

**UNIVERSITY SENATE**  
First Meeting, Monday, 9 September 2019, 2:30 p.m.  
Pfendler Hall, Deans Auditorium

**AMENDED AGENDA**

1. Call to order Professor Cheryl A. Cooky
2. Approval of Minutes of 15 April 2019
3. Acceptance of Agenda
4. **Remarks of the Senate Chair** Professor Cheryl A. Cooky
5. **Remarks of the President** President Mitchell E. Daniels, Jr.
6. Question Time
7. Memorial Resolutions
8. **Résumé of Items Under Consideration by Various Committees** For Information Professor Deborah L. Nichols
9. **Senate Document 18-10 Change to the Senate Bylaws Section 5.02** For Action Professor Frederick C. Berry
10. **Senate Document 18-11 Change to the Senate Bylaws Section 5.21** For Action Professor Frederick C. Berry
11. **Senate Document 19-03 Inclusion Resolution** For Discussion Professor Audrey Ruple
12. **Senate Document 19-04 Voter ID Resolution** For Discussion Professor Audrey Ruple
13. **Senate Document 19-02 Resolution on Airport Parking Reimbursement** For Discussion Professor Linda S. Prokopy
14. **Update on the 2020 Health Care Plan Changes** For Information Director of Benefits Candace G. Shaffer
15. New Business
16. Adjournment

## UNIVERSITY SENATE

First Meeting, Monday, 9 September 2019, 2:30 p.m.  
Pfendler Hall, Deans Auditorium

**Present:** President M. E. Daniels Jr., J. W. Camp (*Secretary of Faculties and Parliamentarian*), C. A. Cooky (*Chair of the Senate*), D. L. Nichols (*Vice-Chair of the Senate*), Kathleen Abrahamson, Kolapo Ajuwon, Jonathan Bauchet, Stephen P. Beaudoin, Frederick Berry, Jordan Jo Boileau, Colleen Brady, Sylvie M. Brouder, Robert X. Browning, Tom Brush, Min Chen, Sharon Christ, Lauren Claxton, Matt Conaway, Martin Corless, Bruce Craig, Jim Dworkin, David Eichinger, Donna Ferullo, Clifford Fisher, Alexander Francis, Andrew Freed, Ariel de la Fuente, Michael Gribskov, Ayhan Irfanoglu, Jules Janick, Singe Kastberg, Ralph Kaufmann, Julius J. Keller, Todd Kelley, Neil Knobloch, Jozef L. Kokini, Klod Kokini, Nan Kong, Janice Kritchovsky, Eric P. Kvam, Douglas LaCount, Seokcheon Lee, David J. Love, Robyn Malo, Stephen Martin, Eric T. Matson, Tim McGraw, Michael McNamara, Larry Nies, Song No, Robert Nowack, Jan Olek, Erik Otarola-Castillo, Alice Pawley, Linda Prokopy, Bob Pruitt, James Pula, Li Qiao, Randy Rapp, Jeremy Reynolds, Jeff Rhoads, Elizabeth Richards, Felicia Roberts, Paul Robinson, Leonid Rokhinson, Audrey Ruple, Ala Samaratungavan, David Sanders, Dharmendra Saraswat, Dennis Savaiano, Lou Sherman, Daniel W. Smith, Brandon H. Sorge, William E. Sullivan, Hong Tan, Susan Watts, Steve Wereley, Nicole J. Olynk Widmar, Kipling Williams, John S. Yaninek, Jane F. Yatcilla, Megha Anwer, Stacey Baisden, Heather Beasley, Natalie Carroll, Michael B. Cline, Frank J. Dooley, Keith Gehres, Lowell Kane, Lisa J. Mauer, Beth McCuskey, Jamie L. Mohler, Alysa C. Rollock, Katherine L. Sermersheim, Jeremy Wampler, and S. L. Dykhuizen (*Sergeant-at-Arms*).

**Absent:** Jay T. Akridge, Taylor Bailey, Peter Bermel, Bharat Bhargava, Steven S. Broyles, Chittaranjan Das, Edward J. Delp III, Ray Fouché, Catherine A. Hill (*leave*), Stephen Hooser, David Koltick, Shuang Liu, Julie Mariga (*leave*), Greg M. Michalski, Rodolfo Pinal, Steven Scott, Qifan Song, Rusi Taleyarkhan, Haiyan H. Zhang, Barbara Frazee, Peter Hollenbeck.

**Guests:** B. Bell (Purdue HR), T. Mitchell (Athletics Compliance), J. Fish (Purdue Online), B. Rachunok (PGSG), A. Nickel (M&M), J. Freeman Marshall (WGSS/ENG), J. Rickus (Provost Office), A. Believer (Purdue Exponent), G. Friedman (ENG), N. Scott (Board of Trustees), T. Mayer (EVPRP), J. Burrows (WLFI).

1. The meeting was called to order at 2:35 p.m. by Chairperson Cheryl Cooky.
2. The minutes of the 15 April 2019 Senate meeting were approved as distributed.
3. The September Senate Agenda was approved as distributed.
4. Professor Cheryl Cooky presented the remarks of the Chairperson ([see Appendix A](#)).
5. President Mitchell E. Daniels, Jr. presented the remarks from the President ([see Appendix B](#)).
6. Question Time: President Daniels entertained questions from the Senate floor.
  - Professor Stephen Beaudoin asked the following question, two parts, with associated comments: "In July of this year, Anthem unilaterally cut its rate of reimbursement for ABA therapy (the most successful and common form of autism therapy) by 35%. Some treatment providers have gone out of business, as a result, and the community is afraid that the entire insurance market will pull back and no providers will remain any longer. In our case, the two providers here in town, Little Star and Cornerstone, have already merged to cut costs and stay in business. Their only business is

providing ABA therapy. If they go under, we don't know how we will help our children. My question for President Daniels is in two parts: Does Purdue know about this, and has Purdue made any decisions about how to respond? I believe that Purdue decides what Anthem covers and what Anthem pays for services. As an aside, there is a moral/ethical aspect to this. We have a law in Indiana that mandates insurers must cover treatments that are prescribed by a physician for autism. This does not apply to Purdue, a self-insurer, and WE ARE ALL VERY GRATEFUL for Purdue's decision to cover such therapy. However, if Anthem decides to lead the charge in driving all ABA providers out of business, then they have effectively killed the law and it becomes very difficult to benefit from Purdue's right-minded decision. It seems wrong that the folks who are governed/regulated by the law should be able to eliminate it." President Daniels answered that Purdue is now aware of this because Professor Beaudoin made "us" aware. This issue was reviewed and it appears that Anthem has stepped back from the rate cut and are having an additional look at it. Nothing has changed for now. In addition, Purdue has not changed anything and we are still prepared to provide this coverage. In any plan, the administrator sets the reimbursement rates. President Daniels has stated openly that we in this area are grossly overcharged for certain hospital procedures. It is the administrator's business to negotiate with the providers for rates that are commensurate with the service being provided. It should not cost the Purdue beneficiary anything. If they should make an adjustment, they would have concluded that some rate is excessive or above-market. Due to the attention brought by this issue, President Daniels does not think the rates are going to change at all.

