

JOURNAL OF THE FACULTY SENATE

The University of Oklahoma (Norman campus)

Regular session – November 12, 2018 – 3:30 p.m. – Jacobson Faculty Hall, Room 102

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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.

The Faculty Senate was called to order by Professor Megan Elwood Madden, Chair.

PRESENT: Allen, Anderson, Ashby, Bradshaw, Burge, Butler, Carpenter, Christman, Demir, Dunn, Edwards, Ellis, Elwood Madden, Fiedler, Fuenzalida, Givel, Golomb, Hambright, Halterman, Heinze, Heyck, Hoagland, Hobson, Karami, Karr, Keppel, Knox, Lai, Lamothe, Lifset, Lyst, Miller, Natale, Nelson, Pepper, Shotton, Smith, Stock, Tabb, Trafalis, Wang, Ward, Warren, Weaver, , Worley

Provost's Representative: Provost Harper

ISA representative(s): Chris Cook

SGA Representative(s): Sam Quick

Others: Stewart Berkinshaw, Randy Hewes, Terri Cullen (Employee Benefits Committee faculty representative)

ABSENT: Cuccia, Houser, Martens, Martin, Schmeltzer, Sprecker, Woodfin

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APPROVAL OF JOURNAL

The Faculty Senate Journal for the regular session of October 8, 2018 was approved.

ANNOUNCEMENTS

Introduction of new senator, Eric Heinze from the College of International Studies.

The remaining regular meetings of the Faculty Senate for 2018-19 will be held at 3:30 p.m. in Jacobson Faculty Hall Room 102 on the following Mondays: December 10, January 14 (reception), February 11, March 11, April 8, and May 6. Meetings of the Senate are regularly open to attendance by all members of the University Community and representatives of the press.

The annual joint meeting of representatives from the Faculty Senate and the SGA is scheduled for Thursday, November 15.

The Graduate College announced the public release of the new Graduate Student Data Dashboard: <http://ou.edu/gradcollege/about/grad-dashboard>. This dashboard provides campus-, college-, academic unit-, and program-level data on admission rates, time to degree, and student demographics.

The Faculty Senate is sad to report the death of retired faculty members Kenneth McMillen (Journalism & Mass Communication) on July 16, 2018 and James Yoch (English) on October 12, 2018.

Faculty and staff have received e-pledge information for the United Way campaign and can submit pledges via the online form.

SENATE CHAIR'S REPORT, by Prof. Megan Elwood Madden

Prof. Elwood Madden distributed the Chair's Report to all regular faculty members prior to this meeting via email; it reads.

"On October 11, 18, and 19, I participated in the public presentation portion of the interviews with candidates for the Director of the Gender and Equality Center. Erin Simpson, Assistant Director for Residence Life at University of Oklahoma, was announced as the new director of GEC on November 1.

"On October 15, Patrick Livingood provided the Faculty Senate Executive Committee (FSEC) with an email update regarding the IT Council's discussion of the change in reporting structure for the advertised CIO position; it was moved from a president-direct VP position to an Associate VP position reporting to the CFO. Dr. Livingood did an informal survey of our peer institutions and found that in approximately half of the schools, the CIO is a direct report to the president, while in the remaining schools, ~20% reported to the Provost, ~10% to the CFO, and the rest were unclear. The IT Council hopes that the university will consider the role of innovation within IT as well as the costs and efficiencies of IT operations.

"The FSEC met with President Gallogly later in the day and got an update on the University's financial situation and the status of the open searches for executive-level positions. Budget issues will need time to fix since there are widespread structural issues and budgeting systems that need to be rebuilt. For example, units are being asked to categorize their budgets in new ways where expenses (salaries, travel, supplies, etc.) and revenue sources (tuition, fees, research dollars, transfers from foundation accounts, and other sources of income) are clearly communicated in a standard format that can be used to build a more transparent budget system. He re-iterated that not every department needs to be "profitable", but the university needs to know how much each department is spending and where the money is coming from to cover expenses. President Gallogly told us that he wanted to have the new senior-level

administrators hired before making large changes within their purview. He hoped that his recommendation to fill one of the open executive positions would be considered at the October 24 Regents meeting. In other searches, including the CIO and VP for Advancement (formerly Development) OU will employ a search firm to help recruit candidates. He also stated that he wanted to avoid layoffs over the holidays. We discussed changes in the reporting structure for the CIO, which has been moved from a President-direct VP position to an associate VP reporting to the CFO. President Gallogly explained that he made the change due to both his desire for fewer direct reports and the needed focus on financial system upgrades within IT. He hopes that IT will have a stronger utility backbone and “customer service” culture for dealing with issues. He also envisions that the IT Council will provide faculty input and guidance with regards to IT’s strategic plan and setting priorities for internal projects. The FSEC thanked President Gallogly for consulting with the Associate VP for Community Search Committee before finalizing the job description and reporting structure for that position.

“On October 16, the FSEC received 36 nominations for the five Faculty Senate slots on the President’s Academic Programs and Budget Advisory Committee (PAPBAC). I also met with two representatives from the Student Government Association (SGA) who are working on recommendations to revise the student evaluation of teaching systems. We discussed the documented bias, which occurs in student evaluations of teaching, as well as other productive mechanisms for collecting information that will benefit both instructors and students. I also attended the October Provost’s Advisory Committee on Women’s Issues (PACWI) meeting where we discussed formalizing PACWI’s charge and composition, including having the FS Committee on Committees nominate half of the PACWI membership. We also discussed the role of student evaluations of teaching in the awards process and the need to notify awards committees of the documented bias in student evaluation scores.

“On October 18, the FSEC met with Staff Senate executive committee to discuss areas of shared concern and possible joint efforts moving forward. The search committee process seems to have been disjointed for everyone, but appears to be improving based on feedback provided from both the Faculty Senate and the Staff Senate to the administration. We will try to be proactive in sharing information between the two senates. The Staff Senate would like to communicate more with Faculty Senate and work on joint measures where appropriate. We discussed joint committee work with regards to diversity and inclusion. We also discussed university travel- both groups expressed concern about the spreadsheet of data posted with the News 9 FOIA request. We discussed including the names of the traveler instead of the name of the staff arranging the travel when data is shared in the future. The library told the Staff Senate that FS had decline a request to file our minutes with the library, however the FS deposits our minutes with the Western History Collection. Stacey Bedgood followed-up with the library and clarified the misunderstanding. The Staff Senate expressed concern about the lack of staff representation on the PAPBAC committee. We shared that staff were part of our initial proposal, but were removed at the suggestion of the provost and president. We agreed to keep the Staff Senate updated regarding the PAPBAC committee. President Gallogly has not met with the Staff Senate since July, despite their repeated attempts to set up a meeting. Staff Senate Chair Justin Daniels later informed me that the President’s Office reached out to the Staff Senate on October 19 to try to schedule a meeting.

“On October 19, the Faculty Senate received the following search committee information from Marcy Fleming:

Search committee for Vice President for Operations

Ken Rowe (Chair) - Vice President for Administration and Finance, HSC, Interim Senior Vice President, CFO, Norman

Joe Harroz - Dean, College of Law
Hannah Hardin - Norman Student
Tammy McCuen - Associate Professor, Construction Science
Kevin Elledge - Chief Administrative Officer, OU Physicians
Betty Love - Managerial Associate I, Parking & Transportation
Greg Tipton - Senior Associate Athletics Director for Internal Operations
Lt. Gen. Lee Levy - Retired US Air Force

Search committee for Vice President for Student Affairs/Dean of Students

Jason Sanders (Chair) - Senior Vice President and Provost
Connie Marie Calimbas - Norman Student
Yaseen Shurbaji - Norman Student
Kenny Nguyen - HSC Student
Tristen Black - Associate Director of Northeast Oklahoma Recruitment, Tulsa
Sabina Vaught - Chair, College of Education
Jane Wilson - Associate Dean, College of Pharmacy Student Affairs
Olivia Sandown - Housing & Food Services, Norman
Paul Manzelli - Associate VP for Admin & Finance, Operations, HSC

Search committee for Vice President for Research – Norman Campus

Kyle Harper (Chair) - Senior Vice President and Provost
Daniela Garofalo - Professor of English
Daniel Resasco - Professor of Chemical, Biological, & Materials Engineering
Carol Silva - Professor of Political Science
Paul Spicer - Professor Anthropology
Christopher Carter - Norman Student
Tamara Franklin - Assistant Controller, Grants & Contracts Accounting, HSC
Jim Tomasek - Vice President for Research, HSC
Kent Teague - Assistant Dean for Research, School of Community Medicine, Tulsa

Search committee for Vice President for Human Resources

Joe Harroz (Chair) - Dean, College of Law
Kevin Elledge - Chief Administrative Officer, OU Physicians
John Zubialde - Interim Executive Dean, College of Medicine
Cathy Brister - Finance Administrator/Assistant to Dean, University College
Larry Naifeh - Associate Athletic Director and Associate Title IX Coordinator
Loretta Bass - Chair, Sociology
Krista Pettersen - Executive Director for Academic Operations and Registrar, Tulsa
Molly Power - Norman Student

Search committee for Vice President for Advancement

Joe Castiglione (Chair) - Vice President for Intercollegiate Athletic Programs
Ray Cohlma - Dean, College of Dentistry
Robert Mannel - Director of Stephenson Cancer Center
Morgan Brammer - Director of Oklahoma Recruitment, Norman
Kerry Magruder - Associate Professor of Bibliography and History of Science
John Schumann - President, Tulsa
Jason Sanders - Senior Vice President and Provost
Guy Patton - President, OU Foundation
Samuel Quick - Norman Student
Tricia Everest - Prior Oklahoma Assistant Attorney General, local attorney, philanthropist, entrepreneur (schedule permitting)

Search committee for Senior Associate Vice President/Chief Information Officer

Ken Rowe (Chair) - Vice President for Administration and Finance, HSC, Interim Senior Vice President, CFO, Norman

Terry Henson - Associate Vice President for Administration and Finance, CFO, HSC

Sam Huskey - Associate Professor of Classics and Letters

Dean Hougen - Associate Professor of Computer Science

Al Schwarzkopf - Associate Professor of Management Information Systems

Cathy Thompkins - Retired CIO of Chesapeake

Search committee for Associate Vice President for University Community

Anil Gollahalli (Chair) - Vice President and General Counsel

Karlos Hill - Associate Professor of African & African-American Studies

Heather Shotton - Associate Professor of Native American Studies

Randa Shehab - Associate Dean Engineering

Paola Lopez - Director of Student Development and Community, Norman

Jeff Blahnik - Associate Provost for Strategic Planning

Valerie Williams - Vice Provost for Academic Affairs and Faculty Development

Lancer Stephens - Assistant Professor of Research, Health Promotion Sciences

Carlos Rodriguez - Project Manager, HSC Student Affairs, Title IX Investigator

Danial Gebrelli - HSC Student

Lisa Byers - Associate Professor of Social Work, Tulsa

Diana Fitzpatrick - Managerial Associate II, Provost Office Administration, Norman

To be provided by Student Govt on 10/19 - Norman Student

To be provided by Student Govt on 10/19 - Norman Student

Lisa Morris - Senior Principal Systems Engineer, Raytheon (schedule permitting)

“We were also informed that OU would employ a search firm to assist with the VPR, CIO, and Advancement (Development) searches.

“On October 19, I also met with Associate Provost Jill Irvine to discuss a possible taskforce to evaluate and revise the faculty awards process on the Norman campus. In addition, we discussed student evaluations and academic freedom issues.

“On October 22, the FSEC met to select the slate of five faculty members who will represent the Faculty Senate on the President’s Academic Programs and Budget Advisory Committee. The FSEC and Committee on Committees initially narrowed the nomination list from 36 to 18, and then requested that these 18 candidates answer two questions:

1. What experiences and skills would you bring to the committee that would inform or support the committee’s efforts to investigate and prioritize potential changes to academic budgets and programs at OU?
2. How would you work to broadly represent OU faculty as the committee investigates, discusses, and prioritizes potential changes to academic budgets and programs at OU?

“The FSEC discussed all the candidates and their responses, and then voted to choose our top candidate in each scholarship area. We then discussed the slate in terms of diversity of methodology, experience, and perspective before further narrowing the list to the final five: Michael Ashby, Michael Bembem, Sarah Ellis, Elyssa Faison, and Dimitrios Papavassiliou. We selected Sarah Ellis as the FS-designated committee co-chair. We sent our recommendations to the Committee on Committee for approval on October 23 and shared our final list with the Provost.

“On October 23, I met with Staff Senate Chair Justin Daniels and we followed up on topics discussed at the previous week’s joint executive committee meeting, including executive-level searches, employee benefits, shared goals and concerns regarding diversity, equity, and inclusion, as well as communication with the upper administration. Later that day, I was invited to present brief remarks on behalf of the Faculty Senate and discuss issues with colleagues at the Faculty of Color Reception.

“On October 24, Chair-elect Joshua Nelson, past-chair Sarah Ellis, and I met with Interim CIO Eddie Huebsch to discuss faculty concerns and goals for IT at OU. Later in the day, I attended the Regent’s meeting held at Cameron University. President Gallogly updated the Regents on progress towards his initial main goals:

1. Affordability. President Gallogly mentioned increased scholarships for in-state students and implementing need-based on campus housing scholarships. He highlighted strengthening and clarifying the policy that required 1st-year students to live on campus, driven by data that shows better academic results for students who live on campus.
2. Faculty pay raises. President Gallogly told the regents that he is closer to recommendation and will be discussing the methods and structure of proposed raises with the FS in the coming weeks. He said that the administration would later work on pay equity in other areas, including staff and HSC faculty, in the future.
3. Doubling research. President Gallogly reported that efforts are coming along, with another big grant announcement coming soon.
4. Expanding and strengthening the OU brand in northeast OK. President Gallogly stated that he would work to expand OU efforts in Tulsa if there is a local community support and will for change.

