

Minutes of 13 October 2008
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MINUTES OF THE SACUA MEETING OF 13 OCTOBER 2008

Present: Fraser, Frier, Frost, Poe, Potter (Chair), Navvab, Riles, Stark, Thouless; Carr, Schneider

Absent: Lehman

Guests: Laurita Thomas (Associate VP & Chief HR Officer), Marty Eichstadt (Benefits Director), Robert Winfield (Chief Medical Officer), Charles B. Smith (former SACUA chair), Fred Askari (CESF Chair), Karen Gibbons (Provost's representative), Jeff Lee (AAUP State Director), Heather Laube (UM Flint CESF), Marija Freeland (CESF member), Larry Root, Dean Smith (Sr. Associate Dean, School of Public Health), Kevin Brown (UM Record), Mary Jo Frank (Public Affairs Specialist), Kathleen Folger (Sr. Associate Librarian, Hatcher Library)

MATERIALS DISTRIBUTED

1. Draft agenda
2. Draft minutes of the SACUA meeting of 6 October 2008
3. List of questions for Laurita Thomas and Marty Eichstadt
4. "U-M Response to U.S. Financial Situation: Endowment, Student Loans, Development, Research and Retirement", V.P. Lampe
5. "Health Benefits: Annual Health Costs per Active Employee"
6. "Five-Year Strategic Plan: FY09-FY13" PowerPoint presentation by R. Winfield.
7. "Benefits Strategy" PowerPoint presentation by L. Thomas.

Chair Potter convened the meeting at 3:12 P.M. The proposed agenda was approved.

CONSIDERATION OF MINUTES

The minutes of 6 October were approved.

ANNOUNCEMENTS

1. The chair announced the upcoming 18th Annual UM Senate's Davis, Markert, Nickerson Lecture on Academic and Intellectual Freedom, "My University.com, My Government.com: Is the Internet Really a Blessing for Democracy?" given by Cass. R.

Sunstein, Felix Frankfurter Professor of Law, Harvard Law School, on Thursday, 4 December 2008 at 4:00 pm in the Honigman Auditorium, UM Law School.

2. The chair also announced the scheduled talk “Is Diversity Legal?” by Robert M. O’Neil on Friday, 24 October 2008 at 3:30 pm in the Great Lakes Room South Central, co-sponsored by the Ann Arbor Chapter of the AAUP, UM Senate Assembly, SACUA, and the Committee for a Multicultural University.
3. The chair announced the CIC issues which are a part of the CIC Faculty Governance Conference scheduled on Friday, 31 October 2008 from 9:00 am -4:30 pm and Saturday, 1 November 2008 from 9:00 am – Noon in the Pendleton Room of the Michigan Union.

Self-introductions of all guests were made.

M-HEALTHY: FIVE-YEAR STRATEGIC PLAN FY09-FY13

Bob Winfield, Chief Medical Officer, using the PowerPoint handout sent to SACUA previous to the meeting (Item #5), gave a condensed version of the University’s plan to reduce rising health care costs by increasing the health of UM employees. The UM health care costs are currently rising at an unsustainable rate. The University will target the group of individuals who are currently healthy but at high risk because of life habits, such as smoking, hypertension, uncontrolled diabetes, etc.

BENEFITS STRATEGY

Questions developed by SACUA (Item #3) were sent to Laurita Thomas, Associate VP & Chief HR Officer, and Marty Eichstadt, HR/AA Director & Assoc. Director – Benefits, Operating, prior to the meeting. L. Thomas had sent a PowerPoint presentation entitled “Benefits Strategy” (Item #6) to SACUA prior to the meeting. The discussion moved back and forth between the two hand-outs. *L. Thomas stated that she had not received the questions from SACUA until Friday afternoon so her responses would be unrehearsed and unresearched. She would follow these verbal responses with written responses in the near future.*

L. Thomas stated that the 70/30 split (70% paid by UM/30% paid by employee) in health care costs will allow Michigan to “catch-up” to peer institutions. The University hired Hewitt Consultants to compare Michigan with peer institutions. Total compensation was not studied by Hewitt, only benefit packages offered. L. Thomas assured SACUA that she will send the data tables obtained from Hewitt *as soon as she could get back to her office*. The tables must be viewed together in order to understand them. The data was requested by the UM HR professionals.

According to L. Thomas, the full implementation of the 70/30 split *could cover the three years 2010, 2011, and 2012. There could be a great degree of variation in the possible responses. For example, the COSHB (Committee on Sustainable Healthcare Benefits) could recommend that only minor changes in co-pays could occur in 2010 and hold the changes in co-premiums until 2011. When asked the original questions asked of Hewitt, she said that she could not recall and there were so many and no one had written them down. The cost shift to employees was necessary if the University was to maintain its edge as the top public research university in the world.*

M. Eichstadt informed us that only 38 of the top 100 dentists in Washtenaw County had contracted with Delta Dental and the new UM plan, but that dentists would accept a differential in cash from UM employees. She stated that the Flint campus would be better served under Delta than Metlife because more dentists used Delta in Genesee County.

SACUA expressed their thanks for the explanations of L. Thomas and M. Eichstadt and hope that they can receive written responses to all the questions in the near future.

CAPITAL PROJECTS UPDATE

Provost Sullivan instituted a new process for approving capital projects proposed by academic units. The process requires submission of possible project in mid September each year. The process is new this year and is being formulated. Input from SACUA and other groups will be sought as part of the process. This year the committee will make a presentation to SACUA on November 17th.

TUTORING PROGRAM

S. Meerkov, creator of the proposed tutoring project, rejected the suggestion that the program go through the School of Education for incorporation into its programs. He would prefer that it be a Senate Assembly committee. M. Thouless will discuss the tutoring project at the next Government Relations Advisory meeting to see if the program can be listed on the Government Relations website.

ADMINISTRATION EVALUATION COMMITTEE (AEC)

The committee has not met to determine the questions to be used in the survey beginning 1 November 2008.

LIAISON REPORTS

AAAC – The report on the findings of the student academic study will be sent to the Provost for further discussion.

Financial Affairs Advisory Committee - The committee has reviewed the University's finances.

OLD/NEW BUSINESS

Rackham's Proposed Continuous Enrollment for Graduate Students

Jeff Lee has been unable to obtain the requested data (enrollment numbers) from the Rackham. SACUA believes that LSA needs to be more transparent in its proposed tuition program relative to the departments.

The meeting adjourned at 5:10 P.M.

Respectfully submitted,

Linda Carr
SACUA Support

University of Michigan Bylaws of the Board of Regents, Sec. 5.02:

Governing Bodies in Schools and Colleges

In each school, college, or degree granting division of the University, including those at the University of Michigan-Dearborn and at the University of Michigan-Flint, the governing faculty shall be in charge of the affairs of the school, college, or division, except as delegated to the executive committee, if any, and except that in the School of Graduate Studies the governing board shall be the executive board, and in the Medical School shall be the executive faculty.