- Professor Cooky asked President Daniels to comment on the recent coverage of Purdue Global in a recent [Forbes article](#). President Daniels responded that they had to retract a lot of the statements in the article due to false claims. At a recent conference co-sponsored by Salesforce he was asked how Purdue Global is doing. He replied to that question that Purdue Global is growing, but not as fast as hoped. This happened because the market in which it operates has slowed down. The overall market grew at 2% and Purdue Global grew at 6%. It has grown at double-digits in terms of bachelor's degrees and master's degrees, which is what we are really interested in. If all degrees are counted including associate degrees, the growth is slower. As hoped for by the Higher Learning Commission, we are up to 2,000 or so Indiana adult learners who are back on track to get a college degree. We have about 700 Purdue employees who are on track to, hopefully, complete a Purdue degree. We have really just completed the first year and the President hopes to see bigger numbers both inside and outside Indiana. President Daniels noted that our enrollments are still strong while those of peer institutions as well as small, private, liberal arts institutions have declined markedly. Some migration of students is occurring as the small schools close and the students move to larger, high-quality, public institutions. This is especially the case from our region through to the Northeast U.S.
- Professor Colleen Brady asked: "Why does the employee tuition benefit not apply to employees wishing to take courses offered through Purdue Online like it does through all the other Purdue campuses and Purdue offerings?" President Daniels responded that it is an interesting question and we will look at it. President Daniels explained that Purdue Online is online education that originates here at Purdue and that the College of Agriculture is one of our leaders. Purdue is just getting rolling on online education. Most of the clientele so far for those programs has been outside of Purdue and adding this to the employees' benefits has not been discussed, but it will be part of the conversation moving forward.

- Professor Alice Pawley asked about growth in student numbers on the regional campuses. President Daniels said he does not have the final numbers, but PFW is doing well in terms of new students, especially with new students coming from Ohio. However, retention is a problem and gains in new students are offset by losses in continuing students who stay one year and then leave the institution. There are approximately 8,000 full-time students at PFW. PFW also lost about 3,000-4,000 students when IU split from the previous IPFW combined campus and took those students into the IU system. PNW-Westville is experiencing similar trends. Regional campus retention rates are lower than those at West Lafayette. Purdue Global aims to tap into the pool of 35-40 million Americans who start but do not finish college. Professor Pawley inquired about the number of students from the regional campuses who are now attending Purdue Global. President Daniels did not think that was an issue as the average age of Purdue Global students is over 30 and there are very few 18-24 year-old students attending Purdue Global.

7. No Memorial Resolutions had been received.
8. Representing the Steering Committee, Professor Deborah Nichols presented the Résumé of Items under Consideration (ROI) by various standing committees (see Appendix C). The Chairs of the Senate Standing Committees briefly described the current activities of their respective committees.
9. Professor Fred Berry presented Senate Document 18-10, *Change to the Senate Bylaws Section 5.02*, for Action. He explained the rationale for the proposed change. A motion was made and seconded to approve this document. Discussion of the motion centered on the pros and cons of the wording of the proposed change. Professor David Sanders recommended voting against the document. Senator Sanders clarified that there is always an election following the selection of candidates by the Senate Nominating Committee. The reason there were two nominees for the Steering and Nominating Committees was due to their important power vested in these committees. With two nominees for each opening, this ensured the presence of alternative voices for these two committees. Professor Sanders noted that the Steering Committee, in particular, in the last two years has members who were not elected, but were chosen as replacements for Senators who left the Senate. Last year there was an election for the Steering Committee, but people who joined without being elected by the Senate. He does not think it appropriate to change the Bylaws to make it even easier to appoint people to these committees, such as during the summer recess from Senate meetings. Professor Berry noted that the election process is not being eliminated, but the recommendation is to put these two committees at the same level for selection of members as is the case for the other Senate standing committees. Professor Sanders stated that the requirement for at least two candidates means there is a meaningful election. Again, the Nominating Committee can perpetuate itself and select the Steering Committee. He said that the reason these two committees were singled out for two nominees, was because of their power and importance to the Senate. Professor Natalie Carroll (Immediate Past Chair of the Senate) mentioned that as a former long-time Chair of the Senate Nominating Committee, it was often difficult to get people to volunteer for the Nominating Committee to fill the open seats, much less get two nominees for each opening. It was easier to get candidates for the Steering Committee, but still difficult to get two candidates for each opening. Even if they had not volunteered, new Senators were often named as candidates for the two committees to ensure there were enough names for the election. Professor Linda Prokopy highlighted that the proposal still allows the Nominating Committee to ask for more names than just

enough to fill the openings. The Senate can always take action to ask for more candidates. She noted that two or three years ago, the nominees for the Faculty Affairs Committee were all men. The document was sent back to the Nominating Committee to charge them with finding a more diverse group of candidates for the Faculty Affairs Committee. Asking the Nominating Committee to find two candidates when they are scrambling to find volunteers is unfair. Professor Berry agrees with this assessment and said the Nominating Committee will always provide more names when there are sufficient volunteers. We still have not filled all the committee slots for this academic year. Professor Berry and Professor Sanders had a conversation and agree it would be nice to have enough to have two candidates for each opening, but we did not have sufficient volunteers during the most recent election in April 2019. Professor Ralph Kaufmann suggested that this document takes into account the next Senate Document under consideration where the terms "nominate" and "appoint" are used in the text. Professor Kaufmann found the wording of the two documents under consideration awkward. He agrees with Professor Sanders that we will lose democracy in the way committee members are appointed. The discussion ended and the vote was taken. As this document proposed a change to the Senate Bylaws a two-thirds majority voting in favor was required for approval. The document was approved with 36 votes in favor, 18 in opposition with 12 abstentions. The Senate Bylaws will be updated accordingly and the changes are now in effect.