“President Gallogly also said he would update the Board in December about Norman campus efficiencies. He recognizes that there are worried employees, regrets the uncertainty, but wants to do this carefully. He stated that he wants to get new executives in place to look for more efficiencies. He expected that nominations for hires to fill some of the open executive positions would be coming in the next few days. He reported that most of the savings on the Norman campus are related to third parties, rather than internal participants: \$5 million for third party software development, \$3.5 million in Public Affairs, \$3.5 million savings in landscaping- mostly purchases, and \$8 million savings in efficiencies related to colleges in terms of centralization of support services. The Regents approved the search committees for additional executive-level searches (see above).

“On October 27, Stacey Bedgood and I attended an initial organizational meeting for the National Council of Faculty Senates meeting in Austin, Texas. The group consisted of ~40 participants from ~25 different Faculty Senates across the country. The parties agreed to establish an organizing committee and several sub-committees to establish a national organization to support faculty senate advocacy, networking, and sharing of best practices.

“On November 1, we learned of the staff lay-offs across campus via the email from President Gallogly. I spoke with Staff Senate Chair Justin Daniels and learned that the reduction in force included several positions in both the VPR’s office and the College of Business, over twenty positions in landscaping, and several positions associated with the One Store in the union that will close at the end of the semester.

“On November 2, I had my monthly meeting with Provost Harper where we discussed the previous day’s layoffs, shared governance, and the role of the President’s Academic Program and Budget Advisory Committee. He also gave me a status update on the faculty raise program.

I expressed concern regarding the low level of scholarship diversity on the VPR search committee. Later in the day, Interim VP for Human Resources Marcy Fleming requested a meeting to discuss how to present the faculty raise program prior to the Regent's meeting. Jeff Volz, Chair of the Faculty Compensation Committee, and I met with Marcy and agreed that the program should be presented to the Faculty Compensation Committee for initial feedback, and then presented to the full Faculty Senate. We discussed the possibility of holding a special Faculty Senate meeting on Monday, November 26 to discuss the plan. We also discussed the recent layoffs. We later learned from Marcy that HR would present the faculty raise plan to the Faculty Compensation Committee on November 20.

"On November 5, we held our monthly FSEC Meeting. Lupe Davidson reported that the Faculty Diversity, Equity, and Inclusion Committee drafted the letter responding to the Tree of Life tragedy and is working on setting up a meeting to discuss the HERI survey. Jeff Volz announced the November 20 Faculty Compensation Committee meeting with HR, Provost Harper, and Jackie Wolf to discuss the faculty raise plan. The FSEC reiterated its support for an initial raise plan that is focused on addressing inversion and compression issues, followed by a clear moderate-term plan that includes annual across-the-board cost of living and merit-based increases. Anthony Natale reported that the Faculty Welfare Committee would be meeting November 14 to discuss updates to the Faculty Handbook, including guidelines regarding the tenure and promotion process and family leave policies. The FSEC asked that the FWC also discuss promotion procedures for Ranked Renewable Term and long-term lecturer and instructor positions. The FWC continues to investigate how student evaluations of teaching are used in the faculty evaluation process across campus. The FSEC developed an agenda for our November 14 meeting with President Gallogly where we plan to discuss shared governance issues. We also hope to discuss plans for faculty raises with the president. The FSEC also discussed the agenda for our upcoming meeting with SGA leaders on November 15. We tabled a discussion of a proposed early childhood education center pending further information. We also discussed requests from senators to address the effects of graduate student stipend increases on faculty grantsmanship and faculty frustration that the OU HSC and the Norman campus have different health insurance plans. The FSEC agreed to discuss the health insurance plan issue at our next Senate meeting and recommended that the senator work with the Faculty Compensation Committee on the resolution.

"Stewart Berkinshaw, Director of the OU Office of Budget and Financial Planning, presented an update on the OU Norman Campus Financial Statements and Reports for 2018 and 2017 that were released by the auditors October 19. See <http://www.ou.edu/financialservices/statements>. Mr. Berkinshaw discussed variations in compensation numbers with fluctuations in the Oklahoma Teachers Retirement System (OTRS) funds, which we are required to incorporate into our accounting. He highlighted our overall decrease in cash available and expressed a goal of having enough unrestricted cash to cover operating expenses for three months (approximately \$300 million). We discussed faculty raises and learned that a 1% across-the-board increase would cost ~\$1.2 million. He also shared a draft of the slides he will present today. Provost Harper was unable to attend the meeting.

"On November 7, I attended the Dean's Council Meeting where Kristen Partridge and Chris Purcell presented about the United Way giving campaign. Provost Harper asked Interim Vice President for Research Randy Hewes to provide an update following the changes that occurred the previous week. Randy Hewes explained that within the VPR's office, seven people were laid off and three were transferred (two of those were transferred within the VPR's office). He stated that the positions that were eliminated did not have clearly defined roles or expectations. He reported that the VPR had been spending ~\$1 million on the offices that were closed. He also reported that the VPR's office has ~\$18 million in debt, some of it as IOUs to the central

administration. The changes represent a reallocation of how OU invests in research. The VPR's office has been decreasing start-up contributions over the last several years with little or no funding available in recent years. This has shifted the burden to the Provost's office, which affects the RFRA budget. Provost Kyle Harper stated that we need to invest in tools and instruments related to research infrastructure. Randy Hewes explained that two staff members had been transferred to the ORS -- Marilyn Korhonen is will managing large team projects and networking with partners outside the university and Cindy Clark will provide training for grant administration and orienting faculty to different funding programs. In addition, Ann West has joined the VPR's office as a faculty fellow and will provide workshops and insights regarding NIH funding. The envisioned Center for Faculty Excellence may also take over some of the faculty development efforts. Randy Hewes asked that faculty in need of assistance be directed to Andrea Deaton. The provost then gave an update about the newly formed President's Academic Program and Budget Advisory Committee. He explained that the committee will review major budget proposals (>\$100,000) from academic units within academic affairs that have a significant effect on OU's academic mission. He shared the names of the faculty on the committee and said that it was a solid team of senior faculty from across campus. Dean Gregg Garn extended an invitation to attend the Gear-Up project launch on November 7 at the K-20 Center. The project is part of a federal program aimed at increasing the number of students who are prepared to enter and succeed in college."

Prof. Elwood Madden asked if there were questions or comments about any of the items in her report. Prof. Givel asked how the recent staff layoffs may affect faculty members and relates to the recently created PAPBAC. Prof. Elwood Madden said that the Provost told her that PAPBAC has within its charge only academic affairs, and that the VPR's office does not fall within academic affairs. Prof. Elwood Madden suggested discussing the issue in more depth later in the meeting in the time reserved on the agenda.

REMARKS BY STEWART BERKINSHAW, DIRECTOR OF THE OFFICE OF BUDGET & FINANCIAL PLANNING

Prof. Elwood Madden introduced Stewart Berkinshaw, Director of the OU Office of Budget and Financial Planning and turned the presentation over to him. Mr. Berkinshaw introduced himself and said that his presentation would cover three themes; where we are, where we are going, and how we prepare. His presentation slides are attached.

He displayed the university executive organizational chart showing the positions that are open or being changed and said that OU is in the midst of much transition. OU is in fiscal year 2019, which runs from July 1, 2018 to June 30, 2019. Mr. Berkinshaw stated that the FY19 budget as originally proposed included a tuition/fee increase, but did not include a faculty salary program. With those changes, entering the FY, OU had \$14 million deficit.

Mr. Berkinshaw said that while there has been discussion about OU's debt, the unrestricted cash position is perhaps a more significant number. OU spends about \$70 million a month and we have cash on-hand of about \$100 million. Mr. Berkinshaw then showed a pie chart of the sources of revenue for the Norman Campus in FY 2018. He said that the trend in state appropriations has been negative, and OU suffered a \$28.3 million decline over a three-year period. The current percentage of the OU budget coming from state appropriations is about 10% for FY 2019. Mr. Berkinshaw stated that these numbers show where OU has been.

In terms of where we are going, the budget process changes will exhibit the following priorities: engaged, consistent, transparent, simplified, timely, and forward-thinking. The deans of each college have been meeting with the President to discuss their budgets. In preparation for those meetings, the

deans have prepared a five-year detailed budget trend, an organizational chart, a list of prioritized capital/projects for FY19- FY20, and cash balance trends. They are being asked to provide benchmarks for their college and departments, as well as provide a ranked list of efficiency and savings ideas.

Prof. Ashby asked about the relationship between revenue and credit-hour production historically. Prof. Keppel asked how the recent building program would financially affect the university. Mr. Berkinshaw indicated that many of the residential projects have resulted in a net drain. Prof. Demir asked who is responsible for the financial decisions and errors that were made related to the residential projects. Mr. Berkinshaw indicated that many of those individuals are no longer with the university. Prof. Heyck asked what share of the decrease in our unrestricted cash position could be attributed to our reduction in state appropriations.

In response to a question about faculty hiring, Provost Harper said that if the funding were there, he would like to hire about 20-30 new faculty members each year. Prof. Elwood Madden asked how far along the President is in meeting with the college deans. Mr. Berkinshaw said we are about 25-50% done, but there is still a long way to go. Prof. Elwood Madden thanked Stewart Berkinshaw for speaking to the Faculty Senate. Mr. Berkinshaw encouraged faculty that have questions to contact him directly.

PROPOSED CHANGES TO FACULTY SENATE CHARTER & BYLAWS

Prof. Elwood Madden went over the changes to the bylaws recommended by the Executive Committee (attached). The first issue is the distribution of work between the Faculty Welfare Committee (FWC) and the Faculty Compensation Committee (FCC). She stated that the FWC had been tasked with more work based on the committee charges, so the FSEC recommends moving responsibility for benefits from the FWC to the FCC. Prof. Elwood Madden said that the members of both committees approved this change.

Prof. Elwood Madden stated that the second issue is to make the Senate's Faculty Diversity, Equity, and Inclusion Committee (FDEIC) a standing committee and thus include the FDEIC Chair as a voting member of the FSEC. Prof. Lamothe asked whether the current members would stay on the committee or it would be populated by new members. Prof. Elwood Madden said that she envisioned the current members of the ad hoc committee continuing until the end of their current terms on the standing committee. There were additional questions about listing the specific metrics for the FDEIC to examine. Prof. Elwood Madden requested that those who wanted to clarify the language bring that to the next meeting as a motion when the Senate votes on this issue.

The third issue concerned the method for handling a run-off of candidates for Chair-elect and Secretary when there are more than two candidates.

Prof. Elwood Madden asked if the senate would like to vote on these changes individually or together. Prof. Natale made a motion to consider and vote on the changes together and Prof. Bradshaw seconded that. Prof. Nelson made a subsidiary motion to make the change regarding the eligibility of assistant deans, associate deans, and deans effective for senators serving as of Fall 2019. Prof Nelson said that in order to simplify the language in the charter, he would make a separate motion after the consideration of these changes regarding this issue.

Prior to today's meeting, Prof. Fiedler requested some additions to list of responsibilities of the FDEIC committee.

(3b) All actions proposed by the Committee, and all metrics used in support of the proposed actions, will need to be approved by both the Vice President and General Counsel to the

Presidents and Board of Regents for The University of Oklahoma and the Equal Opportunity Office before the proposed actions are suggested to the Faculty Senate.

(3c) For all metrics used in support of the proposed actions, both the details of the metrics and all data inputs into the metrics will be made freely available to both the public and the Faculty Senate.

The thrust of these additions is getting pre-approval of proposals by the Legal Counsel and the EEO office prior to sending them to the Faculty Senate for consideration. Prof. Heyck seconded the motion. Prof. Natale said that this is not a requirement for any other committee. Prof. Keppel said that this seems to put a burden on this committee. He suggested that the review of the Legal Counsel should occur after the proposal comes to the Senate for consideration. Prof. Bradshaw agreed with Prof. Keppel and reminded the Senate that this is an advisory body and thus any actions would go to the Legal Counsel for evaluation. Prof. Shotton agreed with Prof. Natale that this is not required of other committees. Prof. Lamothe said that it might be helpful to know if a proposal is legal prior to the Senate voting on it. Prof. Heyck moved to divide the two suggested additions into two items, which was approved.

Prof. Heinze said that we encourage committees to seek advice from the Legal Counsel. Prof. Bradshaw said that this is the status quo and committees are always free to request advice from the Legal Counsel on proposals. The Senate voted to not include the proposed language in 3b. The Senate also voted to not include the proposed language in 3c. Prof. Weaver suggested that the goals listed for the Faculty Compensation Committee in the bylaws seem more defined than those proposed for the FDEIC.

The Senate voted to approve all the originally recommended changes to the Bylaws. Prof. Nelson moved and then Prof. Natale seconded that the changes regarding the eligibility for membership in the senate take effect May 1, 2019.

SHARED GOVERNANCE AND THE PRESIDENT'S ACADEMIC PROGRAM AND BUDGET ADVISORY COMMITTEE (PAPBAC)

Prof. Elwood Madden said that she has been contacted by numerous faculty about the layoffs that occurred on November 1. The concerns fall into the following areas: not consulting with affected stakeholders about the cuts, lack of communication from the President and VPR about the cuts, and negative effects from the cuts. Even those who agree with the actual cuts made in the VPR's office had concerns about the process.

