

*JOURNAL OF THE FACULTY SENATE*

The University of Oklahoma (Norman campus)

Regular session – October 13, 2014 – 3:30 p.m. – Jacobson Faculty Hall, Room 102

office: Jacobson Faculty Hall, Room 206 phone: (405) 325-6789

e-mail: [facsen@ou.edu](mailto:facsen@ou.edu) website: <http://faculty senate.ou.edu/>facebook: <http://www.facebook.com/OUFacultySenate>

*Note: The remarks of the Senators and others are summarized and not verbatim. A recording of this meeting is available in the Faculty Senate office.*

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The Faculty Senate was called to order by Professor Randall Hewes, Chair.

- PRESENT: Ayres, Barker, Bergey, Bradshaw, Burcham, Burke, Coleman, Elisens, Fiedler, Goode, Halterman, Harm, Hart, Hewes, Hirschfeld, Irvine, Johnson, Johnson, Kong, Kornelson, Kutner, Laubach, Liu, Livingood, Lupia, Mackey, Merchan-Merchan, Miller, Mortimer, Raman, Refai, Riggs, Schmidt, Scrivener, Sharma, Sikavitsas, Smith, Snell, Stock, Strout, Weaver
- Provost's Representative(s): none.  
 ISA Representative(s): Chris Cook, Dan Hough  
 SGA Representative(s): Crystal Nguyen, Anna Marie Rowell, Sarah Campbell, Patrick McSweeney  
 Others: President Boren, Nick Hathaway, Kelvin Droegemeier, Les Hoven, Angela Hawpe
- ABSENT: Bemben, Cracknell, Cravey Stanley, Fincke, Forman, Frickenstein, Lawson, Marcus-Mendoza, Schmeltzer, Terry
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**APPROVAL OF JOURNAL**

The Faculty Senate Journal for the regular session of September 9, 2014 was approved.

**ANNOUNCEMENTS**

The following faculty will serve on the 2014-15 Academic Program Review Committee: Jeffrey Callard (Petroleum & Geological Engineering), Rena Cook (Drama), Timothy Laubach (Instructional Leadership & Academic Curriculum), Lance Lobban (Chemical, Biological & Materials Engineering), and Sepideh Stewart (Mathematics). The panel also will include Interim Provost Kyle Harper (Classics & Letters), Vice Provost Simin Pulat (Industrial & Systems Engineering), Associate Dean John Antonio (Computer Science), Associate Dean David Craig (Journalism), Director of Assessment Felix Wao, and Graduate Council representative Philip Gutierrez (Physics & Astronomy). The units to be reviewed are Social Work, Architecture, Construction Science, Interior Design, Landscape Architecture, Regional and City Planning, Health and Exercise Science, and Human Relations.

The summary record of the disposition by the administration of Faculty Senate actions for September 2013 to August 2014 is attached.

The Faculty Senate is sad to report the deaths of retired faculty member Murlin Hodgell (Architecture) on September 23, 2014 and faculty member Paul G. Risser (Botany and Microbiology, University Research Cabinet) on July 10, 2014.

The 13th annual Teaching Scholar's Initiative (TSI) Colloquium "Building Communities of Learning for Student Success" will be Friday, October 31 from 8:45 a.m. – 3:30 p.m. Visit <https://www.ou.edu/content/cte/communities/conferences/tsi.html> for more information and to register.

The Oklahoma Women in Higher Education conference will be held Friday, November 21, at the University of Central Oklahoma. Further information is available at <http://www.okwhe.org/> under the "Events" tab.

**STATE OF THE UNIVERSITY ADDRESS BY PRESIDENT DAVID BOREN**

Prof. Hewes introduced President Boren. Pres. Boren noted that he had asked Provost Emeritus Nancy Mergler to attend the meeting. As a part of the 125th anniversary campaign, he announced a new fellowship program for graduate students to assist in dissertation completion. Seven \$15,000 fellowships will be offered students from all departments may apply. Initially, there will be seven, but with OU will continue the fundraising of the 125th anniversary campaign and this may be an incentive to private donors. The fellowships will be named in honor of Dr. Nancy Mergler and she may be asked to serve on the selection committee. Pres. Boren mentioned that the naming of the fellowships in honor of Dr. Merger was at the suggestion of the Faculty Senate Executive Committee.

A series of charts were distributed (attached). Pres. Boren highlighted OU's endowment, ACT scores for incoming freshmen and graduation rates. He stated that we have 4,175 new freshmen this year. In terms of faculty compensation, he noted that OU has bested OSU for faculty compensation adjusted for the cost of living and is in the top two of the Big 12. However, he indicated that OU must to continue to address salary compression. It was also noted that OU has jumped from 170 National Merit scholars admitted last year to 311 this year.

In terms of campus planning, bonds have been approved to upgrade both Gittinger and Kaufman Halls and private fundraising to expand the Physics building is being pursued. We are already at just over \$325 million in our \$500 million 125th anniversary fundraising campaign.

In terms of the Provost search, the President said that a Regents' letter went out asking for nominations of people to serve on the Provost's search committee and they hope to have that list by the November 29 Regents' meeting. It will be a national search.

There was a lot of anticipation of OU's entry into residential colleges. He said that the first two naming gifts have already been made for our first two residential colleges, but he cannot yet announce them. OU will be the first purely public university to have residential colleges for upperclassman. The colleges will serve about 350 students each. The buildings for the first two will be facing north on Lindsey. They will have their own dining rooms and there will be Faculty Fellows in each college along with a Master. There will also be 8-10 faculty offices and those faculty members will be able to take meals with the students. He anticipates that a small number of graduate students will also live in the halls.

Pres. Boren would like to be able to endow some of the programs at OU that need endowment, such as the Art Museum. He is working to raise an endowment to assist the College of Education and the School of Social Work with their programs to reduce student debt by serving within Oklahoma after graduation. Some of the other items mentioned by the President include the addition of six teaching fellows with 3-year terms to rotate through the Honors College, the new Collaboratorium within the Library, and the opening of the Library collections up to make them more accessible.

He closed by noting that exciting things are happening at OU, even in difficult times. Some challenges he sees include guns on campus, improvements to campus notification systems, and state appropriations. Pres. Boren said faculty members are doing a remarkable job and it means a lot to him to be able to work with OU's faculty and the members of the Faculty Senate. He hopes to exceed the fundraising goal for the 125th anniversary campaign. Pres. Boren asked if there were any questions or suggestions.

Prof. Coleman asked for additional details about the remodeling of Gittinger Hall. Pres. Boren said they are determining whether to remodel Gittinger or if space is needed for Physics, to move the activities in Gittinger to a new building. One option is to do something similar to what has been done for Economics. Prof. Coleman requested that they be located near the library. Pres. Boren stated that OU is running out of green space in the central campus area and thus will need more multi-story parking structures.

Prof. Halterman said he appreciated the focus on students for the residential college and the changes to the library. However, faculty in the sciences are concerned about the state of the laboratories that are used to train our undergraduate students. Pres. Boren said OU is evaluating classroom renovations, but in some cases, there is just a need for additional space. He noted that the number of students in biomedical engineering has gone up five-fold in the last five years. Pres. Boren thanked the Senate for the opportunity to speak to the Senate again this year.

***REMARKS CONCERNING BENEFITS BY HUMAN RESOURCES DIRECTOR LESS HOVEN AND ASSISTANT DIRECTOR ANGELA HAWPE***

Prof. Hewes introduced Human Resources Director Les Hoven. Mr. Hoven then introduced Assistant Director Angela Hawpe and turned the presentation over to her. (The slides are attached.) She announced that OU would be self-insuring the PPO and the HCA, but the HMO will still be fully insured.

Rates for the PPO/HCA are increasing 4.1% and the rates for the HMO are increasing 7.5%. Rates are based on plan utilization. There will be no increases in Dental, Vision, or Long-term Care. Life Insurance premiums will go up slightly. In 2015, all co-pays will go towards the out-of-pocket maximum, including pharmacy co-pays. Employees are encouraged to utilize the Flexible Spending Accounts. She said that it is unlikely that the HMO will be sustainable much longer as it continues to see decreases in enrollment. Open enrollment will be November 3 – 21, with Benefits Fairs in the middle week. The Norman campus fair will be Wednesday, November 12 in the Regents Room of the Union from 9:00 a.m. until 5:00 p.m.

Pre-65 retirees will have the same rate increases as those in the active plan. She also announced the new ACA tracking and reporting requirements going into effect for part-time exempt employees. There are two provisions specifically for Higher Education in these regulations. One provision is for adjunct faculty and the other provision is to exclude federal work-study hours. If we do not adhere to the new rules, the penalties are steep.

Prof. Bradshaw asked for a copy of the PowerPoint presentation. Ms. Hawpe said it would be posted on the Human Resources website this week. (See <http://benefitsenrollment.hr.ou.edu/2015-Plan-Changes>.) Prof. Refai asked how these new regulations would affect graduate students. Ms. Hawpe said that OU would need to track graduate student hours worked. She acknowledged that it is difficult to parse out what research is being done for the student's educational purposes and what is being done for their research assistantship.

Prof. Strout asked if the changes would affect out-of-state retirees. Mr. Hoven mentioned that Blue Cross Blue Shield would remain the third party administrator for all the plans. Prof. Riggs noted that the College of Arts & Sciences has asked departments to devise with a workload policy for students. He asked Ms. Hawpe if that would suffice to track graduate student hours. She asked him to email an example to her for review. Prof. Kutner asked about carrying over healthcare flexible spending account funds. Ms. Hawpe said that no changes have been made, but it is still a 15-month plan.

### ***RECENT EMAIL OUTAGE***

Prof. Hewes distributed as an attachment to the meeting agenda information that he received regarding the recent email outages from Loretta Early, Chief Information Officer And University Vice President For Information Technology. Additionally, he has invited her to speak to the Faculty Senate at the December meeting about a variety of issues. Prof. Hewes requested that Senators let him know of anything that they would like to be specifically addressed.

### ***ELECTION, COUNCILS/COMMITTEES/BOARDS***

The Faculty Senate approved the Senate Committee on Committees' nominations to fill vacancies on university and campus councils, committees and boards and nominations for Faculty Senate standing committees (attached).

