

# MISSOURI SOUTHERN

## STATE UNIVERSITY

### FACULTY SENATE

#### *Report of the Faculty Liaison to the Board of Governors*

Nicholas P. Nicoletti, Faculty Senate President 2017-2018

November 17, 2017

The Faculty Senate met on Monday, November 6, 2017 at 3:00 PM. The following is a summary of the issues discussed and votes taken at those meetings:

#### **Old Business**

The Faculty Senate invited Evan Jewsberry, members of the Wellness Committee, and members of the Gallagher Consultant Group to discuss the proposed Wellness Initiative and take questions from the Senators. This was an extension of the discussion on the Wellness Initiative from the October Meeting.

Faculty asked many important questions regarding eligibility, the biometric data surrender requirement, the data regarding Cigna's ability to move employees from unhealthy categories toward healthy categories, and the overall need for a cultural shift on the MSSU campus.

There was a vibrant discussion on this initiative. After this discussion and the following discussion (under New Business: Health Insurance) the Senate welcomed any motions to revote on the Wellness Initiative. No motions were forthcoming. Therefore, the previous votes on the Wellness Initiative remain standing. The Wellness initiative failed on both previous votes – one without biometric data surrender and one with that element included.

#### **New Business – Wellness Initiative and Health Insurance**

The primary item for New Business was an extension of the Wellness Initiative Discussion. Mr. Jewsberry, the Insurance Committee, Cigna, and Gallagher were present for this next discussion. Prior to the Senate meeting, several questions were sent to Evan Jewsberry, Cigna, and Gallagher. They were as follows:

- (1) Why isn't there a Middle Option between the Premium Insurance and the HSA plan?
- (2) If we are on track to meet the forecast from last year, and we won't spend all of the original money allotted for insurance, why are the premiums going up so much this year?
- (3) What is being done to get healthier people – such as children – into the MSSU system to reduce insurance costs?
- (4) Why are the salary-ranges for a given premium so large? For example, TIER 2 is from \$30,000 to \$44,999 and TIER 3 is from \$45,000 TO \$74,999.

Each question was taken in turn. The body discussed the desire to include more options for next year's health insurance plans. It was indicated that the insurance committee was presented with possible middle options, but ultimately rejected them due to cost. It was also indicated that costs are going up mainly because of inflationary forces in the health insurance markets, especially prescription drugs. It was indicated that Wellness Initiatives and other cultural changes will help produce a healthier campus and with lower or steady premiums on family insurance plans, Cigna and Gallagher are hoping to add more healthy people to the pool. Lastly, the salary-ranges were indicated as being a decision of the insurance committee.

Overall, this discussion was helpful and Faculty have a better understanding of the process. One element that is important to note is that Faculty believe that more two-way communication from employees to the Insurance Committee and then the Insurance Committee to the employees can solve some of these issues. Employees may be willing to pay a bit more for insurance if the options were better. Also, it was discussed that we should move to the “academic year” rather than the “fiscal year” cycle because the decisions are ultimately made in the summer, when many Faculty are not on campus, leaving little room for two-way communication.

In other new Business, Megan Bever was designated the Faculty Senate Liaison to the General Education Committee.

### **New Business – Curricular Changes**

The following Reports and Proposals were discussed and individually and unanimously approved during the November 6<sup>th</sup> Faculty Senate Meeting:

- Academic Policies Reports and Communications:
  - Reports – AP 17-18:07, AP 17-18:08, AP 17-18:12, AP 17-18:13, AP 17-18:14
  - Communications: AP 17-18:09, AP 17-18:10, AP 17-18:11, AP 17-18:15, AP 17-18:16, AP 17-18:17, AP 17 – 18:18
- School of Arts and Sciences SCOC Report (AP 17-18:10 and AP 17-18:11):
  - Proposals:
    - ART: AS 17-18:11, AS 17 -18:12, AS 17-18:19, AS 17-18:23, AS 17-18:28, AS 17-18:29, AS 17-18:30, AS 17-18:31, AS 17-18:32, AS 17-18:33, AS 17-18:34, AS 17-18:35, AS 17-18:36, AS 17-18:37, AS 17-18:38, AS 17-18:39, AS 17-18:40, AS 17-18:41, AS 17-18:42, AS 17-18:43, AS 17-18:45, AS 17-18:46, AS 17-18:47, AS 17-18:49, AS 17-18:50
    - MUS: AS 17-18:10, AS 17 -18:21, AS 17 -18:22, AS 17-18:24, AS 17-18:27
    - MATH: AS 17-18:17, AS 17-18:18
    - JPN: AS 17-18:51
  - Reports: AS 17-18:01, AS 17-18:20, AS 17-18:25, AS 17-18:52, AS 17-18:53, AS 17-18:54, AS 17-18:55, AS 17-18:56, AS 17-18:57, AS 17-18:58
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- School of Health Sciences SCOC Report (AP 17 – 18:15):
  - Proposals:
    - COMM: AS 17-18:02
    - HS: HS 17-18:01, HS 17-18:02, HS 17-18:03, HS 17-18:04, HS 17-18:05, HS 17-18:06, HS 17-18:07, HS-17 18:08
- School of Education SCOC Report (AP 17-18:18):
  - Proposals:
    - PSY: ED:17-18:07, ED:17-18:08
  - Reports: ED:17-18:02, ED:17-18:03

The next senate meeting is scheduled for December 4, 2017. This will be the final Faculty Senate meeting of the Fall Semester.

Respectfully Submitted,  
Nicholas P. Nicoletti, Ph.D.  
2017-2018 Faculty Senate President