10. Professor Fred Berry presented [Senate Document 18-11, Change to the Senate Bylaws Section 5.21](#), for Action. Professor Berry explained the rationale for the proposed change. A motion was made to approve this document (no second was required as the document was put forth from a committee). Professor Matt Conaway asked for clarification of the intent of the proposed change, i.e., if the selection of nominees occurs before the April election of committee members to complete the ballot or afterwards to fill open seats on committees. Professor Berry explained what has happened in the past when the full ballot is brought in April, with some seats still open. To fill vacant seats after the election, the Nominating will contact Senators who are not currently on committees to determine if they are willing to serve. With the number of available committee seats, we need almost 100% of the seated Senators to also serve on committees. Professor Carroll noted that over the summer Senators leave the university through retirement or when they take positions at other institutions. The Nominating Committee does not meet during the summer, so it has filled positions in the manner described. Professor Sanders proposed an amendment to change the word "assign" Senators to "nominate" Senators and explained his rationale for the motion, such as filling in seats due to retirements. After they are nominated, the Senate will then elect these individuals which is consistent with the Senate Bylaws. His motion was seconded. Senator Boileau asked for parliamentary clarification about a "friendly amendment" and whether it required a vote. According to the Senate Bylaws, all changes to the Bylaws require a vote by the Senate and cannot be accepted by consent of the body or as a "friendly amendment." The vote on the amendment was taken and it passed with 50 votes in favor, 15 in opposition with 3 abstentions. Discussion on the amended motion started with Professor Alexander Francis asking for clarification on the timing of when the nominations will occur either before or after the first round of voting in April. Professor Berry explained that all nominations will be brought forth for the April vote. Professors Francis and Berry went back-and-forth to clarify the reasons for the change to the Bylaws. The intent is that if one serves as a Senator, one will be put on a standing committee or one should choose to serve on a standing committee. Professor Cooky used the analogy of classroom attendance where attendance is required to incentivize attendance by students. Professor Pawley asked Professor Francis if he was asking about not what will happen next year, but given that we have holes now, "how do we fill

those?" Professor Francis noted that the intent of the amendment is to prevent holes from occurring in the first place, but that has not happened, holes still appear. He expressed confusion about what the amendment will change. Professor Berry said he hopes it will bring awareness to all Senators that we need to fill the vacant committee seats and we will have more volunteers for the open seats. In the end, the Nominating Committee has to fill seats with available Senators, whether they volunteer or not. The discussion ended and the vote on the amended document occurred. The amended document passed with 57 votes in favor, 9 in opposition with 3 abstentions. The wording changes will be made to the Senate Bylaws and are now in force.

11. Professor Audrey Ruple presented [Senate Document 19-03, \*Inclusion Resolution\*](#), for Discussion. Professor Ruple provided the background and rationale for the document and answered questions from the Senate floor. Professor Michael Gribkov asked if the proposal meant that commercial entities located on campus property have to uphold these values at all of their locations or only at their locations on Purdue's campus. Professor Ruple stated that her committee did not make that distinction and used broad language intentionally. Professor Robyn Malo suggested that given the growing number of students who identify as non-binary it might be helpful to include the pronoun "their" in the resolution as well as "her" and "his" to make them feel welcome. Professor Ruple shares in that concern, but the document took its wording, in part, from the University Policy and that is how it is written. Professor Cooky asked for clarification that this is an existing University Policy and the Senate is being asked to endorse this policy. Professor Ruple stated that the Senate Document goes a little further than that and the existing University Policy is used as the rationale for this proposal. The proposal is that we extend that vision and those premises upon which we require ourselves to act. The entities should hold the same values as Purdue University and promote inclusivity within their own policies. Inclusion is one of the six core values of Purdue University. Speaking personally, Professor Ruple feels that this is so central to how we operate as an institution that to allow organizations on campus that do not follow the same inclusivity principles undermines the core of who we are as an institution. Professor Leonid Rokhinson inquired how this proposal would work with the Indiana law passed a few years ago that allows faith-based entities to discriminate based on their faith beliefs. Professor Ruple cannot speak to the legalities as she is not a lawyer. She emphasized that this proposal is only for our campus, not any entities outside our campus. We are not asking people to not support businesses in their private lives, but are addressing what we support as part of this institution. Professor Steve Martin asked for clarification about the force of the adoption of the document. "Does its adoption require that the administration implement the proposal?" Professor Cooky stated that any Senate resolution gets forwarded to the appropriate administrative offices on campus, ostensibly for implementation. The administration has the discretion to implement it, or not, as it wishes. Professor Sanders supports the proposal and suggested some wording changes to Professor Ruple to improve the clarity of the document. Professor Brady commented that in terms of the proposal's wording and that of the above-mentioned State law, it is similar to the situation in which Purdue's EEO statement is much more inclusive than the State law. Hence, this is something we can put in place. Professor Prokopy commented that the administration frequently chooses to not listen to Senate resolutions like this. However, that does not mean the Senate should not pass these resolutions. There are students, staff, and faculty on this campus who are hurting by the University allowing a particular commercial entity onto campus and we send a strong signal of support for those individuals by passing this resolution. The administration can then choose to do the right thing, or not, but we as a body can say we would like them to do the right thing and support our colleagues. Professor Martin Corless asked if this would

impact non-commercial entities as well as commercial entities. Professor Ruple will take back to committee the point about non-commercial entities, but the proposal is specific to commercial entities, at this time. Senator Boileau stated appreciation for the broader institutional beliefs and cores sets of the University. He wants to put it in a more specific context in particular Chic-fil-A coming to campus. As student body President and as an openly gay student this is something he confronts on a daily basis as well as in conversations he has every day with fellow students. He noted that the American College Health Association estimates that between 17% and 20% of undergraduate student body populations in the U.S. self-identify as LGBTQ. We can assume it is higher because some students do not self-report. He knows quite a few closeted students who choose not to be out. Internal Purdue data from Director Lowell Kane of the LGBTQ Center suggest that Purdue's student population makeup is in line with this findings. Additionally, we know that 13% of our undergraduate students who live in our Honors College self-identify as LGBTQ. We know that Purdue did not accept money for a building on campus from Papa John's due to racist remarks of the company's founder. Purdue has a commitment to redefine diversity and inclusion through the meaningful work of Vice Provost Gates and his office. However, Senator Boileau thinks that the mission to maximize student potential cannot possibly be successful if an estimated 17% of our population, Senator Boileau included, would not be provided the same protection from all forms of discrimination and therefore he hopes that the committee and Senate will pass this document. Professor Eric Kvam suggested a word change in line with that suggested by Professor Sanders change "uphold the same values" to "uphold these same values" to help clarify the wording. Professor Cooky reminded the Senators to send their suggestions for changes to the document to Professor Ruple via email.