### ***SENATE CHAIR'S REPORT, by Prof. Randall S. Hewes***

"In response to my August 27 email to Faculty Senators asking each of you to relay any concerns from faculty that you represent, on September 9 Emily Johnson relayed a question about whether OU has been adding senior administrator positions while cutting budgets in other areas. In response, the Faculty Welfare Committee worked with Susannah Livingood, Associate Provost and

Director of Institutional Research and Reporting (IRR), to obtain numbers of senior administrators, other staff, and faculty. These figures are contained in a report provided as a handout today.

“From 2007 to 2013, the number of executive, administrative, and managerial staff in academic affairs has grown from 88 to 98, an 11.4% increase. Over the same period, the number of full-time staff in academic affairs, excluding postal and FAA employees, grew from 1729 to 1862, a 7.7% increase. Postal and FAA employees were excluded from this count, because drops in those two areas reflected the loss of federal contracts and transition of staff to other employers. The total number of Norman campus full-time staff, counting both academic and non-academic departments, decreased from 4,137 to 3,986, or 3.6%.

“Over this period, the number of full-time Norman campus faculty grew from 1,368 to 1,519, an 11% increase. Page three of the IRR report shows the breakdown of full-time faculty according to rank. The number of part-time faculty grew from 289 in 2007 to 319 in 2013, a 10.4% increase. Given these numbers, most notably the 11.4% increase in senior administrators, 11% increase in full-time faculty, and 10.4% increase in part-time faculty, the Faculty Welfare Committee concluded that the growth in all areas has been proportional and that OU has not been adding senior administrator positions at the expense of other areas.

“At the Council of the Deans’ Meeting on October 1, Vice Provost Simin Pulat shared the details of a new website for faculty search committees (the link is under Services & Initiatives/Faculty Recruitment: <http://www.ou.edu/content/provost/services-initiatives/faculty-recruitment.html>). The page includes a section called “Golden Rules for Successful Searches,” prepared by Charles Kimball, Director of the OU Religious Studies Program, as well as guidelines, links to the provost’s memos and forms, information on avoiding implicit bias in searches, key best hiring practices, and other useful resources. Also in the meeting, Vice Provost Pulat discussed work to develop a suggested template for Progress Toward Tenure Letters. The goal of this effort is to help ensure that pre-tenure faculty receive the general guidelines and criteria for tenure in the unit as well as timely, clear, and sufficiently detailed assessments of whether their cumulative progress toward tenure is satisfactory, needs improvement, or unsatisfactory.

“On October 6, the Faculty Senate sent an email to OU faculty with a link to an opinion survey performed by the Faculty Advisory Council (FAC) to the Oklahoma State Regents for Higher Education. In previous years, the FAC has sent out paper surveys, and the Faculty Senate Executive Committee has prepared the OU responses. This year, all OU faculty members had the opportunity to respond directly through the online survey. The results will be shared with the State Regents, with breakdowns specific to different types of institutions, and will guide the 2015 work of the FAC. We will share these results with the Faculty Senate when they become available.

“The Faculty Senate Executive Committee met on October 6. One item discussed was the possible creation of a Faculty Senate standing committee for administration of the Teaching Scholars Initiative (TSI). The TSI began as a grass-roots effort and has grown into an annual event that is underwritten by the Center for Teaching Excellence (CTE). The Faculty Senate Executive Committee received a proposal from the CTE and Associate Professor Susan Burke, the current chair of the ad hoc TSI committee, to formalize the committee as a Faculty Senate standing committee, with the CTE continuing to fund the initiative. With this proposed change, the Committee on Committees would make all faculty appointments, and members would have defined terms. The Faculty Senate Executive Committee expressed support for the proposal, and this will be brought to the full Senate for consideration in November.

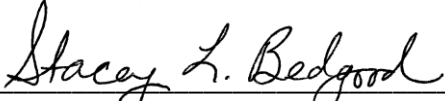
“The Faculty Senate Executive Committee also continued its consideration of university committees that appear to be inactive. This work is ongoing and follows the committee activity survey that was

sent to committee chairs by past Faculty Senate Chair Ed O'Rear last year, and further information received from Mechelle Gibson, Director of Operations in the provost's office, over the summer.

"The Faculty Senate Executive Committee did not meet with President Boren over the past month due to scheduling conflicts. Meetings with President Boren have been scheduled for November and December."

**ADJOURNMENT**

The meeting adjourned at 4:57 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, November 10, 2014, in Jacobson Faculty Hall, Room 102.

  
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Stacey L. Bedgood, Administrative Coordinator

  
\_\_\_\_\_  
Wayne Riggs, Faculty Senate Secretary

**RECORD OF DISPOSITION BY ADMINISTRATION OF FACULTY SENATE ACTIONS  
(September 2013-August 2014)**

	<b>Date of Senate meeting</b>	<b>Item*</b>	<b>Origin</b>	<b>Disposition by administration; Date</b>
1	10-14-2013	Faculty appointments to councils/committees	Faculty Senate Committee on Committees	Appointed; 10-25-2013
2	10-14-2013	Resolution for Student Response Systems	Information Technology Council	Approved
3	11-11-2013	Changes to the Faculty Handbook regarding exam accommodations for student athletes	Athletics Council	Approved, 12-03-2013
4	12-09-2013	Faculty appointments to the Research Council and the Faculty Awards & Honors Council	Faculty Senate Committee on Committees	Appointed, 1-31-2014
5	12-09-2013	Reapportionment of the Research Council	Research Council and Vice President for Research (VPR)	Approved, 1-31-2014
6	2-10-2014	Faculty appointment to the Arts and Humanities Faculty Fellowship Selection Committee	Faculty Senate Committee on Committees	Appointed, 3-18-2014
7	4-14-2014	Endorsement of OU Retirees Association In Support of State Funding for The University of Oklahoma	OU Retirees Association	Approved, 4-21-2014
8	4-14-2014	Firearms on Campus	Faculty Senate Executive Committee	Approved, 4-21-2014
9	5-05-2014	Faculty appointments for end-of-the-year vacancies on university and campus councils/committees/boards and Faculty Senate standing committees	Faculty Senate Committee on Committees	Approved, 6-10-2014

\*Full text of recommendation can be found in Faculty Senate Journal for date indicated at left

**Statement received 16 September 2014 from Loretta Early, Vice President and Chief Information Officer, regarding OU email “blacklisting” service impacts in late August and early September 2014.**

What happened:

- OU was placed on several email blacklists. A blacklist is an anti-spam feature that will block the transfer of email from systems known to produce high volumes of spam. In our case, it appears that there were several OU email accounts that were compromised and used to send out high volumes of spam. OU had several thousand legitimate email advertisements that went out at around the same time. This caused email sent from many OU email addresses to be placed on several email blacklists and consequently created issues with sending and receiving OU mail.
- Also during the intensive troubleshooting of these issues, an IT employee made programming errors that resulted in some server disconnects and impacted the service restoration efforts.

To be “blacklisted” is similar to receiving a bad credit score. There are several “clearinghouses” that provide anti-spam managed services to organizations. In fact, OU uses some of these services to block the 1.2M spam messages that are sent to our campus over any period of time.

To get removed from these blacklists requires appealing to each clearinghouse, and once approved, it can take several days for mail to start processing without delays.

Similar to improving credit ratings, any missed payment, i.e., new spam instance, puts us in the hole again. This is why residual effects and delays were being reported by individuals.

What was done to correct this:

- we are monitoring our “credit ratings” daily and proactively contacting the clearinghouses
- we are working directly with individuals still impacted by delivery delays to try to identify which clearinghouses need to be contacted
- we have increased our anti-spam controls and monitoring processes, but also recognize that we must balance these measures so legitimate messages still can be sent and received

What is being done to minimize the risk of something like this in the future

- we are sharing information and coordinating efforts with administrators of departmental email systems and with area businesses that may use less well-known or open-source clearinghouses
- we have reviewed the procedural errors with the employee and will enforce performance management and appropriate change management approval processes
- we are actively recruiting to fill a vacancy for a senior engineer for our email system
- we will use October’s Cyber Security Awareness month to raise awareness about mitigating the risks of identity theft and account compromise.
- we will notify individuals if we notice a large amount of email messages being sent from their account
- Note: “professional spammers” soon learn of an organization’s controls and find ways to circumvent them.

In addition, the supervisor of our Service Desk has addressed the need for greater understanding and sense of urgency in helping faculty with their email concerns and offered to meet with you and any of the faculty that expressed dissatisfaction with the response they received.



FACULTY SENATE NOMINATIONS FOR VACANCIES ON  
UNIVERSITY COUNCILS, COMMITTEES, AND BOARDS  
OCTOBER 2014

Academic Programs Council: complete 2014-17 term of Michele Eodice, **as of Jan. 2015**: Al Schwarzkopf (MIS)

Academic Regulations Committee: complete 2013-16 term of Brian Grady: Jim Gardner (Educational Psychology)

Campus Tenure Committee: complete 2014-17 term of J.R. Cruz: Michael Ashby (Chemistry & Biochemistry)

Faculty Appeals Board:

complete 2011-15 term of Victoria Sturtevant: Kelvin White (Library & Information Studies)

complete 2012-16 term of Joel Dietrich: Roberta Magnusson (History)

complete 2013-17 term of Jody Newman: Thomas Steele (University Libraries)

complete 2013-17 term of Karen Antell: Susan Hahn (University Libraries)

complete 2014-18 term of Michele Eodice, **as of Jan. 2015**: Michael Winston (MLLL)

Shared Leave Committee:

complete 2014-15 term of Janet Croft: Misha Klein (Anthropology)

complete 2014-16 term of Jaymie Turner: George Cusack (Expository Writing)

Speakers Bureau: complete 2012-15 term of Elon Dancy, **as of Jan. 2015**: Shivakumar Raman (Industrial & Systems Engineering)

Student Conduct Hearing Panel:

complete 2013-15 term of Deniz Eseryel: Jeffrey Swinkin (Music)

complete 2014-16 term of Susan Shaughnessy, **as of Jan. 2015**: Thomas Steele (University Libraries)