Prof. Elwood Madden said that 'Shared governance' is mentioned in section 2.3 of the Faculty Handbook:

2.3 ADMINISTRATIVE ORGANIZATION

The administrative organization of the University exists to provide leadership and facilitate the academic programs. Fulfillment of these goals can best be achieved in an atmosphere of shared governance, mutual planning and implementing of decisions, and the recognition and encouragement of contributions of members of the University community.

She stated that the Faculty Senate's Executive Committee is committed to these principles. Prof. Elwood Madden then showed a list of members of the new PAPBAC as well as its charge. In reply to a question, Provost Harper said that many things at OU have an academic component, but 'academic affairs' is a specific administrative organization, which is under his purview. He added that the VPR's office is not under academic affairs.

Prof. Elwood Madden added that there are many existing university and Faculty Senate councils and committees that can also carry out shared governance, and some of those should have been consulted as a part of the changes to the VPR's office. Those are the Research Council and the VPR's Advisory Committee. Prof. Elwood Madden proposed that the FS recommend that the VPR's Advisory committee meet and also that the Research Council be consulted. She also reminded the Senate that there are existing councils to provide input on IT, Academic Programs and Employee Benefits. Prof. Heyck made a motion that the VPR reconstitute the VPR's Advisory Council and seek its advice in support of shared governance. The motion was seconded by Prof. Givel. The motion was approved by the Senate.

DISCUSSION OF THE OU-HSC and OU-NORMAN CAMPUS HEALTH INSURANCE PLANS

There was a proposal put forward by a member of the Faculty Senate that we recommend to the Employee Benefits Committee (EBC) that the Norman Campus go back to BCBS. The FSEC decided to raise the issue at today's meeting for discussion. A comparison of the cost and benefits of the NC and HSC plans was provided.

Prof. Terri Cullen and Prof. Amy Pepper, who are faculty representatives to the EBC, attended the meeting to provide additional information. Prof. Cullen stated that she has been told that the two campuses are on different plans because there are differences in the employee pools at each campus. Prof. Cullen said that now is the time to raise this issue.

Prof. Lifset made a motion to refer the issue to the Faculty Compensation Committee to evaluate the comparisons of the plans and, if warranted, make a recommendation to the administration to return the Norman Campus to the BCBS plan.

Prof. Pepper said that the rebidding of our contract every two years discourages companies from bidding.

Prof. Hambright asked if we want to recommend going back to BCBS or if we want to recommend joining with HSC and getting the best joint plan.

Prof. Butler said that they also need to consider the lower level of customer satisfaction with CIGNA. Prof. Demir expressed a concern that there is a lack of transparency. Prof. Cullen expressed a concern that we not price lower-paid employees out of being able to afford insurance coverage. She stated that HR would not tell her how many employees decline coverage.

The Senate approved the motion to send the issue to the Faculty Compensation Committee (FCC) for consideration.

NEW BUSINESS

Prof. Demir brought forward two issues related to the faculty in residence program. The first is that there are faculty members that would be interested in living in empty rooms in the residential halls. In additions, there is not a transparent process for choosing faculty members to be faculty in residence in the residential halls. This issue will be referred to the Faculty Compensation Committee.

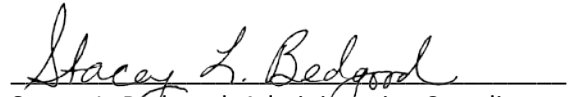
Prof. Givel expressed a desire for more communication about the strategic plan from the President's office. Prof. Natalie Ellis added that the faculty she represents also lack additional information about the strategic long-term plan for the university. Prof. Elwood Madden said that the Executive Committee has shared this message with the President and will reiterate the faculty concerns.

Prof. Heinze added that many faculty in his college want clarification about what 'doubling research' means and how that squares with cutting staff in the VPR's office. Interim VPR Randy Hewes agreed that the term 'doubling research' has not yet been clearly defined. It is not just doubling expenditures, but also increasing impact. He believes the Regents are much more involved than they were in the past and that the Regents were previously not getting complete information. He added that some of the decisions made in the VPR's office over the last few years have had ripples across campus. There is also little confidence in the existing budget system.

Prof. Nelson asked faculty to forward any concerns about shared governance issues to the FSEC by emailing the facsen@ou.edu email address.

ADJOURNMENT

The meeting adjourned at 5:23 p.m. The next regular session of the Faculty Senate will be held at 3:30 p.m. on Monday, December 10, 2018, in Jacobson Faculty Hall, Room 102.


Stacey L. Bedgood, Administrative Coordinator


Amy Bradshaw, Faculty Senate Secretary

Stewart Berkinshaw
Associate Provost
Director, Office of Budget & Financial Planning

sberkinshaw@ou.edu | 325-1271



OFFICE OF THE
Senior Vice President & Provost

- Where are we?
- Where are we going?
- What do I prepare for?



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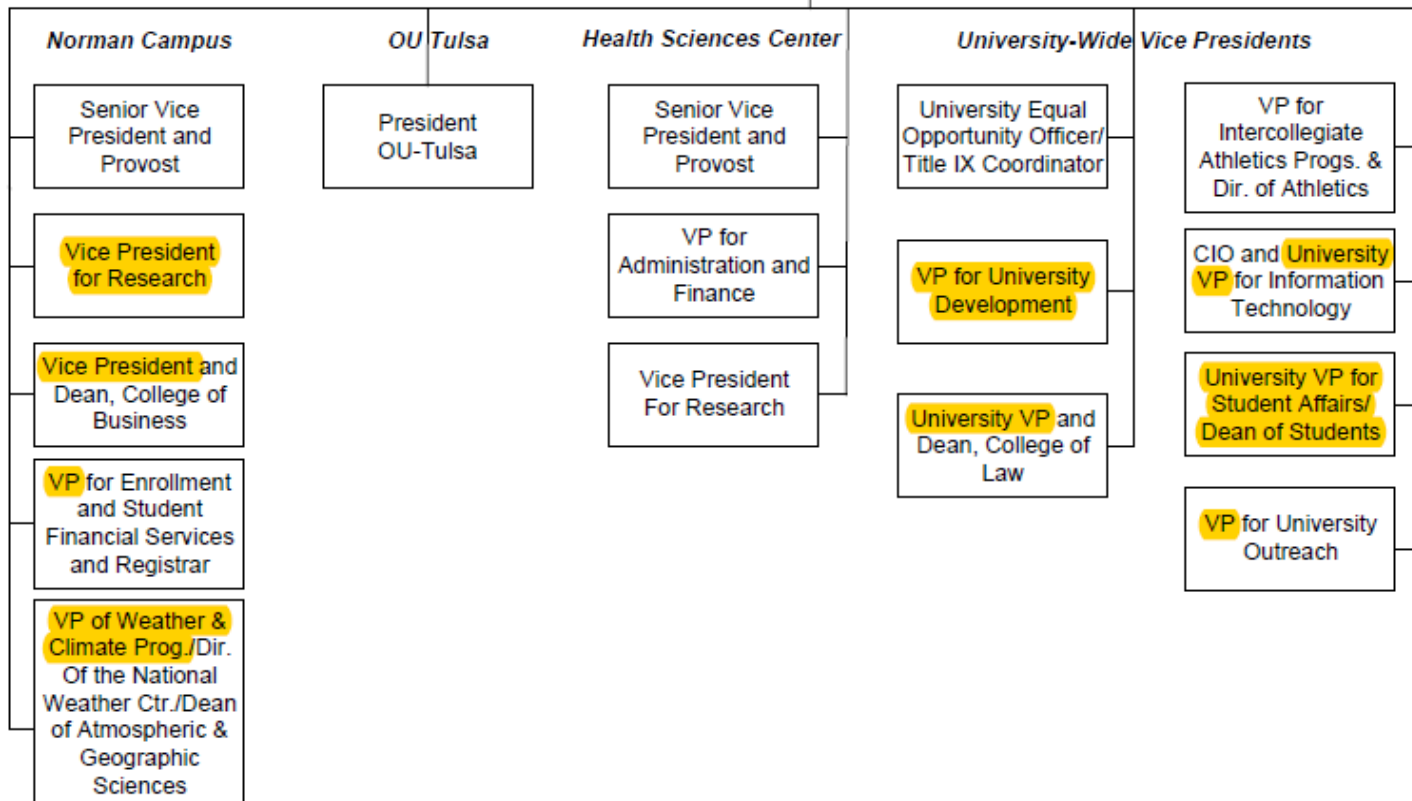
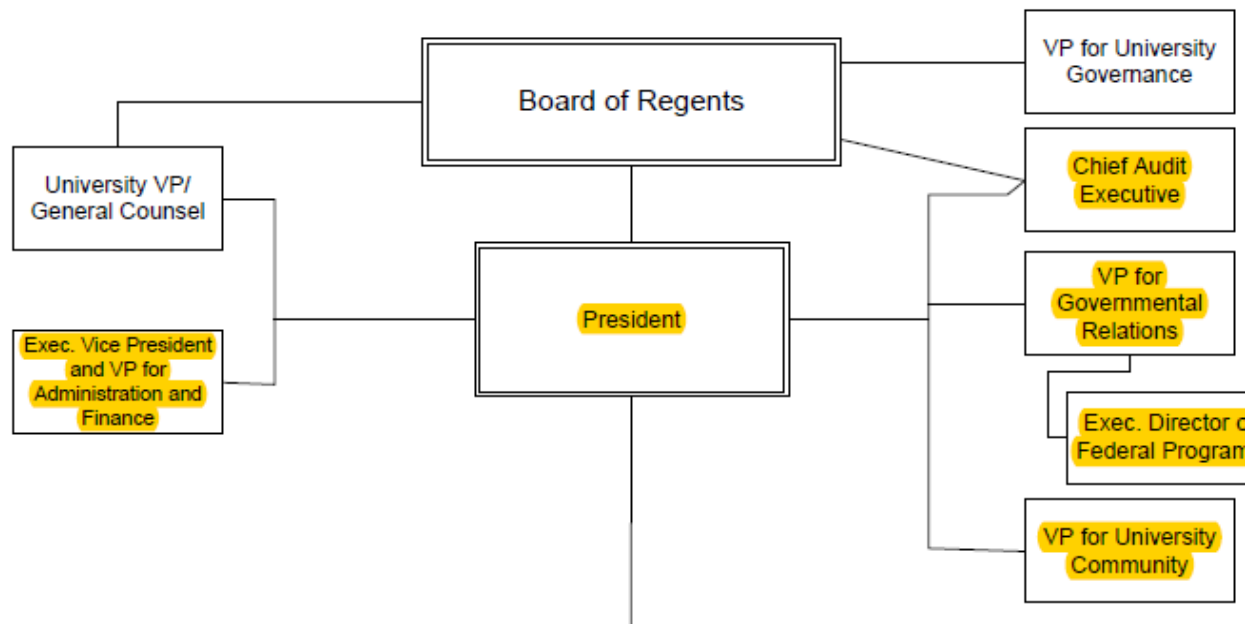
The UNIVERSITY of OKLAHOMA

Where Are We?



OFFICE OF THE
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The UNIVERSITY of OKLAHOMA



Norman Campus Budget – FY19

Presented on a cash basis

Operating Revenues

Net Tuition	164,128,833
Fees	170,949,617
Auxiliaries	265,044,157
Other	14,450,430
	<u>614,573,037</u>

Operating Expenses

Compensation	416,759,265
Contractual, professional, technical	88,860,151
Capital	55,534,749
Computing/IT	51,127,115
Utilities	49,682,351
Scholarships	36,868,611
Travel	34,917,320
Supplies and materials	25,228,137
Communications	8,931,395
Other	23,711,244
	<u>791,620,338</u>

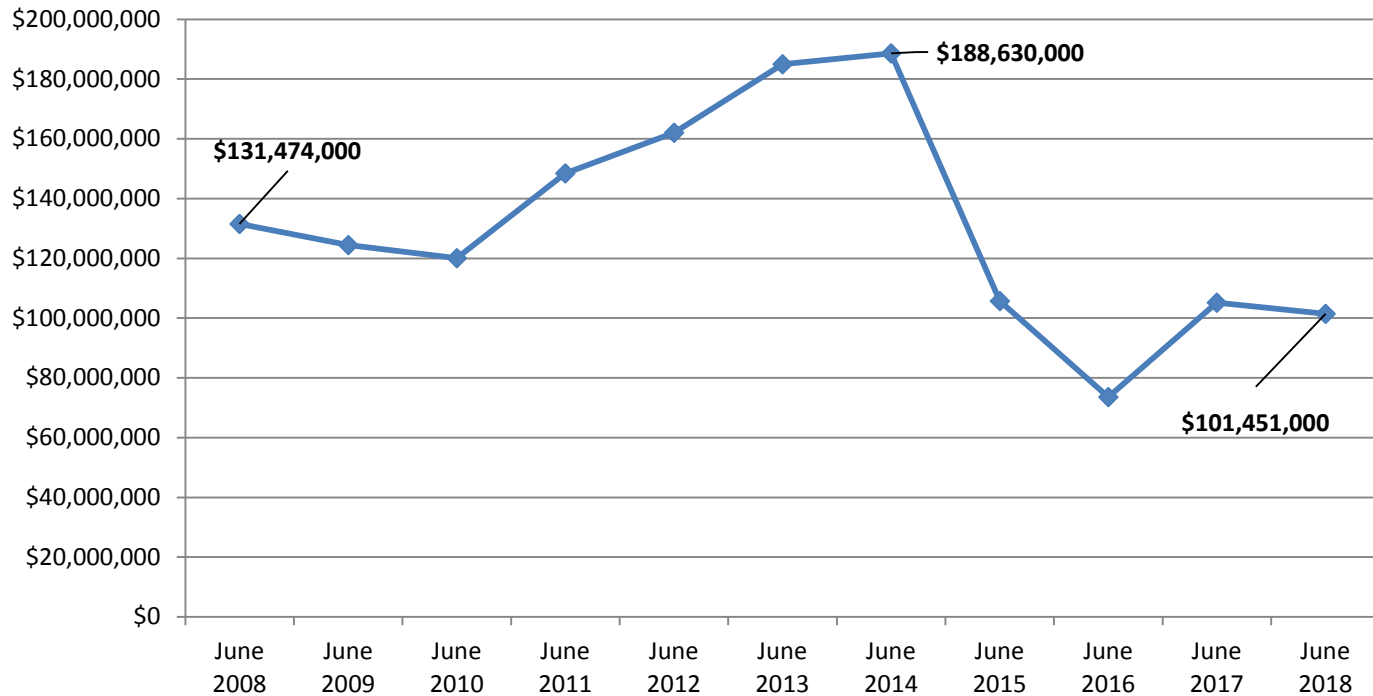
Non-Operating Revenues (Expenses)