12. Professor Ruple presented **Senate Document 19-04, Voter ID Resolution**, to the Senate for Discussion. She explained the rationale for the document related to the University's proposal to charge students a \$10 fee to get new ID cards with an expiration date to allow students to vote. Recent interpretations of Indiana voter law requires and expiration date on an official form of ID to allow one to vote. The proposal suggests students should be provided replacement cards at no additional cost. Professor Prokopy made a motion to suspend the rules to allow a vote on the document during the current Senate meeting. Her motion was seconded. The motion to suspend the rules passed with 61 votes in favor, 4 in opposition with 1 abstention. Discussion of the document occurred. Senator Boileau expressed his strong support for the document. Professor Kvam made a motion that was seconded, to change the wording to clarify that only 1 replacement card will be provided at no cost to the students. Professor Sanders asked for clarification of the amendment wording. The proposed amendment reads as follows:
  - *Purdue University shall provide a replacement identification card at no cost for each student who requires it for voter identification purposes.*

Professor Erik Otarola-Castillo suggested that the previous sentence in the document clarifies that this is for voting purposes only. The amendment is not changing the sense of anything just ensuring the administration know they are not providing unlimited numbers of replacement cards if students happen to lose them more than once. The amendment passed with 59 votes in favor, 6 in opposition with 2 abstentions. The vote on the amended document followed. The document was approved with 64 votes in favor and 3 votes in opposition.

13. Professor Linda Prokopy introduced **Senate Document 19-02, Resolution on Airport**

*Parking Reimbursement*, for Discussion. She noted that the University administration made the policy changes concerning parking reimbursement during the summer and without faculty input. Therefore, it should be rescinded. Professor Prokopy next explained the rationale for the proposal. Professor Brady spoke in favor of the resolution. She has received input from her colleagues who are female, URM, or have disabilities who have strongly stated that the policy change creates a significant safety risk for them when they are returning to or departing from the airport late at night or early in the morning. They also have a lack of comfort in getting in a van or vehicle with strangers even at the FastPark&Relax setup. In addition, funding sponsors are supportive of prioritizing the travelers' safety when using their funds so why does the University say one cannot get full reimbursement for parking in the garage. Professor Sanders suggested there should be specific wording the "Resolved" clause. He believes the policy applies to other airports and not just the Indianapolis airport. He suggested this is, once again, penny wise and pound foolish. Faculty time is valuable. He has never used valet parking and he can understand why the University might want to restrict valet parking, but he sometimes parks in the garage due to inclement weather or to save time. One must build more time in the travel itinerary to use the economy parking compared to parking closer. Thus, our time is not being valued and it costs more for the time to get from economy parking to the airport than if we were reimbursed for parking closer. Professor Paul Robinson agreed with Professor Sanders. He noted that there was a time when the University would not pay for cell phones and their use. That changed when an administrator discovered Blackberry cell phones. Administrators got Blackberries and cell phones were then allowed as a chargeable expense. He does not understand where they come up with these ideas. They do not understand what the faculty do in their jobs. We should argue against this policy. Most faculty are very careful with their spending and will not pay for long-term parking in the garage, but for a one- or two-day trip, he will use the garage. He will do so whether the administration says he can or not. He will then argue with them about reimbursement and suggests all the faculty take that approach. Professor Jozef Kokini stated that his colleagues in the Food Science department are strongly behind this resolution. Professor Corless asked if the FastPark&Relax entity was corporate parking. Professor Cooky stated that she had an email conversation with Robert Wynkoop, Senior Director of Procurement, and the policy as written does not prohibit parking in the valet or other lot, but one will only be reimbursed for the economy rate. The FastPark&Relax property is a covered lot and costs \$7/day. It provides door-to-door service via shuttle. To Professor Corless it seems like the University is showing a preference for one provider over another. He speculated about a possible commercial interest on the part of the University by choosing one vendor over another vendor. Professor Cooky does not know if such an arrangement exists. Professor Ala Samarapungavan has also received several expressions of concern from faculty, especially female faculty, about issues of safety and access in regards to this policy. On their behalf, she also supports the resolution. Professor Cooky suggested that it needs to be communicated to the administration that what safe means varies among individuals. If one has experienced sexual assault, physical violence, or trauma, such an individual might not feel safe in situations where others would feel safe. Professor Francis there is a serious issue about mobility. Even if one parks in a reserved spot in long-term parking, one still has to get on the bus/shuttle that may be full of people and may not be able to accommodate an individual with lesser mobility. Not only must one get on the bus, but also off the bus and up the stairs and it is much more cumbersome for those with mobility issues. The vote on the document will occur at the October Senate meeting and Professor Cooky encouraged the Senators to consult with their constituents on this matter.

14. Director of Benefits Candace Shaffer provided an update on the 2020 Health Care Plan Changes (see Appendix D). Following the presentation, Director Shaffer answered questions from the Senate floor.

- Professor Alice Pawley brought up the issue of charging a premium for spousal coverage. She asked if the data showed that the spousal coverage was covering predominantly women and what are the actual demographics associated with spousal coverage. Director Shaffer can provide information on whether a covered spouse is male or female, but Purdue does not collect data on whether spouses are employed elsewhere. We believe this will affect about 20% of Purdue employees' spouses. In those cases, the employee and spouse will have to decide whether to go with the spouse's employer's insurance or pay the premium to receive Purdue's coverage. Professor Pawley asked if Purdue would start collecting those data. Director Shaffer said that can be discussed to decide if the data can be collected. Treasurer William Sullivan estimates that of the covered spouses, 54% were women and 46% were men. However, we do not know how many spouses are employed.
- Professor Jonathan Bauchet inquired about how many spouses telecommute for an employer in another state and whose insurance would cover hospitals in another network outside Indiana. The spouse would be at a big disadvantage going out-of-network when getting medical services in our area.
- Professor Sanders asked: "Which other Big 10 Universities are completely eliminating all health plans except for high-deductible health plans?" Director Shaffer suggested that not very many, perhaps a handful, both for the spousal premium as well as the high-deductible plans. Purdue benchmarked against other institutions using validated and unvalidated data and the results are presented in her PowerPoint presentation (Slide #17, Appendix D). We used the same group of universities as were used to benchmark the Job Family Structure. Professor Sanders stated that Purdue is an outlier in terms of not having alternatives to high-deductible health plans. He said that Purdue through its premium structure was forcing people onto high-deductible plans. Based on data, this is a political move rather than a benefit to Purdue employees. He believes this should be strongly reconsidered and encourages his Senate colleagues to think about what this means for Purdue University.
- Professor Rokhinson noted that the extra fee for self-employed spouses make it less likely for faculty to remain at Purdue University.
- Professor Dennis Savaiano asked if a model was developed to determine what it would cost to break even if the PPO plan was retained. Director Shaffer stated that they did a white paper on this issue and it is available on their website. They looked at four years of data and compared individuals who were enrolled in the PPO plan with individuals enrolled in the high-deductible plan. They looked at their total expenses with premium and out-of-pocket and gave consideration to the tax benefits that one gets for having the HSA account with contributions from the individual and the University. They controlled for risk and utilization because there is a myth that those on high-deductible plans do not utilize health care as often as those on the PPO plan. In our population, that is not true. The risk is relatively the same. While controlling for those factors, what was found over the four years of the study was that individuals on the PPO plan spend much more than those on the high-deductible plan. Professor Savaiano inquired as to why we do not offer that option with a higher cost to break even. Purdue's plan for the replacement high-deductible is to keep the deductible and out-of-pocket expenses very similar to the PPO plan costs. In this way, they can help mitigate the shift from the PPO