NOMINATIONS FOR VACANCIES ON  
FACULTY SENATE STANDING COMMITTEES  
OCTOBER 2014

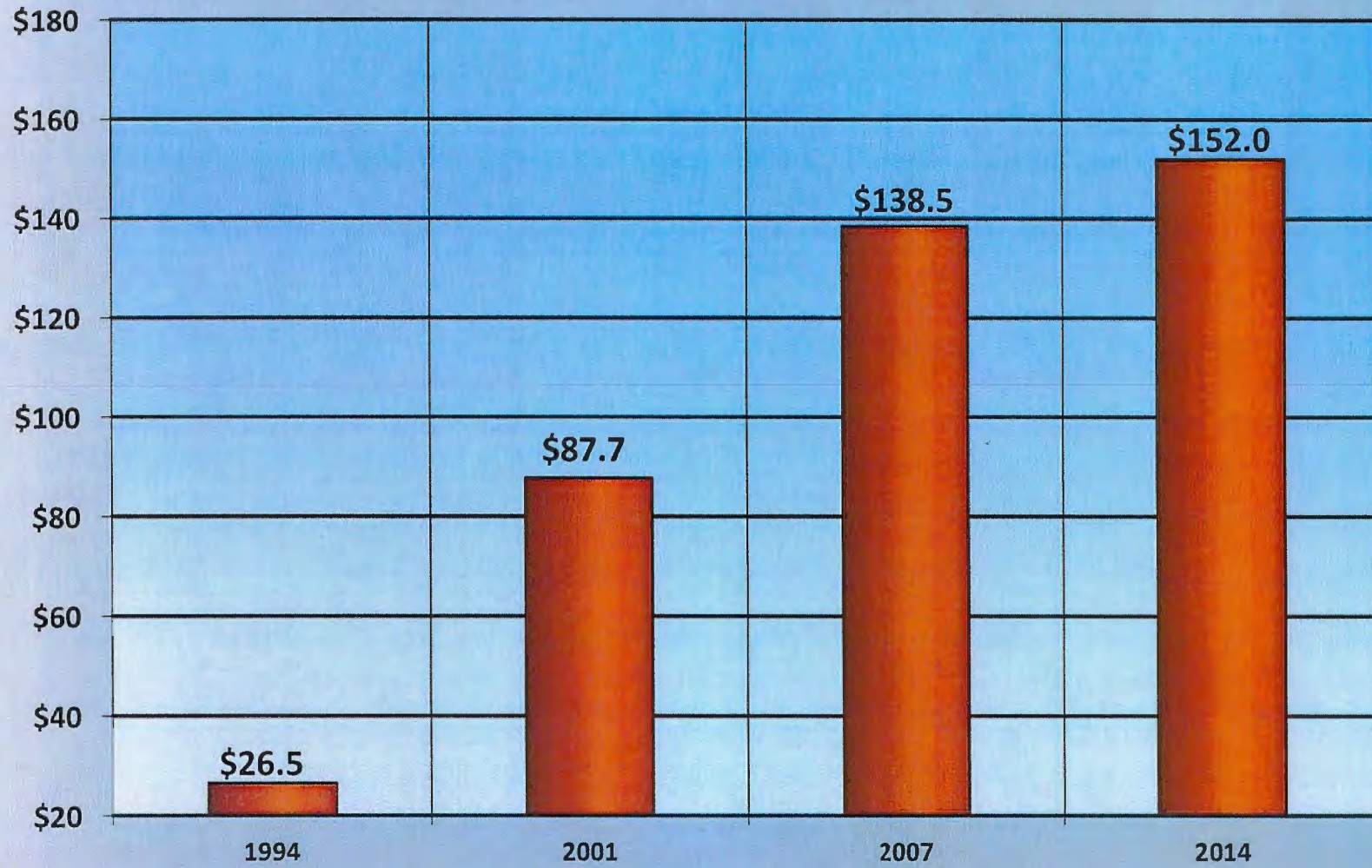
Faculty Senate Committee on Faculty Compensation: complete 2014-17 term of Vicki Sturtevant: Molly Murphy (University Libraries)

Ed Cline Faculty Development Awards Committee: complete 2013-15 term of Laurel Smith, **as of Jan. 2015**: Angela Urick (Educational Leadership & Policy Studies)

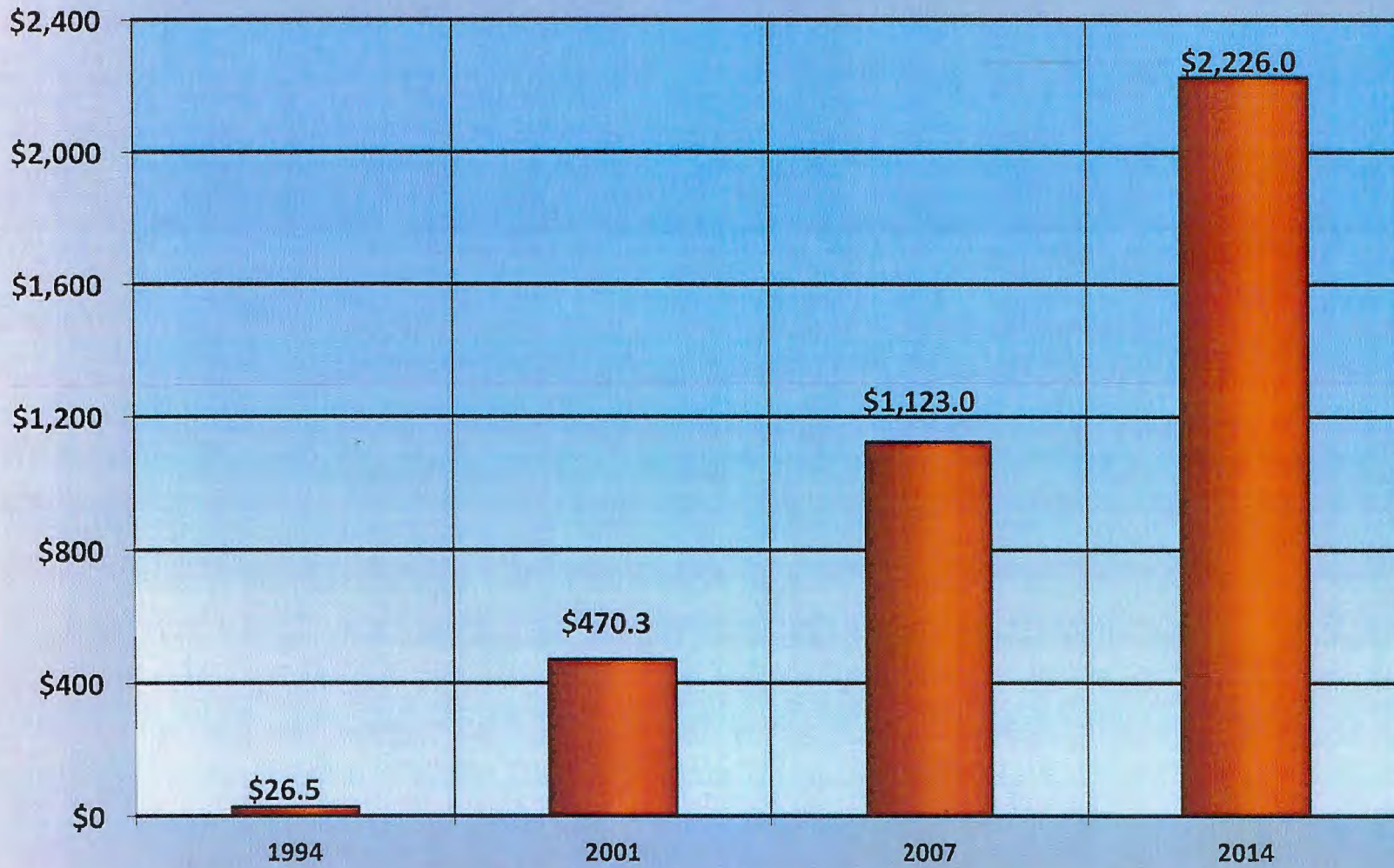
Arts & Humanities Faculty Fellowship Committee: complete 2014-17 term of Rita Keresztesi: Karin Schutjer (MLLL)

# Fiscal Year Cash and In-Kind Gifts

(In Millions)

