a discussion facilitator. Those who choose to stay for a longer period of time can circulate to different tables. The second one of the spring semester will take place from 3:00-5:00PM on Wednesday, February 11 in the Walter Rotunda. The topic is racial dynamics and inequality.
  - **Ping International Student Leadership Award:** This award recognizes outstanding leadership by an international student enrolled at OHIO. The award is open to both undergraduate and graduate students. Please encourage any good candidates you know to apply for this award through the International Student and Faculty Services website (<http://www.ohio.edu/isfs/>). Applications are due Wednesday, February 18.
  - **Pay Schedule Change:** Faculty will receive a communication from HR about a change in pay schedule. Currently, faculty members on regular annual year contracts receive their first paycheck of the year on September 15; this is a full month after contracts start (on August 15). In addition, faculty members on annual year contracts receive their last paycheck on May 31; this is two weeks after our contracts have ended. Likewise, summer pay has lagged behind actual teaching. Beginning with the first summer session this year, HR is moving pay schedules up by two weeks. The first pay of the summer will be May 31; the first pay of the fall will be August 31. As a consequence, faculty on regular annual contracts will have one additional pay increment during 2015, which will have an effect on taxes. HR will be providing additional information including FAQs.
- ❖ Topic 3: Upcoming Senate Meeting. Monday, March 16, 2015 in Walter Hall 235

Questions and Discussions

- A senator asked for confirmation about the final pay for 2016 for those on 9-month contracts. Quitslund confirmed that the final pay increment for 2016 will be May 15.

**VI. Professional Relations Committee (Sarah Wyatt)**

- ❖ Resolution to Include Dates for Notice of Non-Reappointment for Group II Faculty—Second Reading
- The resolution is offered by the PR Committee to add language to the Faculty Handbook pertaining to written notifications for non-appointment such that faculty are given advance notification prior to the expiration of his/her appointment. The new language requires written notification that contracts for Group II faculty be provided no later than April 15 during the first three years of service (or, if the one-year appointment terminates during an academic year, at least 60 days in advance) or at least twelve months in advance for appointments after three or more years of service.
  - The resolution was approved by a voice vote.

Questions and Discussions

- None

**VIII. Finance & Facilities Committee (Ben Stuart)**

- ❖ Topic 1: Resolutions offered in December for First Reading. Stuart noted that the Resolutions are not ready for Secondary Reading at this time. Stuart explained that some additional considerations are being made after meetings with Provost and feedback from Senators. Stuart and the Provost also



discussed scheduling a meeting with the Deans to discuss the recent F&F Resolutions in the near future. One of the current concerns is the some elements of the Resolutions may contradict the Guiding Principles of the Total Compensation Task Force, which were previously endorsed and approved by the Faculty Senate (Sense of the Senate Resolution approved February 10, 2014) and by the OHIO Board of Trustees. The goal for continued consideration is to draft Resolutions that the Provost is willing to sign.

- ❖ Topic 2: ICA. The sub-committee for examining financial and other issues associated with Inter-Collegiate Athletics is continuing to make progress. More information will be presented at subsequent meetings.

Questions and Discussions

- None

**VII. Educational Policy & Student Affairs Committee (Ruth Palmer)**

- ❖ Topic 1: Academic Misconduct in the Student Code of Conduct. The revised language regarding academic misconduct in the revised Student Code of Conduct was accepted and approved by Board of Trustees. The Faculty Senate – with specific reference to EPSA – was thanked.
- ❖ Topic 2: Current Efforts. EPSA is currently working on a number of issues including (but not limited to) exploring the excused absence policy as it relates to online courses, combined Faculty Handbook information for instructors such that it is easier to find and use, and working with appropriate offices regarding guidelines related to GED diplomas.

Questions and Discussions

- None

**IX. Promotion & Tenure Committee (Kevin Mattson)**

- ❖ None

Questions and Discussions

- None

**X. New Business**

- ❖ None

Questions and Discussions

- None

**XII. Adjournment**

- ❖ The meeting was adjourned at 9:04pm.