State appropriations	107,574,568
State Regents' endowment match	4,247,792
Investment income	4,570,000
OU Foundation income	112,400,344
Debt Service	(67,855,306)
State school land funds	9,924,000
Other non-operating	(7,606,013)
	<u>163,255,385</u>

Projected Cash Deficit

(13,791,916)

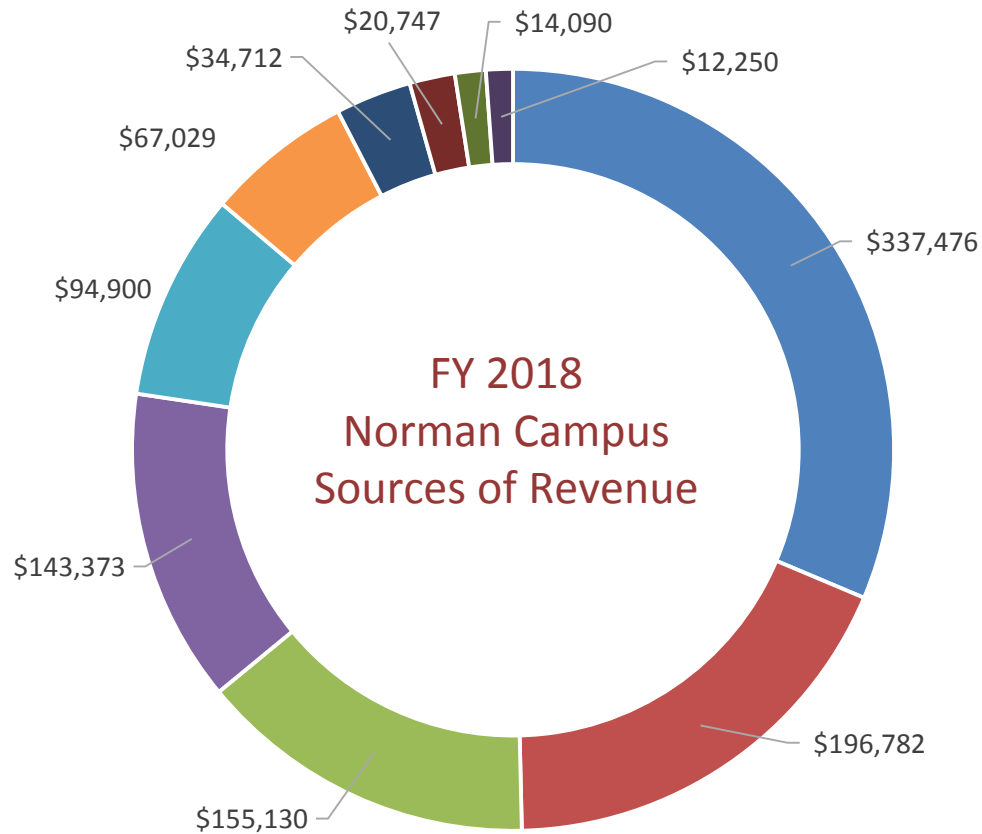
Unrestricted Cash Position



Source: Audited Financial Statements



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The UNIVERSITY of OKLAHOMA

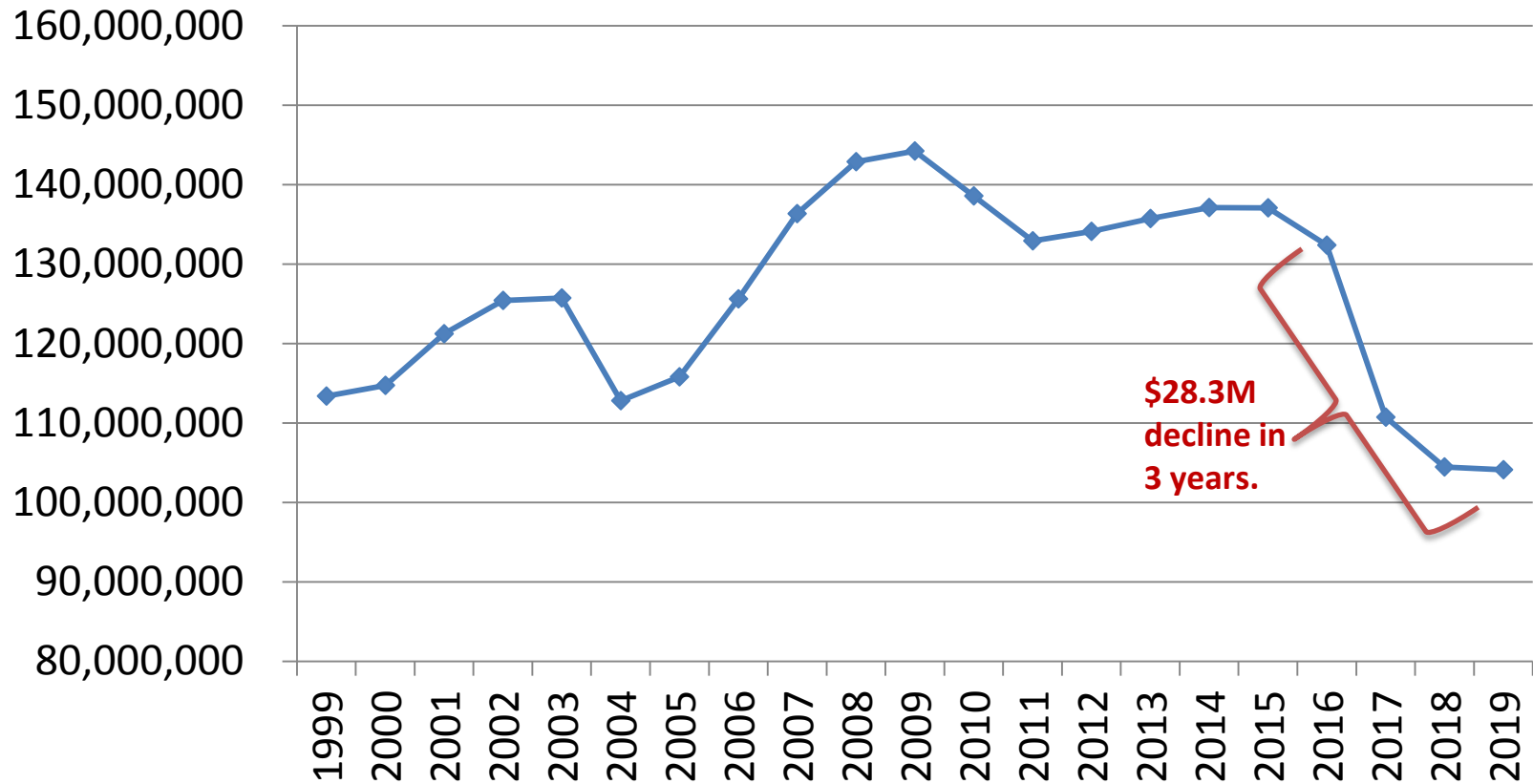


- Tuition and fees (32%)
- Grants and contracts (18%)
- Private gifts (15%)
- State of Oklahoma (13%)
- Athletics (9%)
- Housing and food (6%)
- Other auxiliary (3%)
- Other (2%)
- Investment income (1%)
- Outreach fee-for-service (1%)

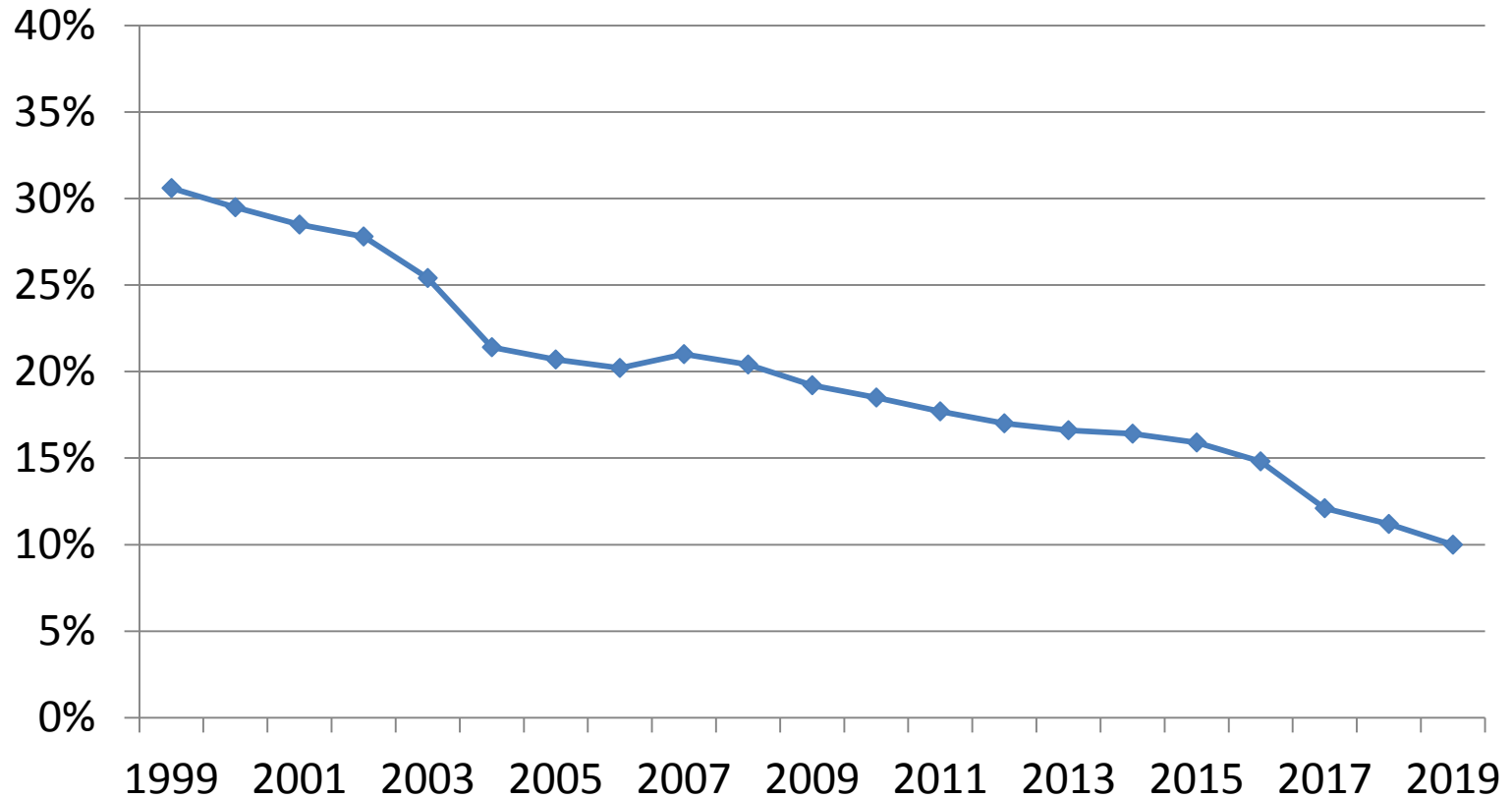


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State Appropriations - Norman