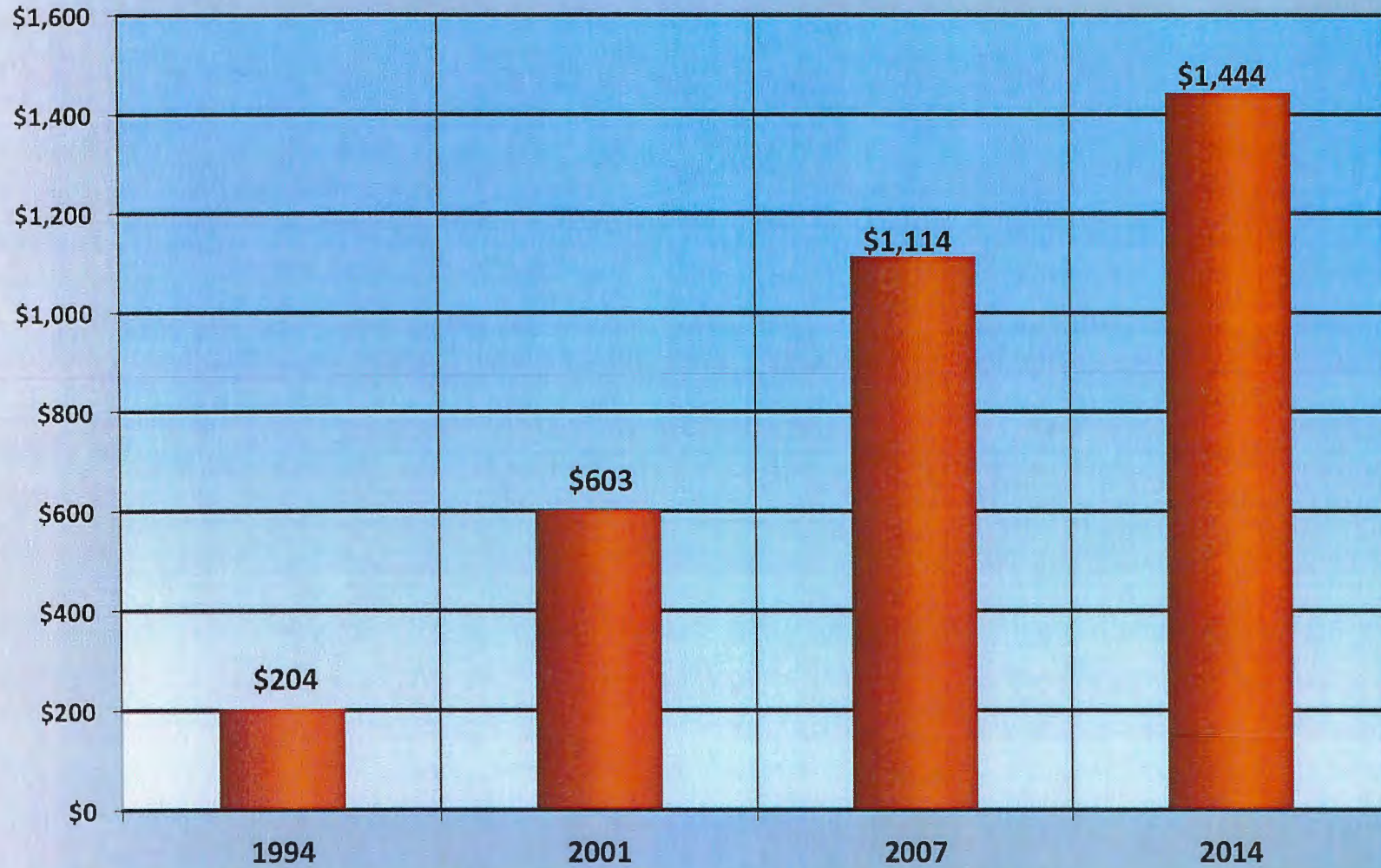


## Cumulative Fiscal Year Cash and In-Kind Gifts (In Millions)

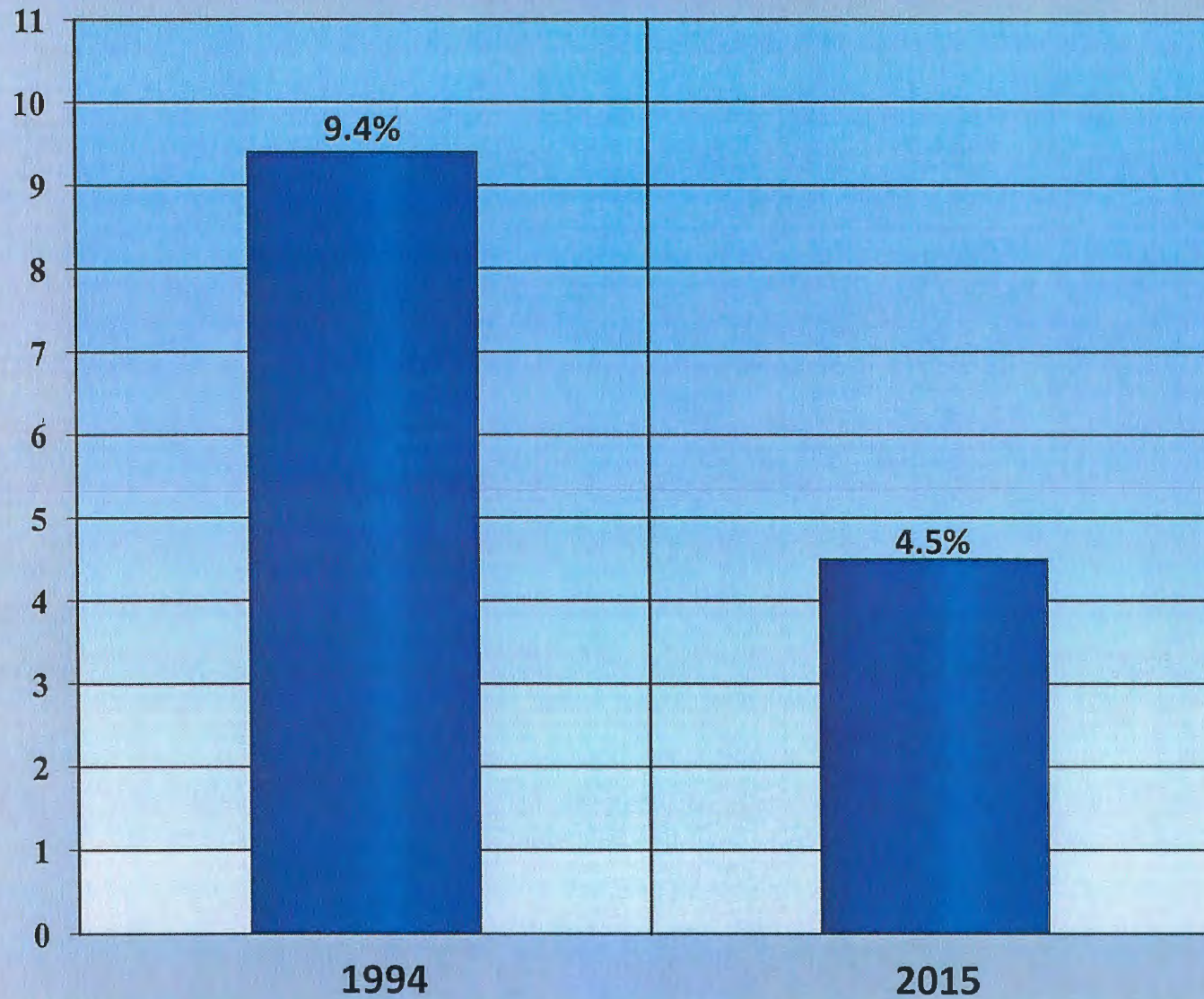


# Endowment Funds

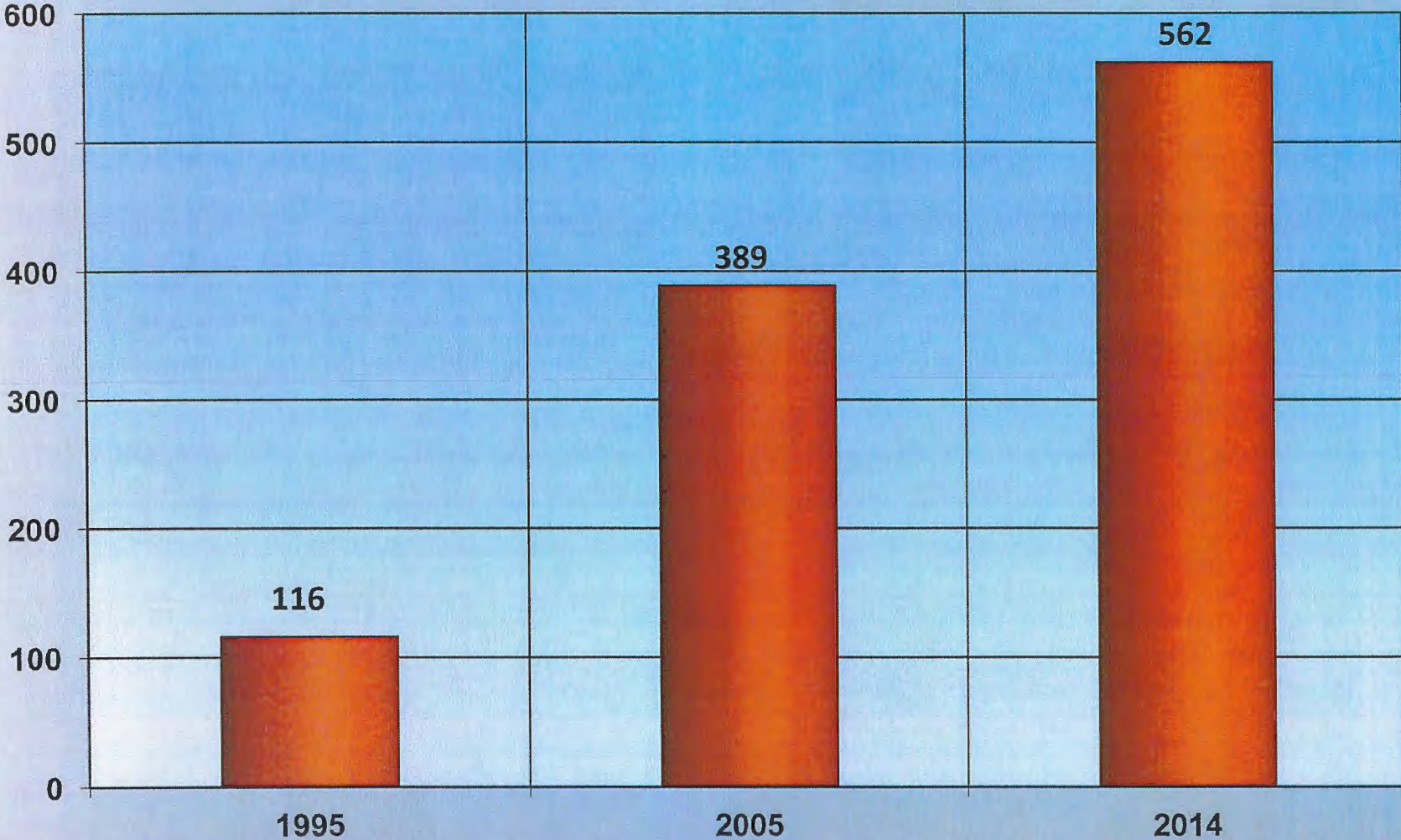
(In Millions)