APPENDIX A:  
Update on Benefits Advisory Council

<b>Benefits Advisory Council Update</b>
<p>Timeline</p> <ul style="list-style-type: none"><li>• Winter 2014: Health plan change recommendations discussed with BPC<ul style="list-style-type: none"><li>– BPC suggests formation of Benefits Advisory Committee</li></ul></li><li>• April 2014 Benefits Advisory Committee Formed<ul style="list-style-type: none"><li>– Co-Chairs: Bent Stuart; Deb Shaffer</li></ul></li><li>• June 2, 2014: BAC begins meeting on mainly bi-monthly basis</li></ul>
<p>Guiding Principles Established</p> <ul style="list-style-type: none"><li>– Eliminate structural deficits</li><li>– Establish strategy to manage university annual health care costs</li><li>– Avoid Affordable Care Act 2018 “Cadillac Plan” Excise Tax</li></ul>
<p>Research/Education</p> <ul style="list-style-type: none"><li>– Peer and national benchmarking; Faculty and Staff survey; Open forums; Senate presentations</li></ul>
<b>Benefits Advisory Council Update</b>
<p>Main Recommendations</p> <ul style="list-style-type: none"><li>– Structural Deficit and ACA Cadillac Plan Tax<ul style="list-style-type: none"><li>– Plan design and premium recommendations (see slide)<ul style="list-style-type: none"><li>• May require adjustment pending Mercer Consulting actuarial review</li></ul></li></ul></li><li>– Strategy to Manage annual university health care cost increases<ul style="list-style-type: none"><li>– Cap annual increase to university at 5%; subject to change in future years</li></ul></li><li>– Benefits Reserves: 6% or \$3 million reserve goal<ul style="list-style-type: none"><li>– Current reserve projected to be \$2 million at FY2015 year end</li></ul></li><li>– Benefits Eligibility<ul style="list-style-type: none"><li>– University provided benefits available to individuals with FTE <math>\geq .75</math></li><li>– Legally required benefits made available to individuals with FTE <math>&lt; .75</math><ul style="list-style-type: none"><li>• Requires extensive policy and plan document revisions</li></ul></li></ul></li></ul>
<b>Benefits Advisory Council Update</b>
<p>Additional Recommendations</p> <ul style="list-style-type: none"><li>– Comprehensive Communication Plan</li><li>– Dependent Eligibility Audit</li><li>– Anthem Live Health Online telemedicine product</li><li>– Review Wellworks fees due to taxation issues; or begin to tax discounts</li><li>– Faculty retiring/terminating at end of Spring Semester will receive benefits through May 31<sup>st</sup>, not through Summer.</li></ul>
<b>Benefits Advisory Council Update</b>
<p>Next Steps</p> <ul style="list-style-type: none"><li>– Total Compensation Committee<ul style="list-style-type: none"><li>– Review/endorsement of recommendations</li></ul></li><li>– Communication to Faculty and Staff</li><li>– Insurance Company Notice</li><li>– Policy Revisions</li><li>– Plan Document Revisions</li><li>– Conduct Open Enrollment</li><li>– HRIS Changes</li></ul>
<b>Benefits Advisory Council Update</b>

**BAC Future Considerations**

- Determine whether savings are available for redeployment to salary or benefits?
  - If yes, recommend redeployment
- Recommend whether additional medical plans should be offered to Faculty and Staff
- Review and potentially redesign vision, dental, and life insurance plans and benefits
- Recommend other benefit additions such as short-term disability
- Periodically review and update initial recommendations as necessary
- (Other...)

**Table: Plan/Premium Changes for Excise Tax; Structural Deficit; Managing Annual Increases**

Options	Current	FY16 (July 2015)		FY17 (July 2016)		FY18 (July 2017)	
		Plan Change	\$ Impact**	Plan Change	\$ Impact**	Plan Change	\$ Impact**
Deductible	200/400	400/800	\$331,688	450/900	\$83,000	500/1000	\$83,000
Co-Insurance Maximum	1000/2000	1500/3000	\$414,610	1750/3500	\$207,000	2000/4000	\$207,000
Co-Insurance %	90%	85%	\$145,114	80%	\$145,114		
Office Visit Copays	\$20	\$25	\$124,383				
Rx Retail Copays	\$10/\$20/\$30	\$20/\$30/\$40	\$746,298				
Rx Mail Copays	\$15/\$30/\$45	\$25/\$35/\$55					
Premium	15% - 15% - 15%	15%-16%-17%	\$738,040	15% - 17% - 19%	\$690,000	15%-17.5%-20%	\$345,000
<b>Total</b>			\$2,500,133		\$1,125,114		\$635,000
					Cumulative Changes		\$4,260,247
					ACA Changes		\$2,487,207
			FY16 Goal		FY17 Goal		FY18 Goal
Inflation			\$1,300,000		\$1,300,000		tbd
Structural Deficit			\$1,300,000		\$0		\$0
Replenish Reserve			\$0		\$500,000		tbd
Goal Each Year			\$2,600,000		\$1,800,000		tbd
Additional Changes			n/a		\$674,000		tbd

**Table: Benefits Eligibility for Part Time Staff Positions**  
(Faculty benefits eligibility remains unchanged)

Category	Employment Length	Benefits Eligibility	Benefits Level	Premiums	Department Charge
<b>&gt;=.75 FTE</b>	>=120 Days	All Benefits	Treated as 1.0FTE	Treated as 1.0 FTE	Full Benefits Rate
<b>&lt;.75 FTE</b>	>120 Days	Legally Required Benefits Only		n/a	Legally required costs only
<b>Any FTE</b>	<120 Days	Legally Required Benefits Only		n/a	Legally required costs only

All Benefits: Health, vision, dental, life, disability, educational, vacation, leaves, etc.