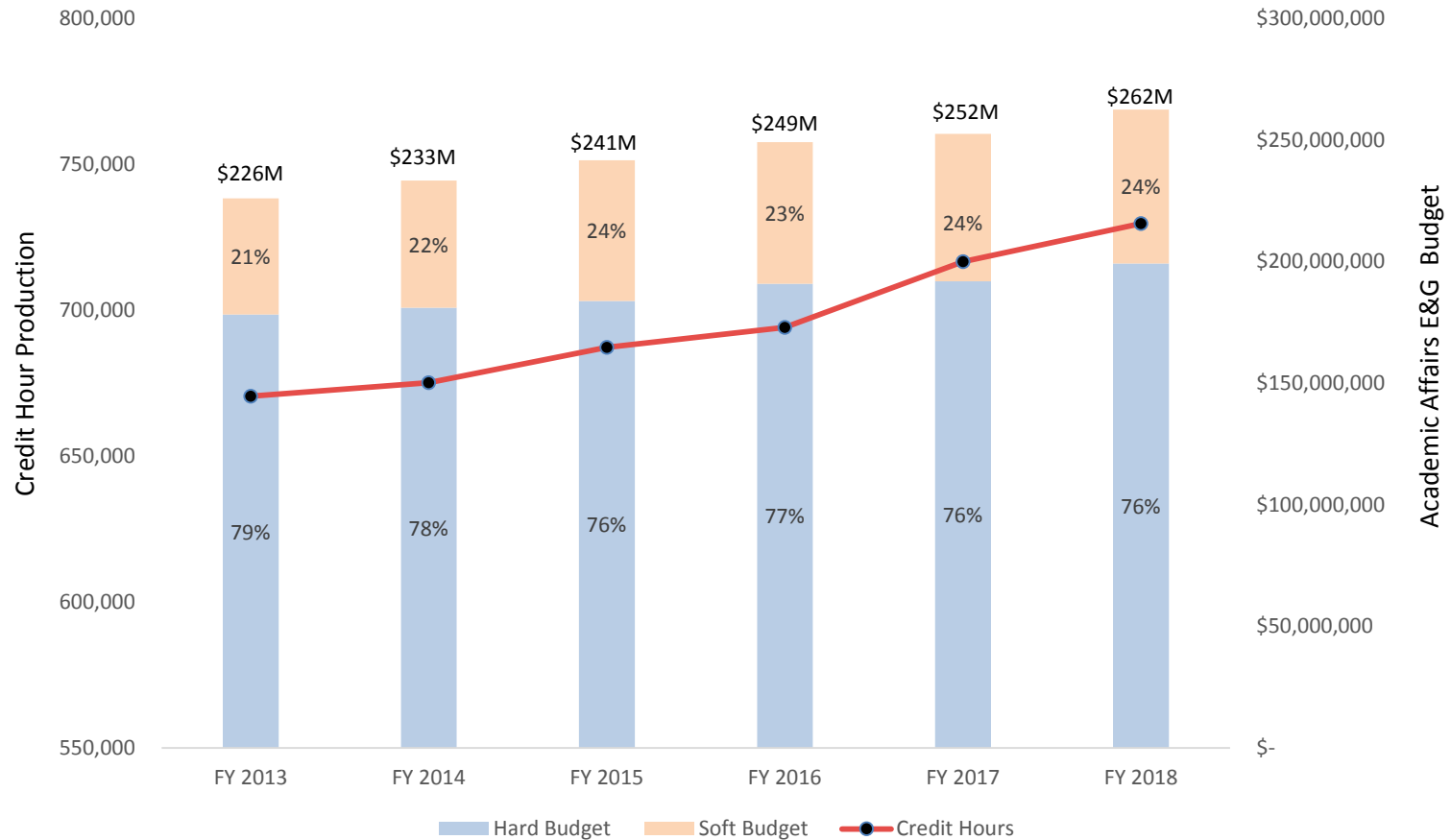


Appropriations as % of Budget



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Academic Affairs Budget Trend



E&G Hard and Soft Money Budget



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Where Are We Going?



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The UNIVERSITY of OKLAHOMA

College Level Income Statement

Academic Affairs Combined Statement of Revenues and Expenses for Colleges

	Fiscal Year Ending June 30,				
	2014	2015	2016	2017	2018
---Revenues---					
Gross Tuition	162,989,845	173,506,244	184,530,099	200,114,063	218,516,786
Less: Tuition Waivers	(40,332,118)	(50,993,265)	(59,883,988)	(70,627,906)	(81,077,444)
Net Tuition	122,657,727	122,512,979	124,646,111	129,486,157	137,439,342
Academic Excellence Fees	38,486,503	43,019,351	49,054,743	55,921,330	62,595,489
College Fee Income	18,419,921	20,404,801	23,050,682	25,326,730	31,507,878
Endowment Income	7,957,768	9,643,737	10,092,325	10,007,123	11,947,640
Other Revenue	6,105,188	7,584,147	9,150,691	9,141,440	11,059,353
Total Revenue	193,627,108	203,165,015	215,994,551	229,882,779	254,549,703
---Expenses---					
Faculty Salaries	109,241,097	116,284,054	119,923,512	123,832,388	123,944,786
GTA/GRA Salaries	17,903,331	18,729,714	18,604,212	19,152,799	17,878,615
Staff Salaries	21,547,925	23,881,203	25,437,292	21,763,949	19,898,002
Staff Wages	11,132,044	11,332,689	10,939,455	15,595,014	16,488,277
Total Salaries/Wages	159,824,396	170,227,661	174,904,471	180,344,150	178,209,680
Equipment	2,631,232	2,878,654	2,656,400	2,203,862	2,043,270
Supplies and Materials	629,771	1,806,930	2,051,466	(3,301,200)	(4,899,929)
Computing/IT	4,308,210	5,315,057	4,560,921	3,982,376	3,778,266
Travel	4,396,156	6,502,400	5,618,263	6,111,501	6,395,102
Communications	1,322,767	1,341,701	1,382,554	1,254,220	1,244,426
Maintenance & Repair	1,064,205	1,346,810	1,453,030	1,634,756	1,688,589
Contractual, Professional, Technical	4,484,435	6,085,969	5,917,588	6,733,693	6,538,198
Other	3,547,712	5,543,168	4,435,935	4,643,273	4,818,376
Total Expense	182,208,884	201,048,351	202,980,628	203,606,631	199,815,977
Net Change	11,418,224	2,116,664	13,013,923	26,276,148	54,733,725

Budget Process Changes

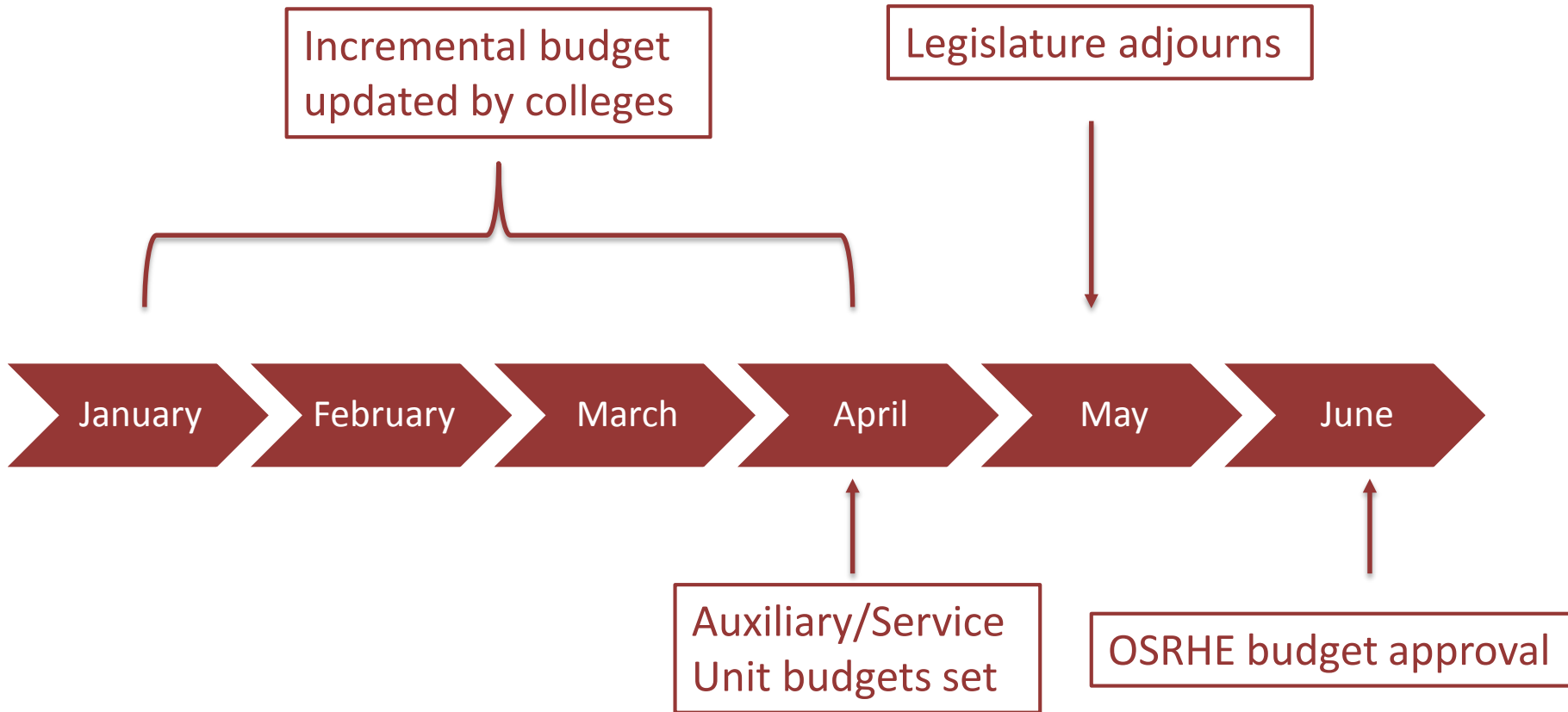
- Engage
- Consistent
- Transparent
- Simplify
- Timely
- Forward Thinking



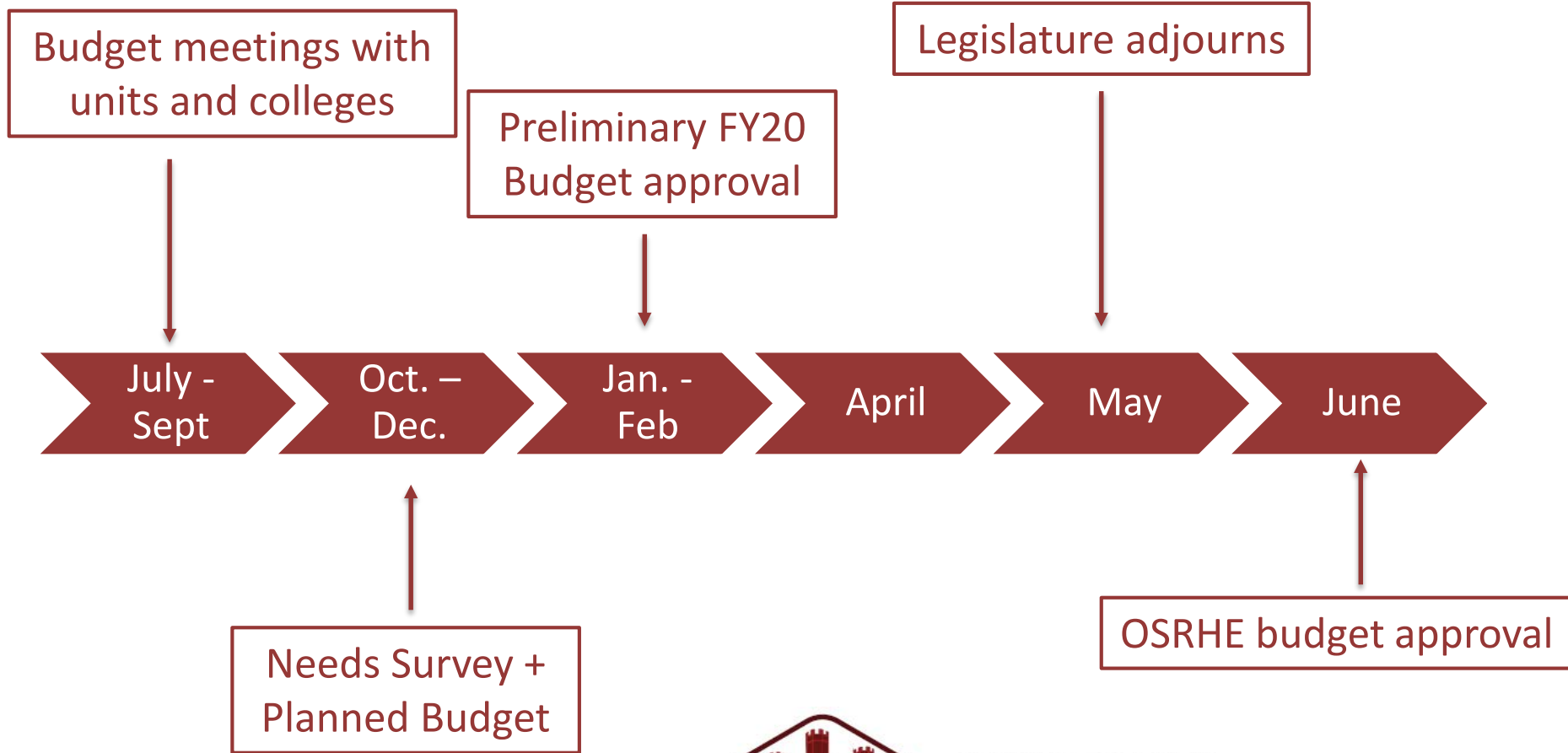
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Old Budget Timeline



Planned Budget Timeline



What Do I Prepare For?



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Budget Meetings with President

- Budget
 - 5-year detailed budget trend
 - Organizational chart; pay “scatter” chart
 - Prioritized capital/project budget for FY19 – FY20
 - Cash balance trends
- Benchmarking
 - What are benchmarks for your college/departments
- Efficiency Ideas/Ways to Save
 - Rank order based on ease of implementation
 - List risks related to impact of implementation
 - Timing and costs of implementation



09/2018

THE UNIVERSITY OF OKLAHOMA
CHARTER OF THE REGULAR FACULTY AND
THE FACULTY SENATE, Norman Campus

THE REGULAR FACULTY

COMPOSITION

The Regular Faculty of the University is composed of all faculty members with tenure track, tenured, and renewable term appointments at the rank of assistant professor, associate professor, and professor. The Regular Faculty does not include faculty members with temporary appointments.

POWERS

All legislative powers of the faculty of the University relative to the University as a whole are vested in the Regular Faculty. These legislative powers shall be exercised either directly by the Regular Faculty or by the Faculty Senate. The Faculty Senate shall remain responsible to the Regular Faculty for all action taken in its behalf.

OFFICERS

The officers of the Regular Faculty shall be the officers of the Faculty Senate: Chair, Chair-Elect, and Secretary. The three officers shall constitute the Executive Committee of the Regular Faculty and shall develop the agenda for meetings and otherwise fulfill the duties which may be described in the by-laws.

