



UNIVERSITY GOVERNANCE RECORD

The September 2007 meetings of the University Faculty will be held on Tuesday, September 4, 2007 and, if needed, on Tuesday, September 18, 2007 in the Langone Center Forum beginning at 12:00 p.m. and running until 12:52 p.m. or the conclusion of business, whichever comes first. Professor Martin Ligare, Chairperson of the Faculty, will preside. Any corrections to the April 2007 minutes should be sent to Faculty Secretary Philippe Dubois prior to the meeting.

AGENDA

1. Amendments to and approval of April 2007 minutes

2. Announcements and remarks by the President

3. Announcements and remarks by the Chair of the Faculty

-Update on governance review

-Update on Ad Hoc committee to review tenure and promotion procedures

-Nominations for fall Election: At this date the Faculty Council has been unable to complete the slate of nominations for the special fall election to fill open governance positions. The nominations will be forthcoming.

4. Committee Reports:

a. Faculty and Academic Personnel Committee

-The written report of the Faculty and Academic Personnel Committee appears in the Appendix to this agenda.

b. Committee on Instruction

-The written report of the Committee on Instruction is attached to this agenda.

-Report the from the Composition Council on the Assessment of the Student Writing Project.

c. Committee on Planning and Budget

d. Committee on Complementary Activities

- e. Committee on Staff Planning**
- f. Committee on Faculty Development**
- g. Committee on Honorary Degrees**
- h. University Review Committee**
- i. Committee on Academic Freedom and Tenure**
- 5. Announcement and remarks by members of the President's staff**
 - Update on Admissions profile for the class of 2011
 - Update on Tactics implementation
- 6. Unfinished business**
- 7. New business**
- 8. Adjournment**

APPENDIX

Report from the Faculty and Academic Personnel Committee (FAPC), September 2007

The purpose of this report is to give faculty and academic personnel a preview of benefits changes that will take effect beginning January 1, 2008. Faculty will be choosing from the menu of benefits options during the October open enrollment period. (For those of you who are new to Bucknell, in October, faculty members select the benefits options for the next calendar year. You will be receiving more information about your benefits choices in *Notes and Notices*, and in a myBucknell channel.)

The benefits news for this year is extremely positive. Healthcare costs for next year are expected to increase by an average of only 0.4%. The full premium for both Highmark Enhanced and Highmark Essential plans will both decrease in cost, GHP premiums will remain unchanged, and prescription drug plan premiums will increase by 5.53%. Retiree health care is the only area of health care in which we anticipate a significant increase, with the increase in the premium for the Medicare drug plan exceeding 10%. Because faculty salaries have increased at a faster rate than health care costs, many faculty members will see the deductions from their salaries for health care slightly increase in 2008, while others may see a decline, depending on their salary and which health care plan they adopt.

The other significant news in the area of benefits is the expansion of life insurance options. Faculty will now be able to select optional life insurance plans ranging from \$25,000-\$500,000, a much wider range than is currently available. Also, faculty will now be able to add an optional dependent life insurance policy for spouses and children (see details below).

In other benefits news, Highmark will increase the limit on visits for Occupational and Speech therapy from 12 to 45. And, the voluntary vision plan (by all accounts an excellent value) will continue in its current form.

Below are some details regarding the benefits changes for 2008:

Health Plan Rates for 2008: Average increase of 0.4%

- GHP (Geisinger HMO) – 0% increase
- Highmark Enhanced – 2.66% *decrease*
- Highmark Essential – 6.17% *decrease*
- Prescription drug plan (RX) – 5.53% increase
- Signature 65 (for retirees) – 2.97% increase
- Medicare RX (for retirees) – projected increase of 12%

Health Plan Improvements for 2008

- Highmark yearly visit limits for Occupational and Speech therapy will be increased from the current limit of 12 visits to 45.

Optional Life Insurance Improvements for 2008

- Current benefit is \$30,000, \$60,000 or \$90,000. This will be changed \$25,000 increments to a maximum of \$500,000 (Range of \$25,000-\$500,000)
 - Current participants in \$30,000, \$60,000 and \$90,000 options will not be required to make any changes
- Faculty can purchase up to \$200,000 of life insurance coverage without evidence of insurability (no medical questionnaire or subsequent tests necessary) during the October 2007 enrollment period, after which time evidence of insurability will be required.
- The same age banded rates per \$1,000 will apply.

Optional Dependent Life Insurance - New Offering for 2008

- Rate: \$.20 per \$1,000 coverage
- Two Employee Options:
 1. Low - \$25,000 for spouse/spousal equivalent & \$5,000 per child coverage
 2. High - \$50,000 for spouse/spousal equivalent & \$10,000 per child coverage
 - (Evidence of Insurability required for \$50,000 spouse/spousal equivalent coverage)

Dental Plan Improvements for 2008 (rates remain the same for 2008)

- Smile for Health plan enhancements, including:
 - Topical fluoride for adults following periodontal therapy or surgery
 - Addition of coverage for several test such as Caries Susceptibility and Brush Biopsy once per lifetime to assess certain dental and medical risks
 - 1 additional cleaning during pregnancy