plan to the high-deductible plan. We believe overall that employees and their families will spend less and use health care just as often and be well taken care of on the high-deductible plan.

- Professor Brady asked about the total value of the Purdue benefits plan and whether it is decreasing over time. For example, the merit raise averages about 2.5%, but the increases in the insurance premiums have been in the 4 – 7% range over the last several years. She has been here a long time and during that time, the retirement contribution from the University has significantly declined. It will be very difficult to retain faculty and remain in the top 10 rank if none of the peer institutions are decreasing their benefits. Her sense is that the total compensation package has decreased over the last ten years. She would like to see data regarding this issue. Director Shaffer said that they were working on exactly that type of report, but she is unsure of the timing. Treasurer Sullivan said it should be ready during the first quarter of 2020. She and Treasurer Sullivan can discuss what can be shared in the meantime. Professor Brady finds it disingenuous that the Benefits Office refers to no increases occurring in premium costs, while there are additional fees tacked on for things like spousal coverage and being a smoker. These do increase the costs to the employees.
- Professor Libby Richards noted that she had worked for a third-party administrator before entering academia. Based on her experience, it is important to consider the impact on those individuals with serious, chronic illnesses through the use of high-deductible plans. She is aware of care avoidance through her work with patients, as a case manager, and as an employee of an insurance company. She appreciates that the Benefits Office has prepared a white paper and she will look at it. From working with patients, she can wholeheartedly say that eliminating a PPO plan option is not an employee-friendly policy.
- Professor Malo asked: "How did you arrive at the \$45,500 cut-off for the insurance premium increase?" She is concerned that jump from \$750 to \$1,500 is quite substantial for those at the low end of the pay band. Director Shaffer stated that they look at this annually in terms of merit increases and the benefits tier for employees. They do pull numbers on who is in that range and they understand where the impact points are going to be and they will continue do that annually as they prepare for merit and the benefit tier change.
- Professor Jeff Rhoads inquired about the cost offset in terms of revenue that could be generated by the \$750 or \$1,500 spousal coverage fee. He suspects that if one does the calculation, losing one research program from any single faculty member who leaves as a result of decreasing benefits completely wipes out the revenue generated by the spousal coverage fee. **Slide 15** of the presentation presents the data on claim cost by dependent type for 2018. Spousal claims were about \$37.5M in 2018. We currently collect just over \$8M for spousal coverage. The difference is just over \$29M paid by Purdue for spousal coverage. Benefits estimated that about \$2M in additional funds would be collected with the increased premium for spousal coverage. Professor Rhoads said that a single faculty member leaving plus the cost for a search will eat up \$2M quickly. This may fit in the category that the total cost savings do not make much sense.
- Professor Stephen Beaudoin understands that the Trustees indicate a number for total benefits and the administration works within that number or does the administration set the number without input from the Trustees. Treasurer Sullivan said that we look at the projections for costs for various programs that we offer. We try in any number of ways to reduce overall costs. We identify things that we can do that will, hopefully, efficiently reduce overall costs. Long-term, we have

targeted a 70-30 split between employer and employee. Right now we are about a 72-28 split. Treasurer Sullivan credits Directory Shaffer and her team with reducing costs in the last year, especially with the pharmaceutical costs. We actually saw an overall decrease in costs to the University. The Board of Trustees does not target a specific number.

15. No New Business was brought to the Senate.
16. Having no additional business, the meeting adjourned at 4:45 p.m.

**TO:** The University Senate  
**FROM:** Nominating Committee  
**SUBJECT:** Bylaws of the University Senate  
**DISPOSITION:** University Senate for Discussion and Adoption  
**REFERENCE:** University Senate Bylaws, 5.02  
**PROPOSAL:** Elimination of two nominees to be named for each vacancy on the Steering and Nominating committees.  
**RATIONALE:** a) The Steering and Nominating committees would have the same nominee required as the other Standing Committees. b) We are not getting enough volunteers to have an election for the Steering and Nominating committees.

Current Bylaws text with recommended changes in red/strikethrough:

#### 5.02 Membership, Appointment, and Terms of Senate Committees

The Senate committees shall be constituted of Senators, Advisors to the Senate and students provided for in other sections of these Bylaws.

Elections will be held annually at the last two regular meetings of the Senate to fill elective vacancies on each Senate committee for the coming year for terms beginning June 1, and at such other times as vacancies may need to be filled. The report of the Nominating Committee, including names proposed, will be circulated with the agenda for the meeting at which elections are to take place. At least one nominee shall be identified for each elective vacancy on each Senate committee, ~~except that two shall be named for each vacancy on the Steering and Nominating committees. Members of the Steering and Nominating Committees shall be elected at the March meeting and members of other Members for all committees shall be~~ elected at the April meeting. In each instance, nominations may be made from the floor. When the number of nominees exceeds the number of vacancies to be filled, election shall be by written ballot, and a plurality is sufficient to elect.

Advisors to Senate committees shall be chosen in accordance with the provisions in section 2.00c. The Nominating Committee may recommend for Senate vote the appointment of *ex-officio* members to Senate Committees. *Ex-officio* members will be faculty members who are not Senators and bring valuable expertise to the respective committee. *Ex-officio* members have no vote on the Senate Committee but may otherwise participate fully in the deliberations of the committee.