MEETINGS

The Regular Faculty shall meet at least once each semester (ordinarily on the third Thursday of October and the third Thursday of April) and at other times upon call by the Executive Committee. Such a call may originate from the President of the University or from a petition submitted to the Chair of the Regular Faculty by 30 faculty members representing two or more degree-recommending divisions. A minimum of 20 percent of the Regular Faculty on the Norman campus shall constitute a quorum.

THE FACULTY SENATE

COMPOSITION

The Faculty Senate shall consist of 50 members of the Regular Faculty. The senators shall be elected to three-year terms in the degree recommending divisions of the University. The electors shall consist of members of the Regular Faculty. Full-time administrative personnel above the department level shall be excluded from elections of the Faculty Senate. Assistant Deans, Associate Deans and Deans are not eligible for Faculty Senate positions or Faculty Senate Committees.

Commented [EMME1]: Should we remove this descriptor for clarity?

In the Faculty Senate, seats shall be allocated as follows: one seat to each degree-recommending division with at least one percent of the total faculty. Members of the Regular Faculty who are not members of a degree-recommending division of the University, or who are in a degree-recommending division with less than one percent of the total faculty, shall be treated as a separate division. The balance of the seats will be allocated among faculty members placed in this separate division according to a triennial apportionment proposed by the Faculty Senate and approved by the Regular Faculty. Degree-recommending divisions with no faculty members will be allowed to appoint a faculty member as an ex-officio member with all the rights and privileges of senate membership excluding the right to vote in official Faculty Senate actions.

Five students, including both graduate and undergraduate, chosen by the University of Oklahoma Student Association, shall serve as official student representatives to the Faculty Senate. Without voting privileges, these representatives will observe, participate in discussion, and maintain communication with the Student Association in regard to Senate actions. Six representatives of the Informational Staff Association of the University of Oklahoma and one representative of the Senior Vice President and Provost's Office also may attend meetings and participate, without voting privileges, in Senate discussion.

ELECTION PROCEDURE

Before the end of March each year, the Secretary of the Faculty Senate shall notify the dean of each constituent faculty of the number of senators which that faculty shall elect for the ensuing year. Those senators shall then be elected in April or May. They shall assume their duties in September and ordinarily will serve three-year terms.

The Secretary of the Faculty Senate shall maintain the roster of Faculty Senate membership. At any time that a vacancy occurs, the Secretary shall notify the appropriate dean so that immediate steps may be taken to elect a replacement to serve the unexpired portion of the three-year term.

The Secretary of the Faculty Senate will continuously monitor absences. When in a given academic year a senator has accumulated four absences, that senator is to be dropped automatically from the membership of the Senate. The Secretary will notify the appropriate dean to take immediate steps to provide a replacement for the remainder of that senator's term.

POWERS

The Faculty Senate shall exercise the legislative powers of the faculty of the University as delegated by the Regular Faculty. The Faculty Senate shall have the power to initiate any legislation requiring the Board of Regents' approval in accordance with provisions of the University Constitution.

The Faculty Senate shall determine its own time of meeting, its own rules of procedures, promulgate rules and regulations governing its internal affairs, and establish standing and

special committees. The Faculty Senate shall establish and publish its own set of operational procedures or by-laws.

The Faculty Senate shall elect a Chair, a Chair-Elect, a Secretary, and such other officers as it shall by its operational procedures provide. Each standing committee of the Faculty Senate is authorized to select non-Senate members of the Regular Faculty. Students may be asked to serve and, in such cases, will be appointed by the University of Oklahoma Student Association.

The Faculty Senate may establish procedures to review the various functions of the University and any matter affecting the welfare of the University. Subjects for either review or legislation may be brought to the attention of the Senate by written communication either from any member of the University community or from any officially constituted agency.

LIAISON WITH THE PRESIDENT

The President of the University shall present to the first meeting of the Faculty Senate in each new academic year a general message on the state of the University in which he or she shall give recommendations for the furtherance of the progress of the University.

The President shall, within 30 calendar days after receipt of a Senate action, inform the Faculty Senate by written message of his or her disposition of a Senate measure. If disapproving the measure, the President shall, in writing, give the Senate reasons for the action.

Faculty/student councils shall be utilized by the President of the University in the development of policies on matters of vital interest to the University. These areas include teaching, research and creative/scholar activity, and professional and University service and public outreach, libraries, budgetary planning, faculty personnel, University relations, University community, athletics, University operations, and University projects. In order to give the faculty a voice in determining the faculty membership of major councils, which shall be named by the Faculty Senate resolution, the Faculty Senate shall each year provide a list of nominees from which the President will make his or her appointments for the ensuing year.

LIAISON WITH FACULTY SENATE, HEALTH SCIENCES CENTER

The Faculty Senate (Norman) shall maintain a liaison with the Faculty Senate (Health Sciences Center) through an Inter-Senate Liaison Committee composed of the Chairs, Chairs-Elect, and the Secretaries of the two Senates.

The purpose of the Inter-Senate Liaison Committee is to exchange information between the Senates on either campus and concerns and actions of mutual interest and to recommend actions to the respective bodies on each campus. The respective Chairs of the two Faculty Senates should arrange for the meetings of the Inter-Senate Liaison Committee.

AMENDMENT OF THIS CHARTER

This charter may be amended by a two-thirds vote of those present in any regular or special session of the Regular Faculty, provided that no amendment shall be effective until it shall have been approved by the Board of Regents.

A proposal to amend the Charter may originate by action of the Faculty Senate or by motion in a meeting of the Regular Faculty. In those cases in which the proposal originates through Senate action, the proposal must be submitted to the Regular Faculty, and consideration for the adoption of the proposal by the Regular Faculty shall not occur until the expiration of 30 days after the notification of the Regular Faculty through the *Journal of the Faculty Senate*.

If the proposal originates in the Regular Faculty, it shall not be considered for adoption until the expiration of 30 and not more than 40 days after the members of the Regular Faculty have received copies of the proposal from the Secretary of the Regular Faculty (Secretary of the Faculty Senate).

09/2018

THE UNIVERSITY OF OKLAHOMA
BY-LAWS OF THE FACULTY SENATE, Norman Campus

A. OFFICERS:

1. The officers of the Senate shall consist of a Chair, a Chair-Elect, and a Secretary.
2. The Chair-Elect and the Secretary shall be elected by ballot at a meeting of the Senate in May. The ballot shall seek to have at least two candidates for each office. Candidates must have previously served as members of the Executive Committee. Additional nominations may be made from the floor. In the event of a tie between two candidates, candidates may offer brief remarks in support of their election, and/or may withdraw from the election. Subsequent rounds of voting will be conducted until one candidate achieves a simple majority. If three or more candidates stand for election and no candidate achieves a simple majority, the top two candidates will enter into a runoff election. If there is a tie among run-off candidates, all candidates may offer brief remarks and/or withdraw. Subsequent rounds of voting will be conducted until one candidate of the run-off candidates achieves a simple majority.

If either office is vacated, a replacement shall be elected at the next meeting of the Senate.

3. The Chair-Elect will succeed to the office of Chair whenever it is vacated or when his or her own successor is elected. Normally, the Chair's tenure of office will be from May to the following May.
4. For officers elected between May 1 and January 31, the term of office will be until the following May. For officers elected between February 1 and April 30, the term of office will be until the second May following.
5. Both the Secretary and Chair-Elect shall be *ex officio* members of the Senate unless they are also serving as an elected senator.

B. MEETINGS:

1. The Senate shall meet regularly on the second Monday of each month of the regular school year and on call of the Chair, the Chair-Elect, or in petition, presented to the Secretary, signed by five members.
2. Meetings of the Senate are regularly open to attendance by all members of the University Community and representatives of the Press. However, the Senate may go into executive session by a majority vote of the members present.

3. A person not a member of the Senate may speak only by invitation or permission of the Senate. Requests from non-members to speak shall be addressed in writing to the Chair. The Chair will present such requests to the Senate for action.

4. At the beginning of each academic year, the Executive Committee of the Faculty Senate shall elect a member of the Senate to serve as the Parliamentarian at all meetings of the Senate, as well as the General Faculty, during that year.

C. QUORUM:

A majority of the Senate's members shall constitute a quorum.

D. PROCEDURES:

1. Voting shall be *viva voce* or by show of hands, but five members may require a roll call vote upon any proposition.

2. The presiding officer shall have a vote only in case of a tie.

3. The agenda of each meeting shall be prepared and distributed in advance by the Agenda Committee, which shall consist of the Chair, the Chair-Elect, and the Secretary. Any matter submitted by a member to the Secretary shall be placed upon the agenda of the next regular meeting.

E. COMMITTEES:

1. The standing committees of the Senate shall consist of:

(a) Executive Committee. The Executive Committee shall consist of the following ~~ten~~ nine members: the Chair, the Chair-Elect, the Secretary, the Chair of the Faculty Welfare Committee, the Chair of the Committee on Faculty Diversity, Equity, and Inclusion, and the Chair of the Committee on Faculty Compensation, and four at-large members elected by the Faculty Senate in the spring to be widely representative of the University and to serve staggered two-year terms. The four elected members may not succeed themselves. The at-large members shall be elected by ballot at a meeting of the Senate in May. The ballot shall consist of at least two candidates for each office. Additional nominations may be made from the floor. In the event of a tie between two candidates, candidates may offer brief remarks in support of their election, and/or may withdraw from the election. Subsequent rounds of voting will be conducted until one candidate achieves a simple majority. If three or more candidates stand for election and no candidate achieves a simple majority, the top two candidates will enter into a runoff election. If there is a tie among run-off candidates, all candidates may offer brief remarks and/or withdraw. Subsequent rounds of voting will be conducted until one candidate of the run-off candidates achieves a simple majority.

In addition, the Chairs of the University Councils sit as *ex officio* members, without vote, on the Executive Committee. The three immediate past chairs of the Faculty Senate shall also be given *ex-officio* membership on the Executive Committee, without voting privileges.

(b) Committee on Committees. The Senate shall elect a Committee on Committees consisting of five members elected for staggered terms in such a manner that not more than two members will be elected in any one year. They must have been members of the faculty for at least five years and hold tenure.

The Committee on Committees will strive to maintain an open and objective perspective related to filling vacant positions on the various University and campus councils and committees.

Members of the Committee on Committees should consider a balanced and broad representation for the entire university and should seek input from chairs of departments, directors, and others who have a wide knowledge and acquaintance of faculty personnel. Final nominations, however, will be made by the Committee on Committees and the Senate.

Current members of the Committee on Committees should not be nominated for vacant positions on the various University and campus councils and committees. A member should recuse him/herself from the selection process for a specific committee if s/he has a personal conflict of interest related to a candidate.

(c) Faculty Welfare Committee.

Charge: This Committee is responsible to the faculty for policy review and recommendations on questions of tenure, faculty evaluations, professional conduct, promotion, ~~fringe benefits~~, and working conditions. It shall review policies and programs, propose changes and additions, distribute information, and supervise the implementation of Senate recommendations.

The Committee shall report at least yearly to the Senate and, upon approval, to the President and the Provost.

In carrying out these responsibilities, the Committee shall:

- (1) Gather information on other policies and programs within the University and in other universities.
- (2) Distribute information to the faculty in simplified form and see that new faculty receive comprehensive information.
- (3) Establish priorities on recommendations for changes and additions.
- (4) Participate in the process of amending the *Faculty Handbook* and make recommendations to the Senate.

Operating Procedures: The Committee shall formulate its own operating procedures, which shall include:

- (1) The election of a chair from among the faculty members of the Committee.
- (2) Provision for liaison with all appropriate councils and committees.

(3) Provision for sub-committees of the Committee to which non-members of the Committee may be appointed if appropriate.

<i>Membership</i>	<i>How Nominated</i>	<i>Term</i>
5 faculty members	To be elected by the Faculty Senate	3 years (staggered terms)

(d) Committee on Faculty Compensation.

Charge: This Committee is responsible to the Faculty Senate for reviewing and recommending policy on questions related to the economic welfare of the faculty, including fringe benefits.

In carrying out this responsibility, the Committee shall:

- (1) Monitor, each year, the entire process by which salary increases are requested and fixed by the University administration, the University Regents, the State Board of Regents, and the State Legislature.
- (2) Gather information on salaries and fringe benefits from within the University and from other universities, put such information into proper form, and make it available to the Senate for the purpose of accurately presenting the economic position of the faculty and the faculty's economic needs to the administration, the boards of regents, the Legislature, and the general public.
- (3) Suggest to the Senate appropriate proposals, strategies, and forums for advancing the economic position and needs of the faculty, both inside and outside the University community.
- (4) Recommend to the Committee on Committees the faculty nominees for the University Employment Benefits Committee.
- (5) Report at least yearly to the Senate and, upon approval, to the President, the Provost, and the Budget Council.

Operating Procedures: The Committee shall formulate its own operating procedures, which shall include:

- (1) The election of a chair from among the faculty members of the Committee.
- (2) Provision for a sub-committee of the Committee to which non-members of the Committee may be appointed by the Faculty Senate, if the Senate deems such additions appropriate.
- (3) Provision for liaison with all appropriate councils and committees.

<i>Membership</i>	<i>How Nominated</i>	<i>Term</i>
5 faculty members	To be elected by the Faculty Senate	3 years (staggered terms)

e. Committee on Faculty Diversity, Equity, and Inclusion.

Charge: This Committee is responsible to the Faculty Senate for reviewing and recommending policy and practice on issues related to faculty diversity, equity, and inclusion.

