University Resources Policy Committee

DRAFT Minutes

Wednesday, December 3, 2014
1:30-3:00 PM
POTR B-50

Attending: Pam Aaltonen, Meghan Leiseberg, Michael Fosmire, Joe Sinfield, Christopher Kulesza, Doug Nelson, Steve Byrn, Cliff Fisher, Trent Klingerman.

Discussion of Graduate Student Health Plan by Interim VP Trent Klingerman

Concern was raised by Purdue Graduate Student Government that radical changes were possible to the grad health insurance plan based on a ‘conservative’ risk management perspective by the University. Most of this hinges on the fact that the University does not track hours for graduate students, thus there is no unequivocal way to determine that they are not working more than 30 hours a week in paid status, and thus are classified as full-time under the Affordable Care Act, even if they have a 20 hour appointment. Graduate students are exempt, so don’t receive overtime for hours in excess of 20 worked, and students typically take research credits which can be difficult to separate de facto from paid work hours. Committee members reflected that racking teaching assistant hours seems to be much more straightforward.

It is not the university’s intent that grad students are put on university health plan; however, based on risk assessment, there are preparations the university needs to make to provide graduate student ACA compliant group health insurance coverage.: The ‘group’ health coverage is the one sticking point. The current offering is an “individual plan”, or more accurately, a conglomerate of individual plans and therefore does not comply with ACA regulations The current GA plan is meant for people who come and go, which has different continuation rules than a ‘group plan.’ The intent of a new plan is to have something that looks as much like the current plan as possible with a similar level of affordability. The university will be going through request for proposals in collaboration with graduate student government, and would welcome University Senate input. Chris Kulesza indicated the strong desire to maintain PUSH and Purdue pharmacy components in the GA plan, they need to be a preferred provider under whatever plan is being bid, or, alternatively, the ability to use Center for Healthy Living.

Other concerns about this situation, is there any other implication of not tracking hours? Sinfield: Looking back from some other institutions experiences, counting hours can be a short term win but long term challenge.
Going forward, since, again, hours are not tracked, students with quarter time appointments will be covered as well, unlike now. Fisher: Does that mean academic units have to contribute more to cover ¼ time GA’s?

Looking toward 2018, assuming timelines and the law doesn’t change, the graduate student plan ‘looks like’ a ‘Cadillac’ plan under ACA according to Klingerman, so there might be more issues going forward. CIC meetings and benchmarking with other institutions indicates that no one is handling this the same way. There is a lot of confusion throughout higher education it appears.

**Discussion of Status of Classrooms Resolution**

The committee discussed the resolution and made minor changes to the wording. It was approved by all members in attendance. We agreed to send the revised resolution out to the rest of the committee to gather additional names in favor or against, with non-responders being indicated as ‘absent.’ Once feedback is gathered from the rest of the committee, the resolution will be forwarded to Steering Committee for action on the floor of the Senate.

Further discussion surrounded the question of departmentally controlled instructional spaces. There was some confusion over how to determine which spaces are departmentally controlled and which are centrally scheduled, and thus, not knowing whether this is a concern or not. We suggested seeing if we can get more information about the status from Mike Cline’s office. The chair will follow up to try and determine what information is available that would be of interest to the committee.

**NOTE:** after the meeting I received an update on the ‘Just the Facts’ paper. Small revisions will be made to the resolution, and I’ll send it via email for everyone to consider. This might come up briefly in our January meeting.

**Discussion of Priorities/Action Plan**

We reviewed our tentative schedule for future meetings, with the following additions in **bold italic**.

January: Update on Concur Travel system; *Business office reporting structure potential changes*;
February: Long-term Energy Plan (Bill Hutzel to facilitate)
March: Faculty retention trends and costs; *New budgeting process – impacts, on departments, schools, and colleges.*
April: On-campus conference facilities/process; *purchasing processes; on campus facilities improvement—how to outsource; take into account opportunity costs*