## OU Budgeted Administrative Overhead Costs

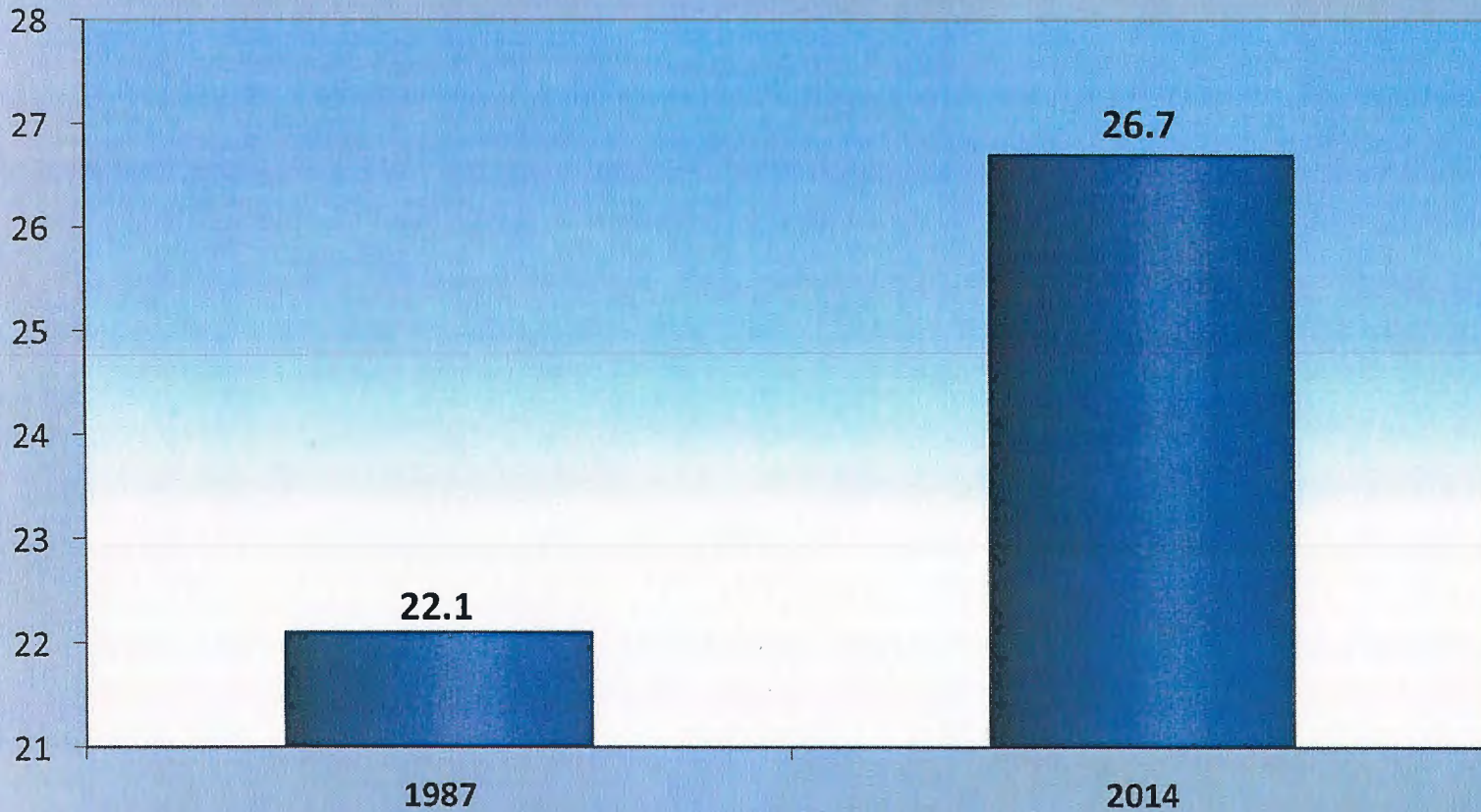


**Endowed Chairs and Professorships  
Norman Campus and Health Sciences Center  
(Including President's Professors)**



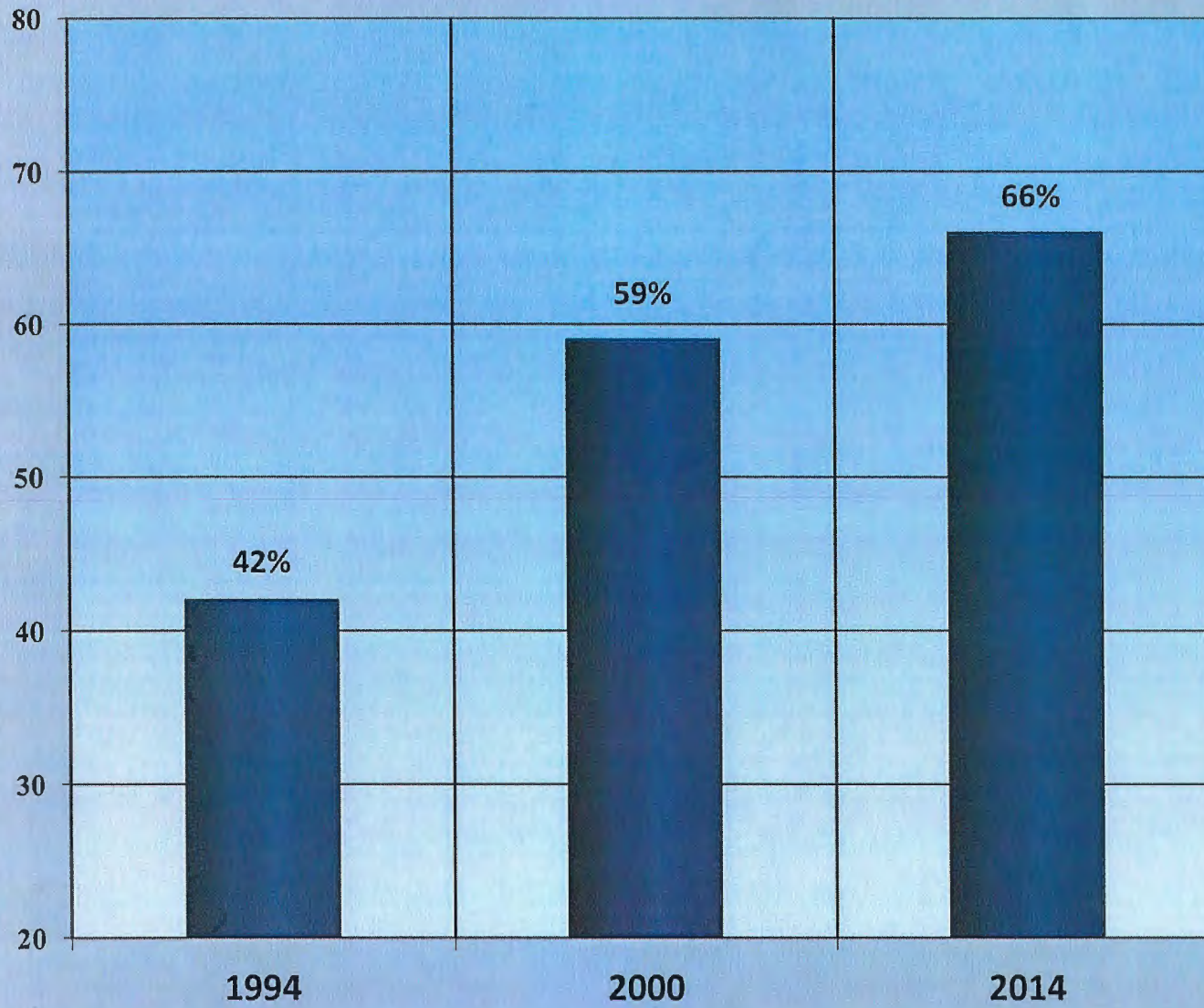
# Average ACT Scores of First-Time Students

Fall 1987 and Fall 2014



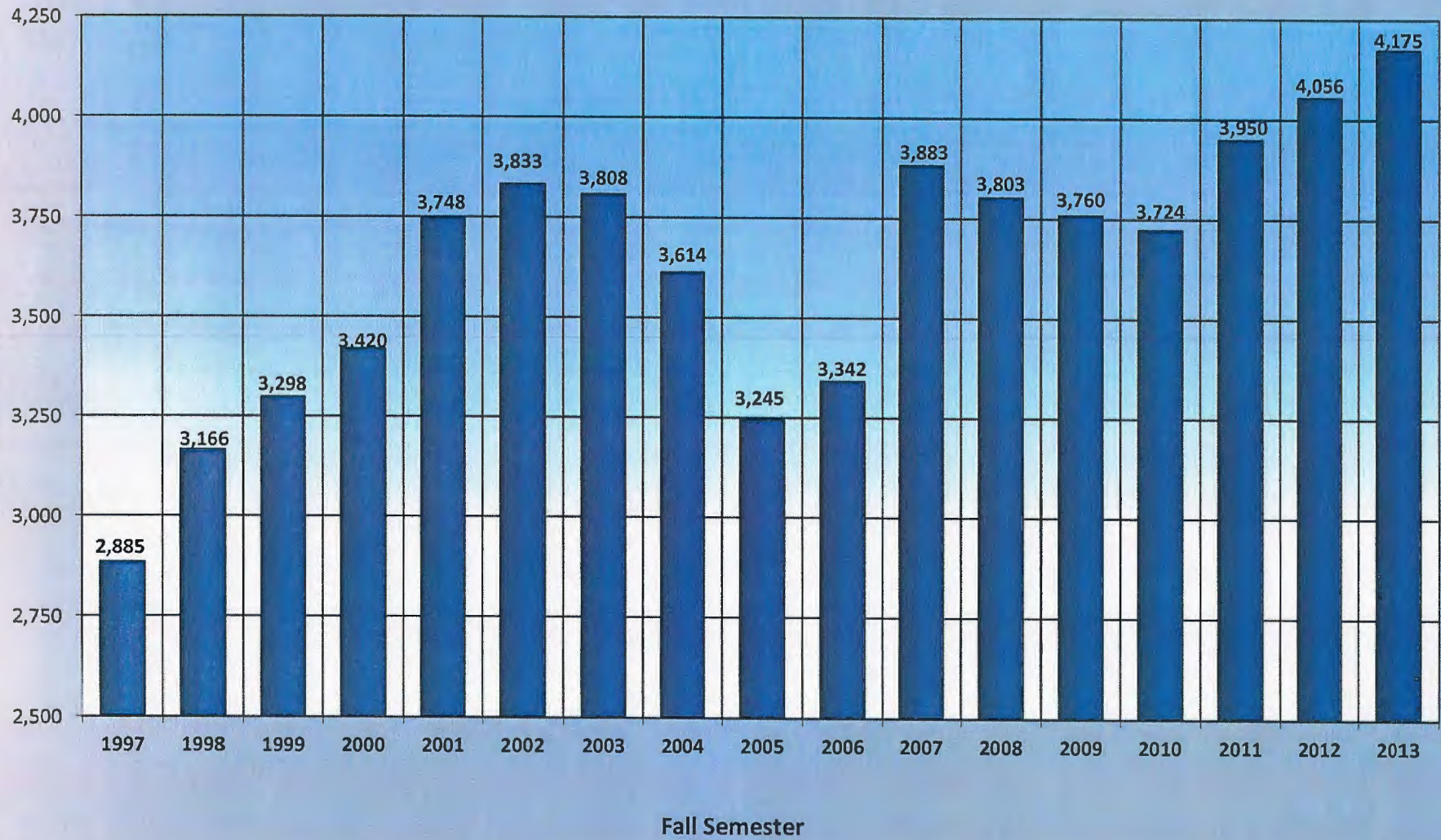
Note: SAT scores have been converted to their ACT equivalent.