In carrying out these responsibilities, the Committee shall:

- (1) Investigate, discover, and promote best practices for faculty recruiting and retention.
- (2) Gather and review information on the allocation of university resources awards, research grants, prizes, etc.) and advancements (tenure, promotion, named professorships, etc.) relative to metrics of diversity, equity, and inclusion.
- (3) Suggest to the Senate appropriate proposals, strategies, and forums for advancing the goals of the committee.
- (4) Work with the Office of University Community to set priorities, advance policy, and follow up on the progress of proposed initiatives.
- (5) Report at least yearly to the Senate and, upon approval, the President and the Provost.

Operating Procedures: The Committee shall formulate its own operating procedures, which shall include:

- (1) The election of a chair from among the faculty members of the Committee.
- (2) Provision for a sub-committee of the Committee to which non-members of the Committee may be appointed by the Faculty Senate, if the Senate deems such additions appropriate.
- (3) Provision for liaison with all appropriate councils and committees.

<u>Membership</u>	<u>How Nominated</u>	<u>Term</u>
<u>7 faculty members</u>	<u>To be elected by the Faculty Senate</u>	<u>3 years (staggered terms)</u>

2. Special Committees:

The Senate may at any time create a special committee to study and report upon a specific problem.

F. COMMITTEE MEMBERSHIP AND PROCEDURE:

1. Each standing and special committee shall have the authority to select non-Senate members of the general faculty to serve as members of the committee.

2. Each special and standing committee shall elect its own chair. However, the Chair-Elect of the Faculty Senate shall function as the Chair of the Faculty Senate Committee on Committees during tenure as the Chair-Elect.

3. The Secretary shall keep a list of all Senate and non-Senate members of special and standing committees.

4. All reports of standing committees shall be duplicated and distributed to all members of the Senate in advance of the date of the report's consideration.

5. The Secretary shall receive and file duplicate copies of every Senate committee's report, one of which may be borrowed by any committee of the Senate or of the general faculty, but which must be returned to the Secretary after the borrowing committee has completed its investigations.

G. AMENDMENT:

These rules may be altered or amended at any time provided the proposed amendment shall have been submitted to the Senate one month in advance and a copy of the amendment shall have been distributed to the members of the Senate two weeks in advance of the meeting at which the voting is to take place.

OU-HSC - 2019 plan

MEDICAL PLANS

	BCBS Blue Options PPO Plan			BCBS Blue Edge HDHP Plan	
Plan Provisions	In-Network		Out-of-Network	In-Network	Out-Of-Network
Network	Blue Preferred	Blue Choice	Blue Choice		
Employer HSA Contribution Annual	N/A			\$500 individual/ \$1,000 family	
Annual Deductible Individual / Family	\$1,000 / \$2,000	\$2,000 / \$4,000	\$3,000 / \$6,000	\$3,000 / \$6,000	\$4,000 / \$8,000
Coinsurance OUHSC (Plan) / Member	90% / 10%	70% / 30%	50% / 50%	85% / 15%	50% / 50%
Out-of-Pocket Maximum Individual / Family	\$5,000 / \$10,000	\$6,000 / \$12,000	\$7,000 / \$14,000	\$6,750 / \$13,500	\$13,500 / \$27,000
Lifetime Maximum	Unlimited			Unlimited	
Preventative Care	100%		Plan pays 50% after deductible	100%	Plan pays 50% after deductible
Office Visits Primary / Specialist	\$20 / \$30	\$30 / \$40	Plan pays 50% after deductible	Plan pays 85% after deductible	Plan pays 50% after deductible
Diagnostic X-rays / Labs	Covered 100%	Covered 100% of allowed amount	Plan pays 50% after deductible	Plan pays 85% after deductible	Plan pays 50% after deductible
Inpatient Services	Plan pays 90% after deductible	Plan pays 70% after deductible	Plan pays 50% after deductible	Plan pays 85% after deductible	Plan pays 50% after deductible
Outpatient Services	Plan pays 90% after deductible	Plan pays 70% after deductible	Plan pays 50% after deductible	Plan pays 85% after deductible	Plan pays 50% after deductible
Urgent Care	Plan pays 90% after deductible	Plan pays 70% after deductible	Plan pays 50% after deductible	Plan pays 85% after deductible	Plan pays 50% after deductible
Emergency Room Care	\$100 copay, the Plan pays 90% after deductible			Plan pays 85% after deductible	

Retail Prescriptions	30-Day Supply		30-Day Supply	
Generic	\$10 copay	Retail Copay plus 30% coinsurance	After Deductible: Plan pays 85%	15% of cost plus 30% coinsurance
Preferred Brand	\$30 copay			
Non-Preferred Brand	\$60 copay			
Retail Prescriptions	90-Day Supply		90-Day Supply	
Generic	\$20 copay	N/A	After Deductible: Plan pays 85%	N/A
Preferred Brand	\$60 copay			
Non-Preferred Brand	\$120 copay			

Important Notes:

- Out-of-Pocket Maximum includes deductibles and copays.
- This is a synopsis of coverage only; the benefits summary contains exclusions and limitations that are not shown here. Please refer to the BCBS benefits summaries for the full scope of coverage located on the benefits portal at bcbsok.com.

OU-HSC

2019 Medical Insurance Rates - Active, Full-time .75-1.0 FTE

****To calculate your bi-weekly rate, divide the employee share by 2****

Tier 1 - \$50,000 or below		Blue Cross PPO			Blue Cross HDHP/HSA		
Plan	Employee Share	OU Share	Rate	Employee Share	OU Share	Rate	
Employee Only	\$ 56.39	\$ 507.53	\$ 563.92	\$ 38.91	\$ 447.52	\$ 486.43	
Employee and Children	\$ 192.85	\$ 878.54	\$ 1,071.39	\$ 166.35	\$ 757.81	\$ 924.16	
Employee and Spouse	\$ 311.26	\$ 1,042.06	\$ 1,353.32	\$ 198.46	\$ 968.93	\$ 1,167.39	
Employee and Family	\$ 399.24	\$ 1,264.24	\$ 1,663.48	\$ 315.68	\$ 1,119.21	\$ 1,434.89	

Tier 2 - \$50,000.01-\$100,000		Blue Cross PPO			Blue Cross HSA		
Plan	Employee Share	OU Share	Rate	Employee Share	OU Share	Rate	
Employee Only	\$ 95.87	\$ 468.05	\$ 563.92	\$ 82.96	\$ 403.47	\$ 486.43	
Employee and Children	\$ 289.28	\$ 782.11	\$ 1,071.39	\$ 231.04	\$ 693.12	\$ 924.16	
Employee and Spouse	\$ 446.60	\$ 906.72	\$ 1,353.32	\$ 361.89	\$ 805.50	\$ 1,167.39	
Employee and Family	\$ 548.95	\$ 1,114.53	\$ 1,663.48	\$ 473.51	\$ 961.38	\$ 1,434.89	

Tier 3 - \$100,000.01 & Above		Blue Cross PPO			Blue Cross HSA		
Plan	Employee Share	OU Share	Rate	Employee Share	OU Share	Rate	
Employee Only	\$ 129.70	\$ 434.22	\$ 563.92	\$ 97.29	\$ 389.14	\$ 486.43	
Employee and Children	\$ 321.42	\$ 749.97	\$ 1,071.39	\$ 258.76	\$ 665.40	\$ 924.16	
Employee and Spouse	\$ 636.06	\$ 717.26	\$ 1,353.32	\$ 572.02	\$ 595.37	\$ 1,167.39	
Employee and Family	\$ 731.93	\$ 931.55	\$ 1,663.48	\$ 631.35	\$ 803.54	\$ 1,434.89	

Deductions are done over 24 pay periods.****

Tobacco Users - Additional \$20 per month added to above rates

OU-Norman Campus - 2019 plan

Medical Plans

Plan Provisions	Cigna PPO Plan		Cigna HSA Plan	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Employer HSA Contribution Annual	N/A		\$500 / \$1,000*	
Annual Deductible Individual / Family	\$750 / \$1,500	\$1,500 / \$3,000	\$1,750 / 3,500	\$2,750 / \$5,500
Coinsurance OU (Plan) / Member	80% / 20%	70% / 30%	85% / 15%	60% / 40%
Out-of-Pocket Maximum Individual / Family	\$5,000 / \$10,000	\$6,000 / \$12,000	\$3,500 / \$7,000	\$7,000 / \$14,000
Lifetime Maximum	Unlimited		Unlimited	
Preventive Care	100%	Plan pays 70% after deductible	100%	Plan pays 60% after deductible
Office Visits Primary / Specialist	\$25 / \$35 copay MDLive or Amwell \$25	Plan pays 70% after deductible	Plan pays 85% after deductible MDLive \$45; Amwell \$49	Plan pays 60% after deductible
Diagnostic X-rays / Labs	\$25 copay	Plan pays 70% after deductible	Plan pays 85% after deductible	Plan pays 60% after deductible
Inpatient Services	Plan pays 80% after deductible	Plan pays 70% after deductible	Plan pays 85% after deductible	Plan pays 60% after deductible
Outpatient Services	Plan pays 80% after deductible	Plan pays 70% after deductible	Plan pays 85% after deductible	Plan pays 60% after deductible
Urgent Care	\$50 copay	Plan pays 80% after deductible	Plan pays 85% after deductible	
Emergency Room Care	\$100 copay, then Plan pays 80% after deductible		Plan pays 85% after deductible	
Retail Prescriptions	30-Day Supply		30-Day Supply	
Rx Out-of-Pocket Maximum Individual / Family	Included in medical Out-of-Pocket Maximum		Included in medical plan deductible. Limited number of maintenance drugs covered at no cost.	
Generic Preferred Brand Non-preferred Brand	\$10 copay \$30 copay \$60 copay	Plan pays 70% after deductible	After deductible: Plan pays 85% Plan pays 85% Plan pays 70%	Plan pays 60% after deductible
Mail-Order Prescriptions	90-Day Supply		90-Day Supply	
Generic Preferred Brand Non-preferred Brand	\$20 copay \$60 copay \$120 copay	N/A	After deductible: Plan pays 85% Plan pays 85% Plan pays 70%	Plan pays 60% after deductible

Important Notes:

- ▶ Employer HSA contributions are split over several payroll periods and pro-rated based on date of hire.
- ▶ Out-of-Pocket Maximum includes deductibles and copays.
- ▶ This is a synopsis of coverage only; the benefits summary contains exclusions and limitations that are not shown here. Please refer to the Cigna benefits summaries for the full scope of coverage located in the Plan & Rx Information on the Medical Insurance page: hr.ou.edu/Employees Insurance/Insurance-Programs/Medical

OU-Norman Campus - 2019 plan

2019 Medical Insurance Rates:

Active, Full-time (.75-1.0 FTE), Monthly-Paid Employees

Tier 1 - \$30,000 or below						
Plan	Cigna PPO			Cigna HSA		
	Employee Share	OU Share	Rate	Employee Share	OU Share	Rate
Employee Only	\$ 34.44	\$ 539.46	\$ 573.90	\$ 9.48	\$ 511.18	\$ 520.66
Employee and Children	\$ 196.78	\$ 879.80	\$ 1,076.58	\$ 148.48	\$ 831.76	\$ 980.24
Employee and Spouse	\$ 287.80	\$ 1,066.10	\$ 1,353.90	\$ 234.44	\$ 995.20	\$ 1,229.64
Employee and Family	\$ 385.92	\$ 1,275.72	\$ 1,661.64	\$ 316.98	\$ 1,191.46	\$ 1,508.44

Tier 2 - \$30,000.01 to \$41,999.99						
Plan	Cigna PPO			Cigna HSA		
	Employee Share	OU Share	Rate	Employee Share	OU Share	Rate
Employee Only	\$ 51.66	\$ 522.24	\$ 573.90	\$ 18.98	\$ 501.68	\$ 520.66
Employee and Children	\$ 217.48	\$ 859.10	\$ 1,076.58	\$ 176.30	\$ 803.94	\$ 980.24
Employee and Spouse	\$ 340.14	\$ 1,013.76	\$ 1,353.90	\$ 293.06	\$ 936.58	\$ 1,229.64
Employee and Family	\$ 450.24	\$ 1,211.40	\$ 1,661.64	\$ 374.60	\$ 1,133.84	\$ 1,508.44

Tier 3 - \$42,000 to \$59,999.99						
Plan	Cigna PPO			Cigna HSA		
	Employee Share	OU Share	Rate	Employee Share	OU Share	Rate
Employee Only	\$ 68.88	\$ 505.02	\$ 573.90	\$ 33.20	\$ 487.46	\$ 520.66
Employee and Children	\$ 269.28	\$ 807.30	\$ 1,076.58	\$ 222.70	\$ 757.54	\$ 980.24
Employee and Spouse	\$ 418.62	\$ 935.28	\$ 1,353.90	\$ 351.66	\$ 877.98	\$ 1,229.64
Employee and Family	\$ 578.88	\$ 1,082.76	\$ 1,661.64	\$ 504.28	\$ 1,004.16	\$ 1,508.44

Tier 4 - \$60,000 to \$99,999.99						
Plan	Cigna PPO			Cigna HSA		
	Employee Share	OU Share	Rate	Employee Share	OU Share	Rate
Employee Only	\$ 86.10	\$ 487.80	\$ 573.90	\$ 37.94	\$ 482.72	\$ 520.66
Employee and Children	\$ 279.64	\$ 796.94	\$ 1,076.58	\$ 231.98	\$ 748.26	\$ 980.24
Employee and Spouse	\$ 457.88	\$ 896.02	\$ 1,353.90	\$ 410.26	\$ 819.38	\$ 1,229.64
Employee and Family	\$ 643.22	\$ 1,018.42	\$ 1,661.64	\$ 561.92	\$ 946.52	\$ 1,508.44

Tier 5 - \$100,000 to \$184,999.99						
Plan	Cigna PPO			Cigna HSA		
	Employee Share	OU Share	Rate	Employee Share	OU Share	Rate
Employee Only	\$ 114.78	\$ 459.12	\$ 573.90	\$ 61.66	\$ 459.00	\$ 520.66
Employee and Children	\$ 289.98	\$ 786.60	\$ 1,076.58	\$ 241.26	\$ 738.98	\$ 980.24
Employee and Spouse	\$ 536.36	\$ 817.54	\$ 1,353.90	\$ 480.60	\$ 749.04	\$ 1,229.64
Employee and Family	\$ 723.62	\$ 938.02	\$ 1,661.64	\$ 648.36	\$ 860.08	\$ 1,508.44

Tier 6 - \$185,000 and above						
Plan	Cigna PPO			Cigna HSA		
	Employee Share	OU Share	Rate	Employee Share	OU Share	Rate
Employee Only	\$ 149.22	\$ 424.68	\$ 573.90	\$ 90.10	\$ 430.56	\$ 520.66
Employee and Children	\$ 310.70	\$ 765.88	\$ 1,076.58	\$ 259.82	\$ 720.42	\$ 980.24
Employee and Spouse	\$ 614.86	\$ 739.04	\$ 1,353.90	\$ 550.92	\$ 678.72	\$ 1,229.64
Employee and Family	\$ 771.86	\$ 889.78	\$ 1,661.64	\$ 691.58	\$ 816.86	\$ 1,508.44

Tobacco Users: Add \$20 per month to the rates above; Review your tobacco designation status in Employee Self-Service.