#### Approving

Fred Berry  
Rayvon Fouché  
Larry Nies  
Robert Nowack  
Jan Olek  
Jeremy Reynolds

**TO:** The University Senate  
**FROM:** Nominating Committee  
**SUBJECT:** Bylaws of the University Senate  
**DISPOSITION:** University Senate for Discussion and Adoption  
**REFERENCE:** University Senate Bylaws, 5.21  
**PROPOSAL:** Add language to 5.21 stating, the Nominating Committee will assign Senators to fill Senate committee seats when the number of Senators volunteering is not sufficient to fill all required Senate committee seats.  
**RATIONALE:** We are not getting enough volunteers to fill all Senate committees

Current Bylaws text with recommended changes in red/strikethrough:

#### 5.21 Duties and Responsibilities

The duties of the Nominating Committee are to:

1. Nominate elective members for all Senate committees **which may require the Nominating Committee to assign senators to fill Senate committee seats when the number of Senators volunteering is not sufficient to fill all required Senate committee seats.**
2. Nominate members, after consultation with the appropriate Senate committee, to the various faculty committees. Nominees to the Faculty Committee on Censure and Dismissal Proceedings and the University Grade Appeals Committee shall be presented to the Senate for election, such election to constitute final approval.
3. Annually solicit from the faculty, by mail questionnaire, information concerning faculty preferences and qualifications for committee assignments.
4. Propose to the Senate, Advisors and their committee assignments in accord with Sections 2.00c and 5.0.

#### Approving

Fred Berry  
Rayvon Fouché  
Larry Nies  
Robert Nowack  
Jan Olek  
Jeremy Reynolds

**TO:** The University Senate  
**FROM:** *Equity and Diversity Committee*  
**SUBJECT:** *Commitment to maintaining an inclusive community*  
**DISPOSITION:** University Senate for Discussion and Adoption  
**REFERENCE:** *University Policy III.C.2*  
**RATIONALE:** *Purdue University is committed to maintaining an inclusive community that recognizes and values the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding and mutual respect among its members; and encourages each individual to strive to reach his or her own potential. In pursuit of its goal of academic excellence, Purdue University seeks to develop and nurture its diversity. The University believes that diversity among its many members strengthens the institution, stimulates creativity, promotes the exchange of ideas and enriches campus life.*  
  
*Purdue University views, evaluates and treats all persons in any university-related activity or circumstance in which they may be involved solely as individuals on the basis of their own personal abilities, qualifications and other relevant characteristics.*  
  
*Purdue University does not condone and will not tolerate Discrimination against any individual on the basis of race, religion, color, sex, age, national origin or ancestry, genetic information, disability, status as a veteran, marital status, parental status, sexual orientation, gender identity or gender expression. Purdue University promulgates policies and programs to ensure that all persons have equal access to its employment opportunities and educational programs, services and activities. The principal objective of this policy is to provide fair and consistent treatment for all students and employees of the University. Purdue is committed to increasing the recruitment, selection and promotion of faculty and staff at the University who are racial or ethnic minorities, women, persons with disabilities and veterans. The University also is committed to policies and programs that increase the diversity of the student body.*  
  
**PROPOSAL:** *Purdue University shall require that all commercial entities located on campus property uphold the same values and promote inclusivity with their policies, hiring practices, and actions.*

**Committee Votes**

For:

Bharat Bhargava  
Tom Brush  
De Bush  
Lowell Kane  
Neil Knobloch  
Klod Kokini  
Song No  
Rodolfo Pinal  
Linda Prokopy  
Audrey Ruple  
Ala Samaratungavan  
Susan Watts  
Nicole Widmar  
Kip Williams

Against:

Absent:

Erik Otárola-Castillo

Abstained:

Alysa Rollock

**Senate Document 19-04**  
**9 September 2019**  
**As Amended 9 September 2019**

**TO:** The University Senate  
**FROM:** *Equity and Diversity Committee*  
**SUBJECT:** *Purdue University identification cards used for voting purposes*  
**DISPOSITION:** University Senate for Discussion and Adoption  
**REFERENCE:** *Purdue ID Card Office*  
**RATIONALE:** *Purdue University is committed to promotion of civic engagement as evidenced through our learning outcome focused on working effectively in a global civic society.*  
*Purdue University supports and encourages student's right to vote and considers this to be part of their civic duty.*  
*A recent change in local policy related to Indiana's voter ID law makes use of Purdue University's identification cards that do not have an expiration printed on them invalid for use as voter identification.*  
*Purdue University has updated the campus identification cards to include an expiration date so they can be used for voter identification for future students.*  
*Current students requiring a new identification card for voting purposes will be charged a \$10 fee.*  
**PROPOSAL:** *Purdue University shall provide a replacement identification card at no cost for each student who requires it for voter identification purposes.*

**Committee Votes**

For:

Against:

Bharat Bhargava  
Tom Brush  
De Bush  
Lowell Kane  
Neil Knobloch  
Klod Kokini  
Song No  
Rodolfo Pinal  
Linda Prokopy  
Audrey Ruple  
Ala Samaratungavan  
Susan Watts  
Nicole Widmar  
Kip Williams

Absent:

Erik Otárola-Castillo

Abstained:

Alysa Rollock

**University Senate Document 19-02**  
**9 September 2019**

**To:** **The University Senate**  
**From:** **Linda Prokopy, Peter Bermel, Colleen Brady, Sylvie Brouder, Min Chen, David Eichinger, Alexander Francis, Jason Harris, Ayhan Irfanoglu, Signe Kastberg, Todd Kelley, Klod Kokini, Ellen Kossek, Robyn Malo, Steven Martin, Eric Matson, Michael McNamara, Larry Nies, Bob Pruitt, Jim Pula, Jeremy Reynolds, Leonid Robinson, Paul Robinson, Audrey Ruple, David Sanders, Dharmendra Saraswat, Lou Sherman, Rusi Taleyarkhan, Nicole Widmar**  
**Subject:** **Parking in Airport Garage**  
**Disposition:** **University Senate for Discussion and Approval**

**WHEREAS:** Purdue faculty and staff were informed in early August 2019 that they could no longer bill Purdue for parking in the garage at the Indianapolis airport.

**WHEREAS:** None of the relevant faculty committees were consulted about this decision

**WHEREAS:** This decision was made in the summer and Senate Resolution 15-6 resolves that: "The President, the Provost, the Board of Trustees, Chancellors, and the rest of the Purdue administration develop and announce all major changes that affect scholarship, teaching, and organization of Purdue while the University Senate and the regional campus Faculty Senates are in session. All major initiatives should then progress openly through the appropriate committees and then be discussed on the respective Senate floors before they are adopted."