## University of Oklahoma Graduation Rates



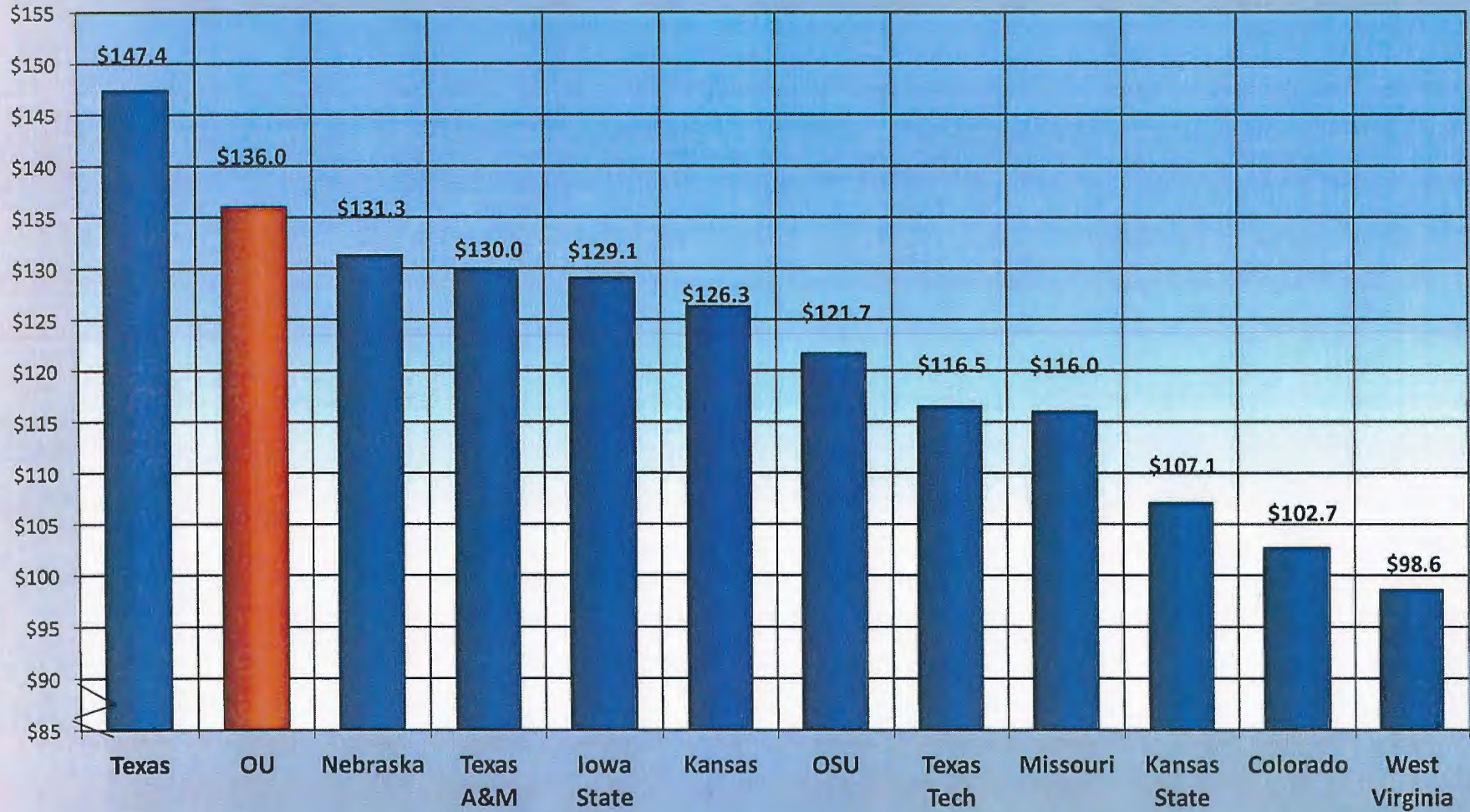


## First-Time Freshmen Headcount Enrollment



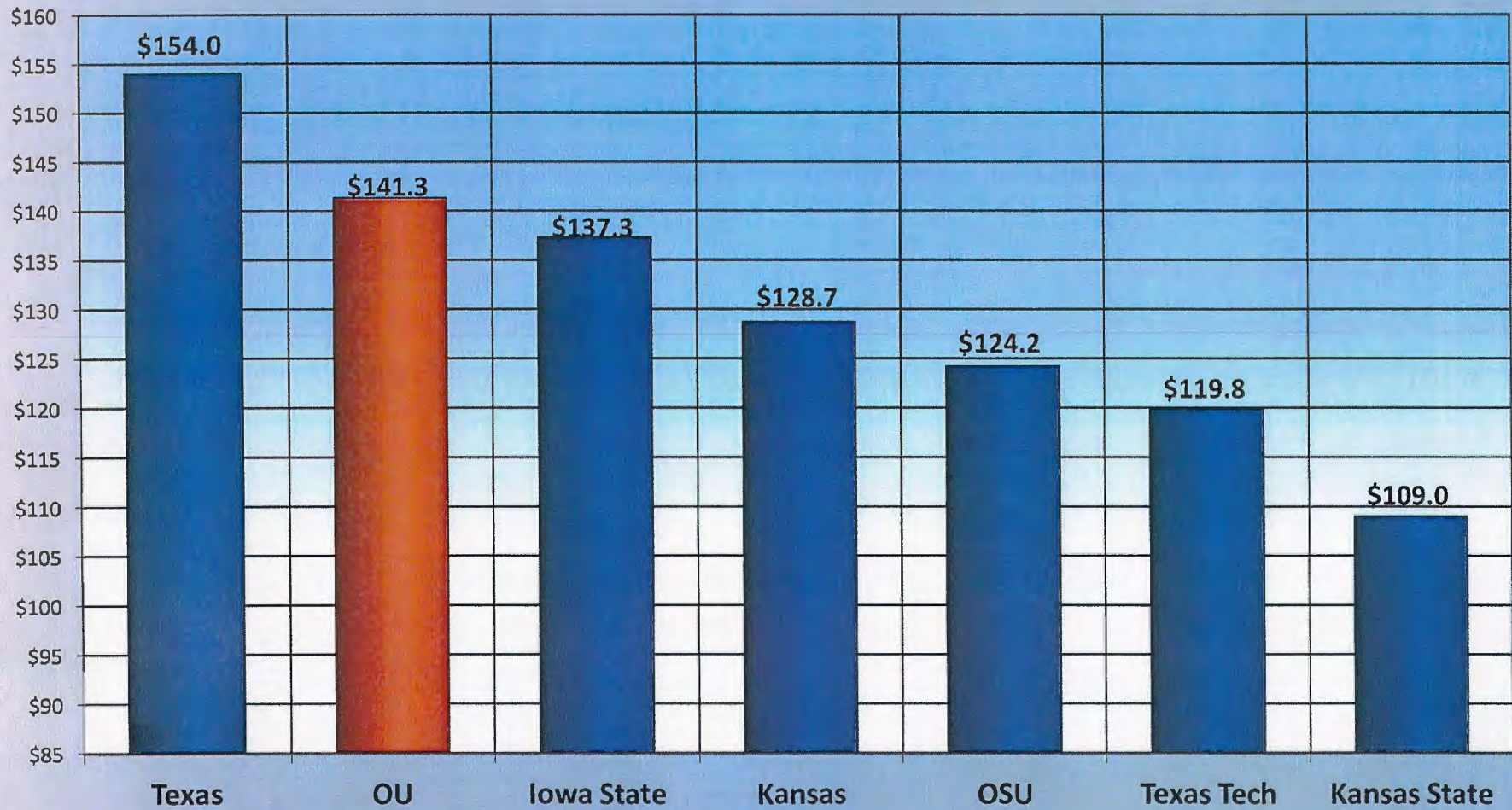
FY 2013 Average Faculty Salaries and Benefits  
with Cost-of-Living Adjustment  
Big 12 Public Universities

(In Thousands)