PPO

Premium Comparison of Employee Share for 2019 Norman 's CIGNA PPO and HSC's BSBS PPO for various income bands and family categories

NC vs HSC employee share by income tier - Employee Only

Income Tier*	CIGNA PPO Emp. Share (emp. only)	BCBS PPO Emp. Share (emp. only)	% BCBS is more than CIGNA
Under \$30,000	\$ 34.44	\$ 56.39	64%
\$30,000 to \$42,000	\$ 51.66	\$ 56.39	9%
\$42,000 to \$50,000	\$ 68.88	\$ 56.39	-18%
\$50,000 to \$60,000	\$ 68.88	\$ 95.87	39%
\$60,000 to \$100,000	\$ 86.10	\$ 95.87	11%
\$100,000 to \$185,000	\$ 114.78	\$ 129.70	13%
\$185,000 and Above	\$ 149.22	\$ 129.70	-13%

NC vs HSC employee share by income tier - Employee + Children

Income Tier*	CIGNA PPO Emp. Share (emp. + children)	BCBS PPO Emp. Share (emp. + children)	% BCBS is more than CIGNA
Under \$30,000	\$ 196.78	\$ 192.85	-2%
\$30,000 to \$42,000	\$ 217.48	\$ 192.85	-11%
\$42,000 to \$50,000	\$ 269.28	\$ 192.85	-28%
\$50,000 to \$60,000	\$ 269.28	\$ 289.28	7%
\$60,000 to \$100,000	\$ 279.64	\$ 289.28	3%
\$100,000 to \$185,000	\$ 289.98	\$ 321.42	11%
\$185,000 and Above	\$ 310.70	\$ 321.42	3%

NC vs HSC employee share by income tier - Employee + Spouse

Income Tier*	CIGNA PPO Emp. Share (emp. + spouse)	BCBS PPO Emp. Share (emp. + spouse)	% BCBS is more than CIGNA
Under \$30,000	\$ 287.80	\$ 311.26	8%
\$30,000 to \$42,000	\$ 340.14	\$ 311.26	-8%
\$42,000 to \$50,000	\$ 418.62	\$ 311.26	-26%
\$50,000 to \$60,000	\$ 418.62	\$ 446.60	7%
\$60,000 to \$100,000	\$ 457.88	\$ 446.60	-2%
\$100,000 to \$185,000	\$ 536.36	\$ 636.06	19%
\$185,000 and Above	\$ 771.86	\$ 636.06	-18%

NC vs HSC employee share by income tier - Employee + Family

Income Tier*	CIGNA PPO Emp. Share (emp. + family)	BCBS PPO Emp. Share (emp. + family)	% BCBS is more than CIGNA
Under \$30,000	\$ 385.92	\$ 399.24	3%
\$30,000 to \$42,000	\$ 450.24	\$ 399.24	-11%
\$42,000 to \$50,000	\$ 578.88	\$ 399.24	-31%
\$50,000 to \$60,000	\$ 578.88	\$ 548.95	-5%
\$60,000 to \$100,000	\$ 643.22	\$ 548.95	-15%
\$100,000 to \$185,000	\$ 723.62	\$ 731.93	1%
\$185,000 and Above	\$ 771.86	\$ 731.93	-5%

Cell shading means BSBS is less costly than CIGNA.

* NC and HSC tiers are off by 1 cent in several places; rounded to make comparison easier

- NC bands start at a round thousand and then go to a __,999.99 number
- HSC bands start at a __,000.01 number and then go to a round thousand

PPO

Plan Benefit Comparison for 2019

Norman 's CIGNA PPO and HSC's BSBS PPO

	NC CIGNA PPO In-network	HSC BCBS PPO In-network; (PREFERRED)	HSC BCBS PPO In-network (CHOICE)	NC CIGNA PPO Out-of-network	HSC BCBS PPO Out-of-network
Individual Deductible	\$ 750	\$ 1,000	\$ 2,000	\$ 1,500	\$ 3,000
Family Deductible	\$ 1,500	\$ 2,000	\$ 4,000	\$ 3,000	\$ 6,000
Coinsurance (plan/member)	80%/20%	90%/10%	70%/30%	70%/30%	50%/50%
Out of Pocket Max - Individual	\$ 5,000	\$ 5,000	\$ 6,000	\$ 6,000	\$ 7,000
Out of Pocket Max - Family	\$ 10,000	\$ 10,000	\$ 12,000	\$ 12,000	\$ 14,000
Preventive Care	100%	100%	100%	70% after deductible	50% after deductible
Office Visit Copay - Primary	\$ 25	\$ 20	\$ 30	70% after deductible	50% after deductible
Office Visit Copay - Specialist	\$ 35	\$ 30	\$ 40	70% after deductible	50% after deductible
Diagnostic Xrays/Labs Copay	\$ 25	100%, no copay	100% of allowed amount	70% after deductible	50% after deductible
Inpatient Services	80% after deductible	90% after deductible	70% after deductible	70% after deductible	50% after deductible
Outpatient Services	80% after deductible	90% after deductible	70% after deductible	70% after deductible	50% after deductible
Urgent Care Copay	\$ 50	90% after deductible	70% after deductible	80% after deductible	50% after deductible
Emergency Room Care	\$ 100 copay, then 80% after deductible	\$ 100 copay, then 90% after deductible	\$ 100 copay, then 90% after deductible	\$ 100 copay, then 80% after deductible	\$ 100 copay, then 90% after deductible
Prescriptions 30-day - Generic	\$ 10	\$ 10	\$ 10	70% after deductible	Retail copay + 30% coinsurance
Prescriptions 30-day - Preferred	\$ 30	\$ 30	\$ 30	70% after deductible	Retail copay + 30% coinsurance
Prescriptions 30-day- Non-Preferred	\$ 60	\$ 60	\$ 60	70% after deductible	Retail copay + 30% coinsurance
Prescriptions 90-day - Generic	\$ 20	\$ 20	\$ 20	---	---
Prescriptions 90-day - Preferred	\$ 60	\$ 60	\$ 60	---	---
Prescriptions 90-day- Non-Preferred	\$ 120	\$ 120	\$ 120	---	---

Indicates a generally better benefit.

Means same benefit - no difference between Cigna PPO and BCBS PPO Preferred.

HDHP/HSA

Premium Comparison of Employee Share for 2019 Norman 's CIGNA HSA and HSC's BSBS HDHP/HSA for various income bands and family categories

NC vs HSC employee share by income tier - Employee Only

Income Tier*	CIGNA HSA Emp. Share (emp. only)	BCBS HSA Emp. Share (emp. only)	% BCBS is more than CIGNA
Under \$30,000	\$ 9.48	\$ 38.91	310%
\$30,000 to \$42,000	\$ 18.98	\$ 38.91	105%
\$42,000 to \$50,000	\$ 33.20	\$ 38.91	17%
\$50,000 to \$60,000	\$ 33.20	\$ 82.96	150%
\$60,000 to \$100,000	\$ 37.94	\$ 82.96	119%
\$100,000 to \$185,000	\$ 61.66	\$ 97.29	58%
\$185,000 and Above	\$ 90.10	\$ 97.29	8%

NC vs HSC employee share by income tier - Employee + Children

Income Tier*	CIGNA HSA Emp. Share (emp. + children)	BCBS HSA Emp. Share (emp. + children)	% BCBS is more than CIGNA
Under \$30,000	\$ 148.48	\$ 166.35	12%
\$30,000 to \$42,000	\$ 176.30	\$ 166.35	-6%
\$42,000 to \$50,000	\$ 222.70	\$ 166.35	-25%
\$50,000 to \$60,000	\$ 222.70	\$ 231.04	4%
\$60,000 to \$100,000	\$ 231.98	\$ 231.04	0%
\$100,000 to \$185,000	\$ 241.26	\$ 258.76	7%
\$185,000 and Above	\$ 259.82	\$ 258.76	0%

NC vs HSC employee share by income tier - Employee + Spouse

Income Tier*	CIGNA HSA Emp. Share (emp. + spouse)	BCBS HSA Emp. Share (emp. + spouse)	% BCBS is more than CIGNA
Under \$30,000	\$ 234.44	\$ 198.46	-15%
\$30,000 to \$42,000	\$ 293.06	\$ 198.46	-32%
\$42,000 to \$50,000	\$ 351.66	\$ 198.46	-44%
\$50,000 to \$60,000	\$ 351.66	\$ 361.89	3%
\$60,000 to \$100,000	\$ 410.26	\$ 361.89	-12%
\$100,000 to \$185,000	\$ 480.60	\$ 572.02	19%
\$185,000 and Above	\$ 550.92	\$ 572.02	4%

NC vs HSC employee share by income tier - Employee + Family

Income Tier*	CIGNA PPO Emp. Share (emp. + family)	BCBS HSA Emp. Share (emp. + family)	% BCBS is more than CIGNA
Under \$30,000	\$ 316.98	\$ 315.68	0%
\$30,000 to \$42,000	\$ 374.60	\$ 315.68	-16%
\$42,000 to \$50,000	\$ 504.28	\$ 315.68	-37%
\$50,000 to \$60,000	\$ 504.28	\$ 473.51	-6%
\$60,000 to \$100,000	\$ 561.92	\$ 473.51	-16%
\$100,000 to \$185,000	\$ 648.36	\$ 631.35	-3%
\$185,000 and Above	\$ 691.58	\$ 631.35	-9%

Cell shading means BSBS is less costly than CIGNA.

* NC and HSC tiers are off by 1 cent in several places; rounded to make comparison easier

- NC bands start at a round thousand and then go to a __,999.99 number
- HSC bands start at a __,000.01 number and then go to a round thousand

HDHP/HSA

Plan Benefit Comparison for 2019

Norman 's CIGNA HSA and HSC's BSBS HDHP/HSA

	NC CIGNA HSA In-network	HSC BCBS HSA In-network	NC CIGNA HSA Out-of-network	HSC BCBS HSA Out-of-network
Employer HSA Contribution - Individual	\$ 500	\$ 500	\$ 500	\$ 500
Employer HSA Contribution - Family	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000
Individual Deductible	\$ 1,750	\$ 3,000	\$ 2,750	\$ 4,000
Family Deductible	\$ 3,500	\$ 6,000	\$ 5,500	\$ 8,000
Coinsurance (plan/member)	85%/15%	85%/15%	60%/40%	50%/50%
Out of Pocket Max - Individual	\$ 3,500	\$ 6,750	\$ 7,000	\$ 13,500
Out of Pocket Max - Family	\$ 7,000	\$ 13,500	\$ 14,000	\$ 27,000
Preventive Care	100%	100%	60% after deductible	50% after deductible
Office Visit Copay - Primary	85% after deductible	85% after deductible	60% after deductible	50% after deductible
Office Visit Copay - Specialist	85% after deductible	85% after deductible	60% after deductible	50% after deductible
Diagnostic Xrays/Labs Copay	85% after deductible	85% after deductible	60% after deductible	50% after deductible
Inpatient Services	85% after deductible	85% after deductible	60% after deductible	50% after deductible
Outpatient Services	85% after deductible	85% after deductible	60% after deductible	50% after deductible
Urgent Care Copay	85% after deductible	85% after deductible	85% after deductible	50% after deductible
Emergency Room Care	85% after deductible	85% after deductible	85% after deductible	85% after deductible
Prescriptions 30-day - Generic	85% after deductible	85% after deductible	60% after deductible	15% of cost+30% coinsurance
Prescriptions 30-day - Preferred	85% after deductible	85% after deductible	60% after deductible	15% of cost+30% coinsurance
Prescriptions 30-day - Non-Preferred	70% after deductible	85% after deductible	60% after deductible	15% of cost+30% coinsurance
Prescriptions 90-day - Generic	85% after deductible	85% after deductible	60% after deductible	---
Prescriptions 90-day - Preferred	85% after deductible	85% after deductible	60% after deductible	---
Prescriptions 90-day - Non-Preferred	70% after deductible	85% after deductible	60% after deductible	---

Indicates a generally better benefit.

Means same benefit - no difference between Cigna HSA and BCBS HDHP/HSA.