**WHEREAS:** There are a number of reasons why parking in the garage at the airport is an appropriate choice, including safety concerns, early morning departures, late night arrivals, and mobility challenges.

**WHEREAS:** Many faculty and staff bill this parking to a sponsored program and so it does not actually cost the university.

**THEREFORE, BE IT RESOLVED THAT:**

This policy be rescinded immediately.

## Appendix A

Good afternoon.

Thank you for attending the first meeting of the University Senate. To all the returning Senators and representatives, welcome back. To all the new members, welcome to the Senate. Thank you to all for volunteering your time to serve. The University Senate plays an important role in shared governance. Your service commitment as a Senator and active participation in our committees, meetings, and deliberations will help ensure a productive academic year in 2019-20.

Some of you may know me already or have read the Q&A in Purdue Today last week. By way of introduction, I was elected to the Senate in 2015 and served on both the Equity and Diversity Committee and the Faculty Affairs Committee. It is my pleasure and honor to serve this year as Chair of the Senate. It is my hope as Chair of the Senate that we are able to provide a voice for faculty, staff and students and to work productively with the administration to achieve Purdue University's mission and strategic plan. I look forward to working with you on these shared goals.

While there are differing definitions of shared governance and approaches to leadership, I believe we achieve more when we work together collaboratively,

when we set aside ego and personal opinion to think of the collective whole, when we do not represent our self-interest, but instead expand our viewpoint and focus collectively on what will best serve our students and the University in the years to come. Purdue University, and the University Senate are only as good as the sum of our parts. I look forward to working collaboratively with the Senate and administration to move Purdue forward.

In that spirit, I hope to have a productive year and make forward progress on several initiatives and proposals. I imagine many more that will be raised throughout the academic year however, I would like to take the opportunity to discuss four items with you today.

First, I am pleased to announce, Purdue University has joined over 40 of our AAU and Big Ten peers to join the National Academy of Science, Engineering and Medicine's Action Collaborative on Preventing Sexual Harassment in Higher Education. From their website, "The purpose of the action collaborative is to bring together academic leaders and key stakeholders to prevent sexual harassment across all disciplines and among all people in higher education. The National Academy's 2018 report found 20 percent and 50 percent of female students and

more than 50 percent of female faculty and staff experienced sexually harassing behavior while in academia. The action collaborative is designed to be an active space where colleges, universities can research and develop efforts that move beyond basic legal compliance to evidence-based policies and practices for addressing and preventing all forms of sexual harassment.” Christie Wright, Director of OIE is Purdue’s institutional representative and we are working with her to identify another institutional representative as well as to form an internal working group that will support this effort.

Second, as you may know this fall Purdue is undergoing a routine reaccreditation evaluation by the Higher Learning Commission. There has been much work done over the past year or so to prepare for this review. Please mark your calendars and share with faculty the dates of the HLC on campus visit is October 14, 15. More information will be provided in the Senate newsletter (authored by past-Chair Natalie Carroll) and Purdue Today regarding the visit and how you can be involved.

Third, as many of you may know, the University Senate has taken under consideration President Daniels’ proposal on civics literacy delivered at the

January Senate meeting. Last spring, Natalie Carroll (2018-19 Chair) led an effort to survey the faculty and students regarding the proposal, which was subsequently presented at the April Senate meetings. One of the findings from this survey was the question of our students' existing knowledge of civics. Many thought having data regarding how our students match up (or do not) with national-level data that Daniels presented in his January Senate meeting remarks would be useful in considering this proposal.

In order to better assess where our students are at, over the summer I gathered a working group of faculty with disciplinary expertise to explore, and perhaps create, a psychometrically valid and reliable measure to distribute to the incoming freshman class during BGR. This working group included Prof Phil Vanfossen Director & James F. Ackerman Distinguished Professor of Social Studies Education in the College of Education; Professor Jay McCann in the Department of Political Science in the College of Liberal Arts; Professor Robert Browning, Director of the CSPAN Archives, and Director of the CSPAN Center in the Brian Lamb School of Education in the College of Liberal Arts, Frank Dooley, Senior Vice Provost for Teaching and Learning, and Andrew Zehner from the Office of Institutional Research, Assessment and Effectiveness. The working group created

a survey which was distributed during BGR week. The committee is currently compiling the data.

At this time, I can report we had a 27% response rate and based on a ‘test of proportion,’ the respondents in various demographic categories matches the proportions in the population of incoming students. Survey items were pulled from the Woodrow Wilson national survey of 41,000 adults and the ‘gold standard’ in Political Science for assessing civics literacy, the National Election Survey. Just under 78% of respondents ‘passed’, which is defined by WW as 60% correct; this is compared to 36% of WW sample. Of course, there are many more questions the expert working group hopes to address in their analysis. Moreover, they are interested in developing an instrument and piloting the survey in political science courses. They are also working to dig deeper into the data. I ask for consent and support of the Senate to have this working group move forward, including Senate representation from the Education Policy Committee (EPC Chair Andy Freed will be soliciting representation) and a representative from the leadership in Purdue Student Government.

Fourth, a few weeks ago, the Office of Diversity and Inclusion hosted an all-day conference on “Maximizing Student Potential.” Although I was unable to attend due to illness, I had the opportunity to hear about the event from Professor Gates and from those who have attended who tell me that it was an outstanding event. Professor Gates and the ODI have a number of initiatives in progress and I anticipate the Senate will serve an important role in partnering with Diversity and Inclusion to advance and support those initiatives.

I look forward to working with the Senate and its various constituencies across campus to help move Purdue forward and usher in the next 150 years!