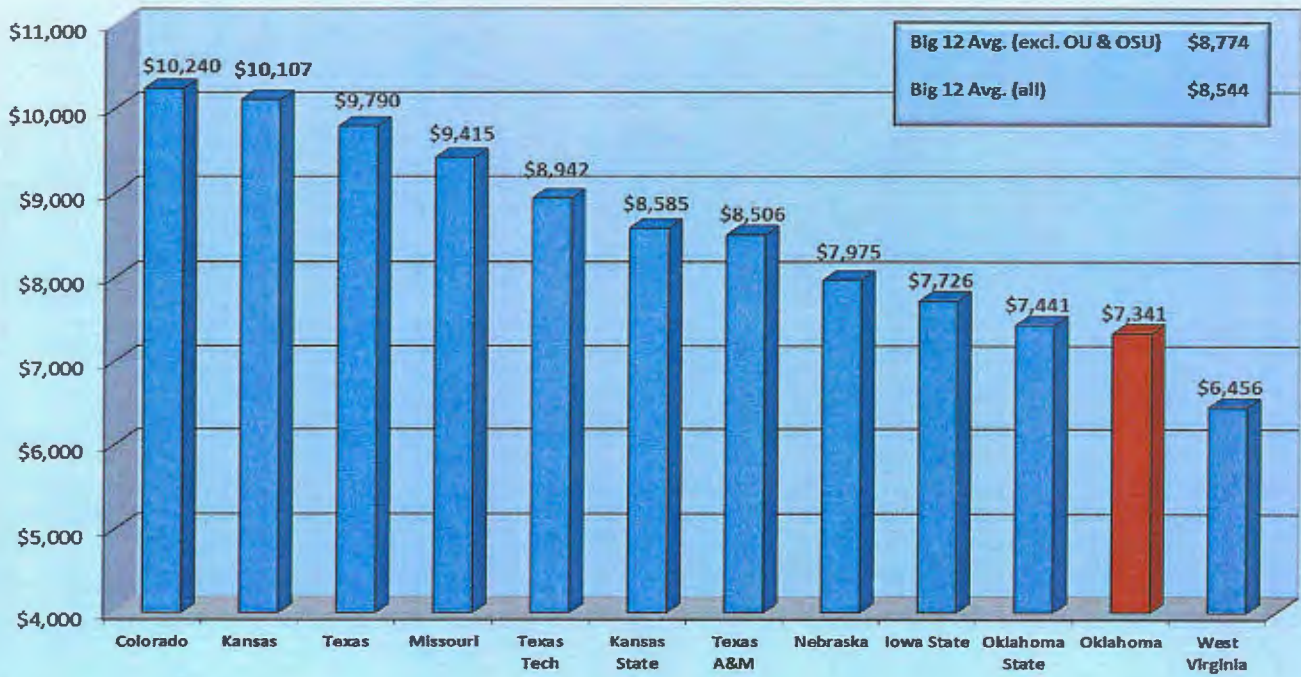
FY 2014 Average Faculty Salaries and Benefits  
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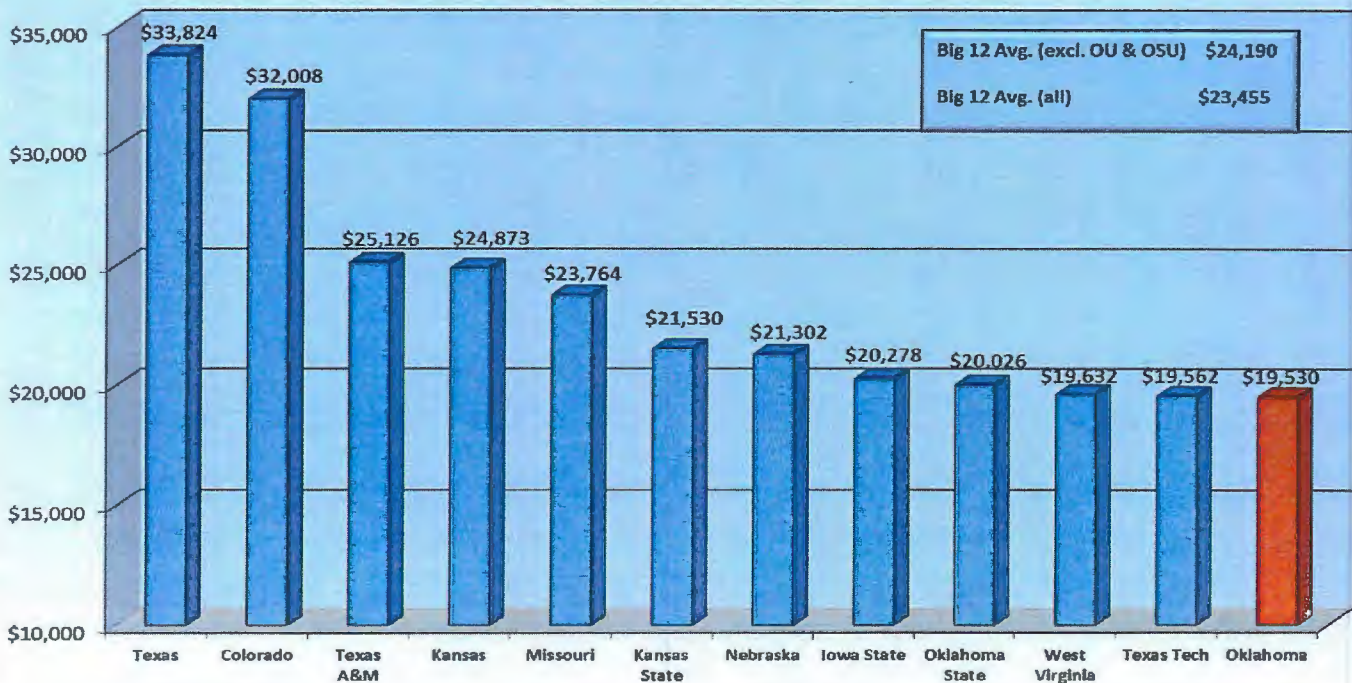


Note: West Virginia did not participate in the 2014 national salary survey.  
Baylor and TCU are private universities and, thus, not included.

### 2013-2014 Big 12 Undergraduate Resident Tuition & Mandatory Fees

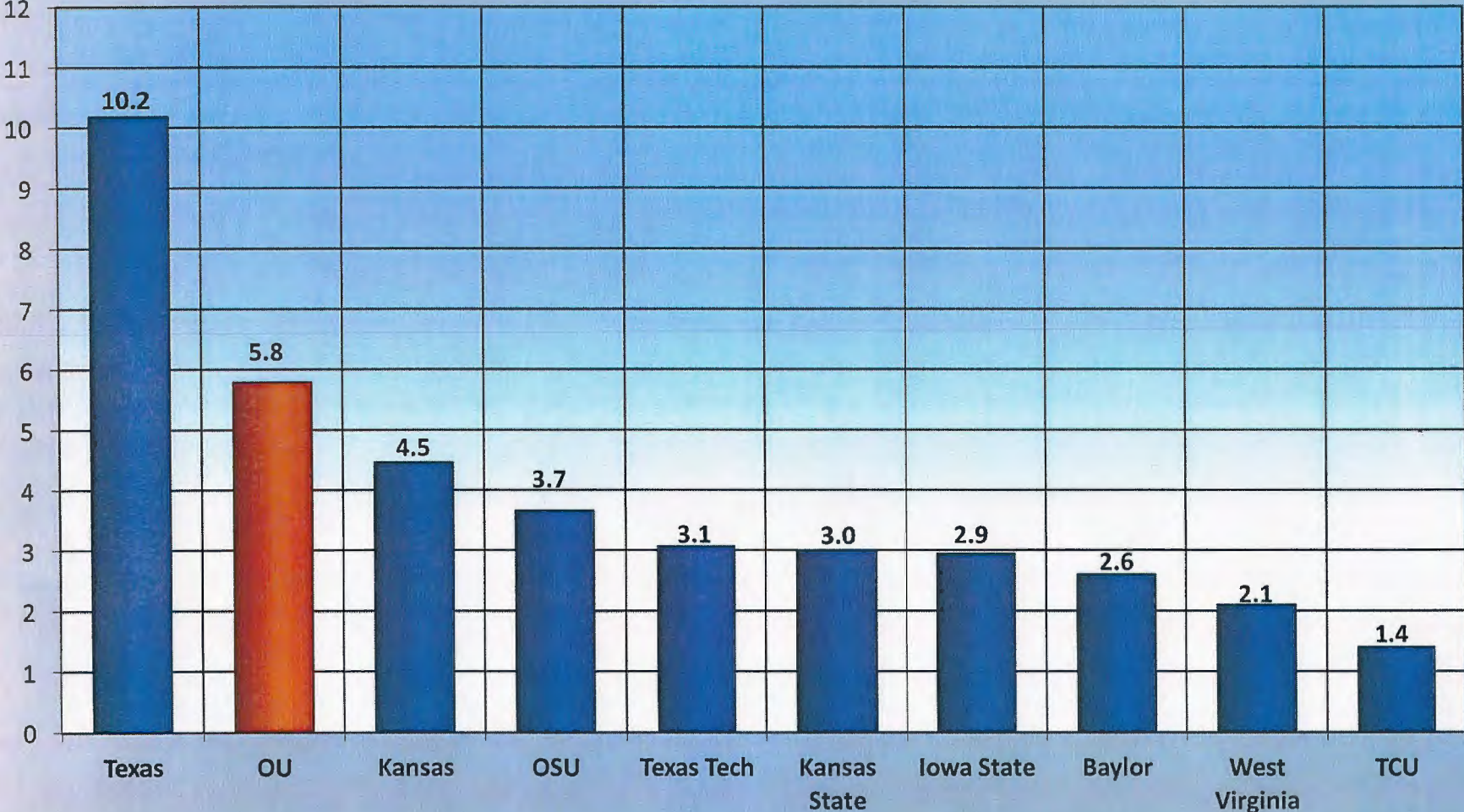


### 2013-2014 Big 12 Undergraduate Nonresident Tuition & Mandatory Fees



# Total Library Volumes Among the Big 12

(In Millions)



Note: Information taken from Association of Research Libraries surveys and other information provided by the institutions.



## Social Media Highlights

- Recognized by Instagram as one of the top 15 universities using social media in the nation
- Recognized by College Atlas as one of the top 30 social media universities in the nation
- Featured on Insight Pool's list of top university Twitter accounts
- Halloween social media photo album and Barry Switzer Twitter Q&A won Addy Awards for social media excellence
- Average fan growth across all OU social media networks grew by 915% within the last year
- OU was named one of the top 10 most engaging college Facebook pages by EDUverse
- Thrillist, a social media best-of site, listed OU as one of the top 25 most beautiful campuses
- #9 in the nation in university fan engagement on Instagram
- #14 in the nation in number of followers on Instagram among colleges and universities
- #15 in the nation in the number of fans on Facebook among colleges and universities ahead of schools such as Princeton, Duke, Cornell, Purdue



## iTunes U



- 126,600 downloads of OU content since Jan. 2014
- 50% of traffic to OU on iTunes U is from adults, ages 25 – 49
- 85 iTunes U Collections
- 14 iTunes U Courses
- 731 educational OU videos
- Top iTunes U courses:
  - Story of Freedom in America (108,743 downloads)
  - Law & Justice (75,808 downloads)
  - Freedom 101 (24,501 downloads)
  - RADAR (17,727 downloads)
- Top iTunes U collections:
  - Holiday Cooking (35,417 downloads)
  - Teach-In on America's Founding (35,174 downloads)
  - Origins of Christianity (20,576 downloads)
  - World Views (14,564 downloads)



- Over 28,000 Janux accounts created over the past year.
- 22 courses have been offered through Janux.