Legally Required Benefits: Retirement, sick leave, unemployment, medicare, and any other legally required benefits

Current Part-Time Staff eligible for benefits will be “grandfathered”

**Table: Higher Education Benchmark Data\***

	Ohio Univ. Current	Ohio IUC 2012	National Higher Ed - 2012	National All Industry - 2012	OU AFSCME Union** 2015
Deductible	\$200 / \$400	\$350 / \$750	\$300 / \$600	\$500 / \$1,200	\$500 / \$1,000
Out of Pocket Max	\$1,200 / \$2,400	\$1,500 / \$3,000	\$2,100 / \$3,750	\$2,600 / \$5,000	\$2,000 / \$4,000
Co-Insurance	90%	85%	82%	80%	90%
Office Visit Copay	\$20	\$20	\$20	\$20	\$20
RX Copay Retail	\$10	\$8	\$10	\$10	\$15
Generic	\$20	\$25	\$25	\$30	\$30
Brand Formulary	\$30	\$40	\$45	\$50	\$45
Non Formulary					
RX Copay Mail	\$15	\$23	\$20	\$20	\$20
Generic	\$30	\$55	\$55	\$60	\$40
Brand Formulary	\$45	\$90	\$90	\$100	\$60
Non Formulary					

\*Source: Mercer National Employer Survey (2012)

\*\*AFSCME Union Plan effective July 1, 2015

**Table: Higher Education Benchmark Data\***

	Ohio Univ. 2012	Ohio IUC 2012	National Higher Ed 2012	National All Industry 2012
Premiums				
Single \$	\$55 - \$99	\$77	\$110	\$111
Family \$	\$162 - \$288	\$239	\$381	\$391
Single %	11% - 20%	14%	20%	22%
Family %	11% - 19%	16%	29%	30%

\*Source: Mercer National Employer Survey (2012)

APPENDIX B:  
OHIO's Global Strategy

**OHIO's GLOBAL STRATEGY**  
**ENGAGEMENT for INTERNATIONALIZATION**  
Lorna Juan Edmonds, Ph.D.  
Vice Provost for Global Affairs & International Studies  
February 2015

**Mandate: What Will the World be in 2050?**  
Implications for the Globalization of the University

**Imperative**  
Understand World Trends to Survive

**One Reality, One Job, One Challenge**  
One World within the Universe  
Sustaining Enrollment  
Competent Graduates

**GRADUATES**  
DEVELOPING INNOVATION & TALENT WITH EXPERTISE  
Understand the World in the Universe and being connected to  
**SOLVE PROBLEMS TOGETHER**

**Most Important Strategy that is GLOBAL**  
International: What do you know? Who knows you? Who wants to know you and Where are they from?  
Distinctiveness  
Excellence



## GLOBALIZATION OF OHIO UNIVERSITY

**OHIO UNIVERSITY**

### Strategic Planning Structure and Process

**OHIO UNIVERSITY**

### Strategy Engagement Process

**OHIO UNIVERSITY**

### COMMUNICATION & ENGAGEMENT PLAN

**OHIO UNIVERSITY**

## Many INTERNATIONAL Activities

- Academic Programs
  - Centers
  - Institutes
  - Language Training
  - Education Abroad
  - Global Leadership Training and Research
  - Academic Mobility
- International Students, Faculty, and Staff
- Recruitment Support For
  - Partnerships
    - MOUs
    - International Events



## BUT All Over the Map **WITHOUT** AN INTEGRATED 'STRATEGIC' AND COMMUNICATION PLAN

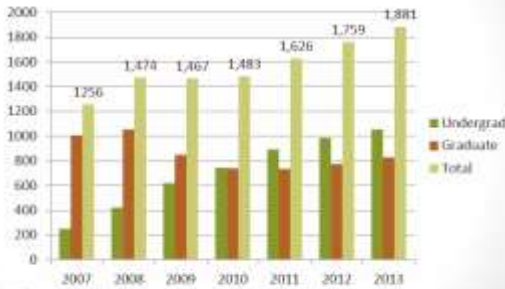


Mapping of International Students: Number of Students by Country (114)



## International Student Enrollment

Global Diversity of Campus Life



All Campus, Fall Headcount

15

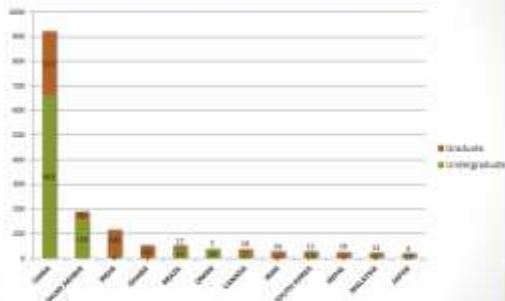
983 Students  
734 undergraduate  
249 graduate students

# CHINA

Chinese Student & Scholarship Association



## International Student Enrollment (2013)



## Invited Speaker



- Dr. Daniel Guhr
- Managing Director of The Illuminate Consulting Group, LLC
- March 16-18 (TBC)

*"Higher Education Trends: Recruitment, Mobility, & Institutional Support"*



18