# University of Oklahoma Health Insurance & the ACA: 2015 and Beyond



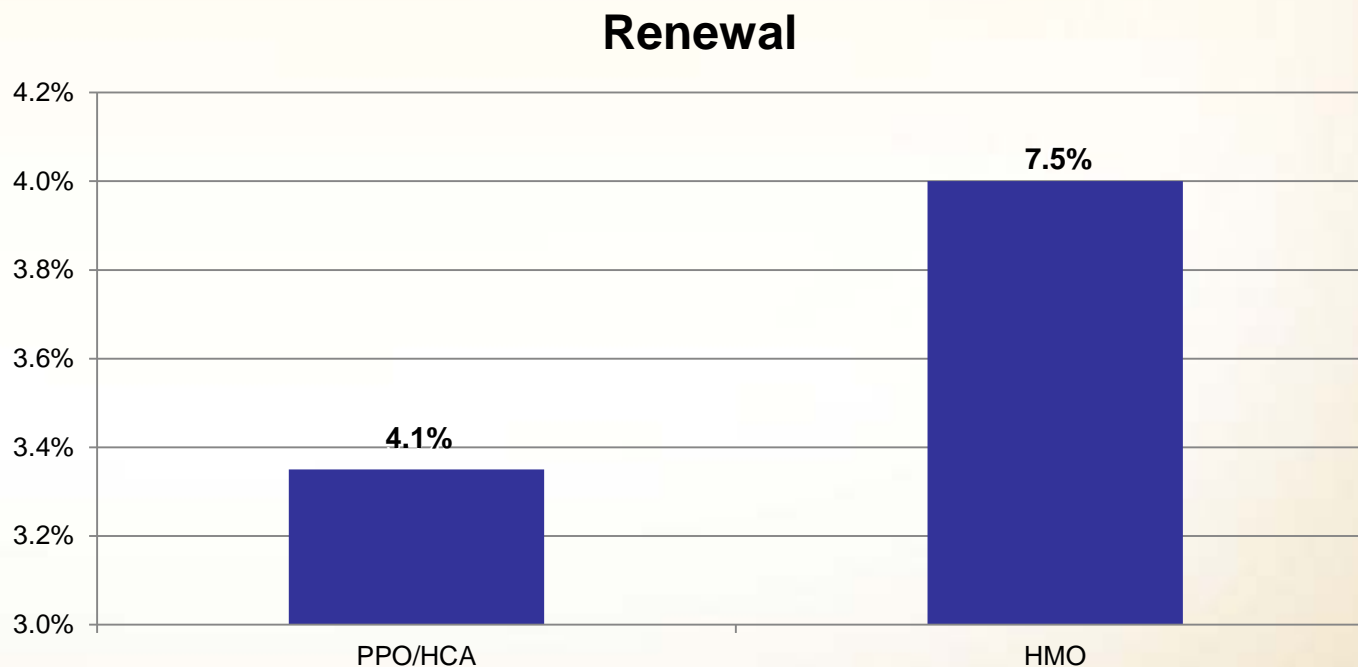
# Agenda and Purpose

- 2015 insurance plan renewal
- Provide overview of Affordable Care Act (ACA)



# Renewal 2015

- 4.1% PPO increase - Self-Insured arrangement
- 7.5% HMO increase - Fully-insured



# Renewal 2015 Continued

- OU contribution is based on the PPO plan, the increased employee contribution for the more expensive HMO plan will vary based on coverage level and salary tier.
- Increases are based on how much OU employees use the plan and how many people are in that plan. HMO members are using more services on average than PPO members and has fewer members to absorb costs.
- No increase in Dental, Vision, or Long Term Care
- Life insurance has increased from \$.075 to \$.095

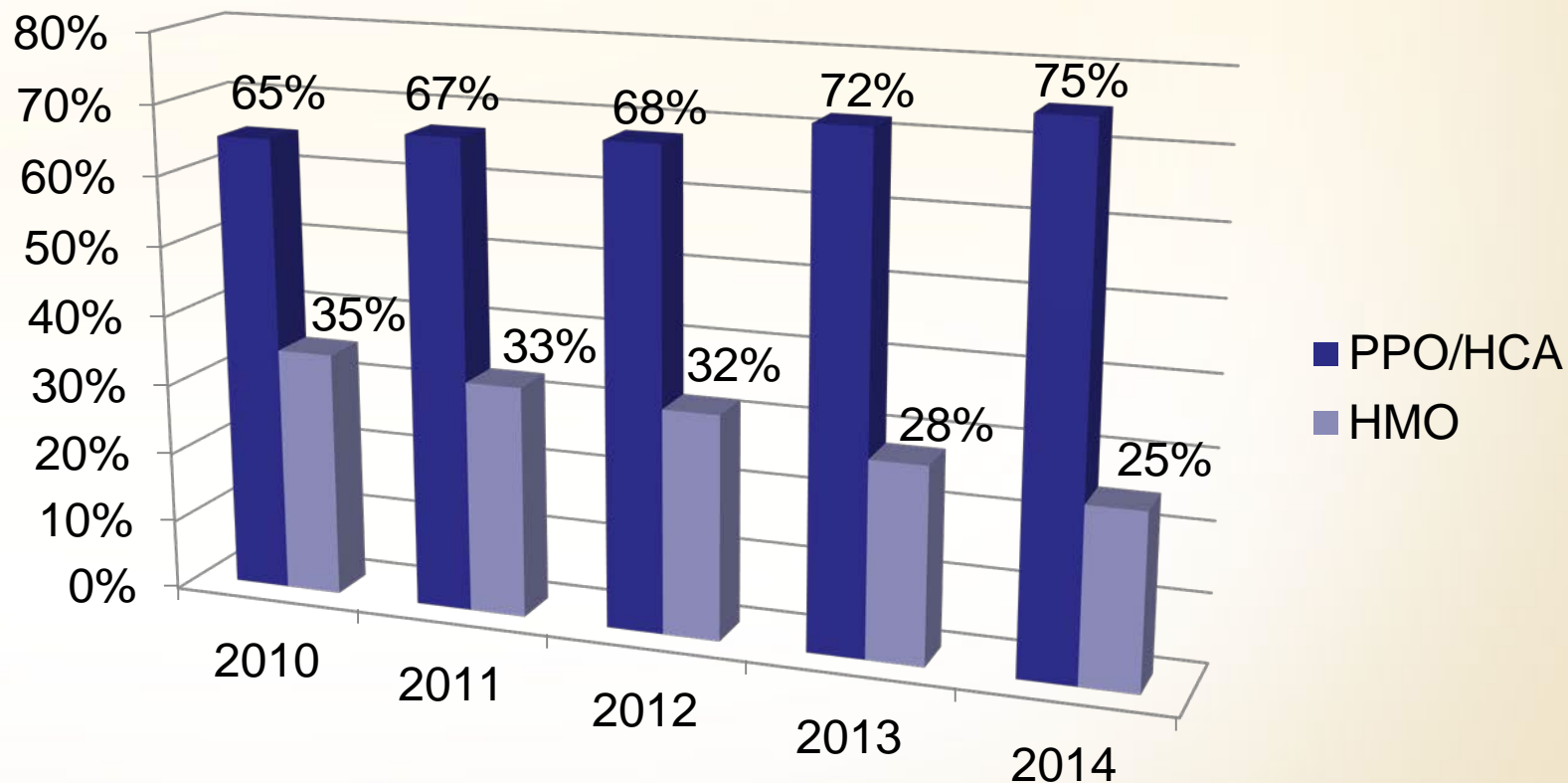


# Renewal 2015 Continued

- All copays will go toward out of pocket maximums in 2015
  - Medical Out of Pocket Max
    - PPO/HCA \$3,000
    - HMO \$2,000
  - Pharmacy Out of Pocket Max
    - PPO/HMO \$1,000
    - HCA – No change. already has Integrated Drug Card with the combined Medical/Pharmacy OPX since subject to deductible first
- Flexible Spending Accounts still available- \$5,000 annual maximum for Day Care, \$2,500 annual Maximum for Health Care
- No changes in benefits for any of the plans listed above



# Enrollment Comparisons



# Benefits Fairs

Day	Date	Campus	Location	Time
Tuesday	November 11	HSC	Cancer Center, Room 5058	7:30am till 12:30pm
Wednesday	November 12	Norman	Memorial Union, Regents Room	9:00am till 5:00pm
Thursday	November 13	HSC	Boren Student Union, Room 262	1:00pm till 5:00pm
Friday	November 14	Tulsa	Faculty/Staff Lounge	10:00am till 2:00pm

**Annual Enrollment November 3<sup>rd</sup> through November 21<sup>st</sup>**



# Retiree Benefits

- Pre-65 retirees have the same increase and plan as active employees
- The Medicare Plan deductible increases to \$300 in 2014
- Medicare rates have gone up slightly (1.23%) and retiree medical costs continue to increase rapidly due to more retirees every year





# 2015 ACA Changes

- New tracking and reporting requirements were released in 2014
  - Full time employment under ACA is 30 hours
    - Anyone working 30 or more hours on average during the measurement period will be offered medical insurance
  - OU must track/credit and report hours for those who receive any type of compensation
  - Twelve month measurement period
  - Adjunct Faculty Hours



# ACA Penalties

- Tax imposed if employer....
  - Fails to offer coverage to at least 70% of full-time employees
  - Provides benefits that are not affordable or don't meet minimum value
- \$2,000/yr. times number of full-time employees
- \$3,000/yr. for each full-time employee who receives a premium tax credit on state exchange



# Questions?? Comments