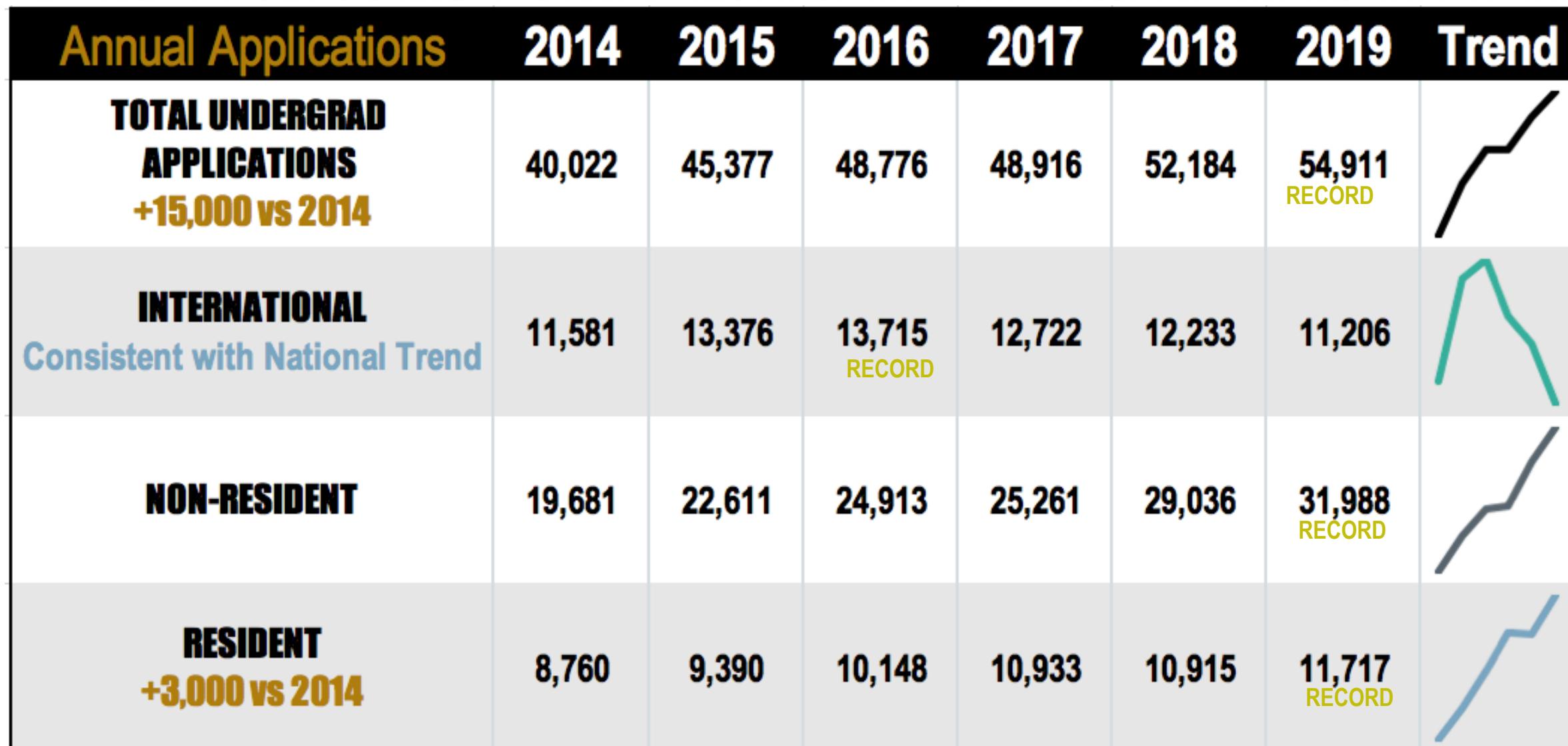
Thank you!



## Appendix B

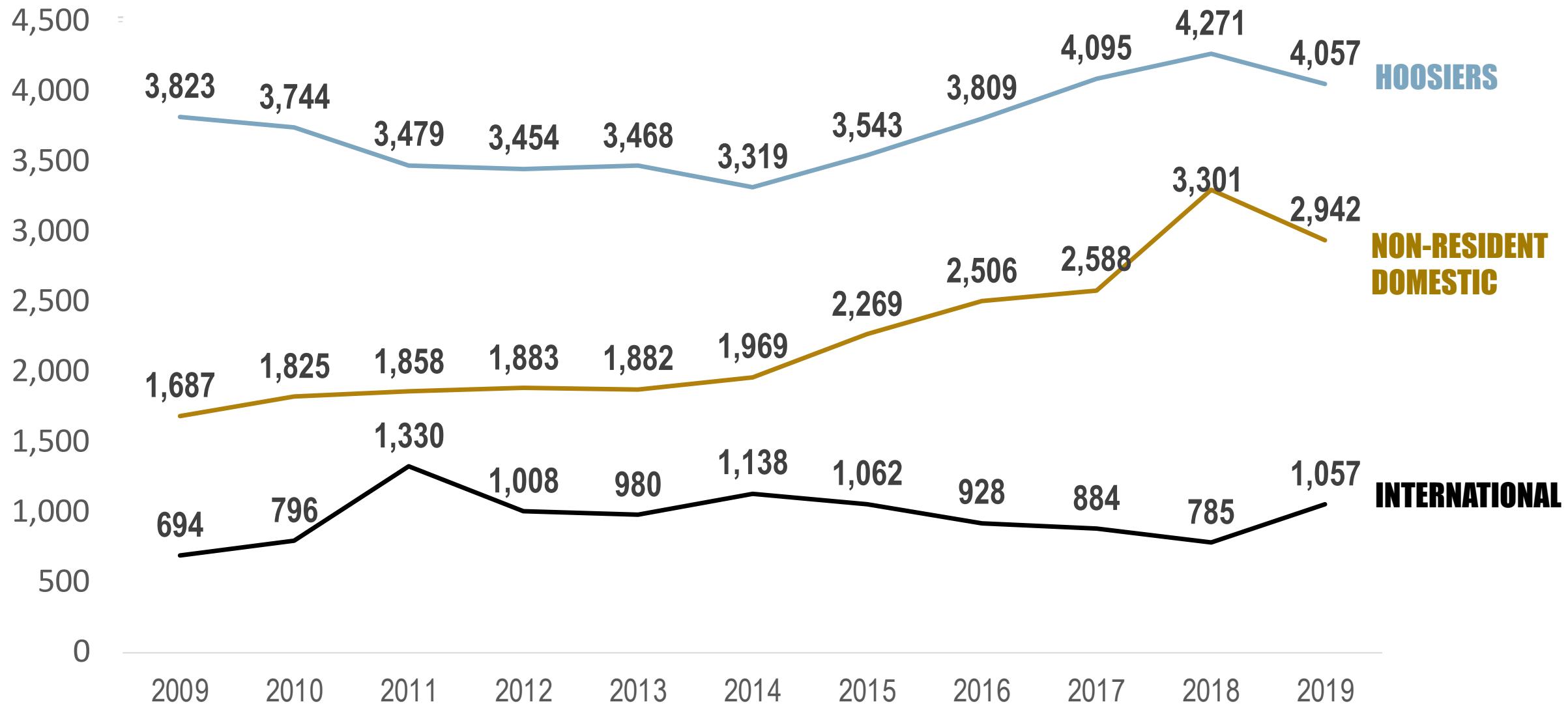


# UNDERGRADUATE APPLICATIONS: UPDATE & TRENDS

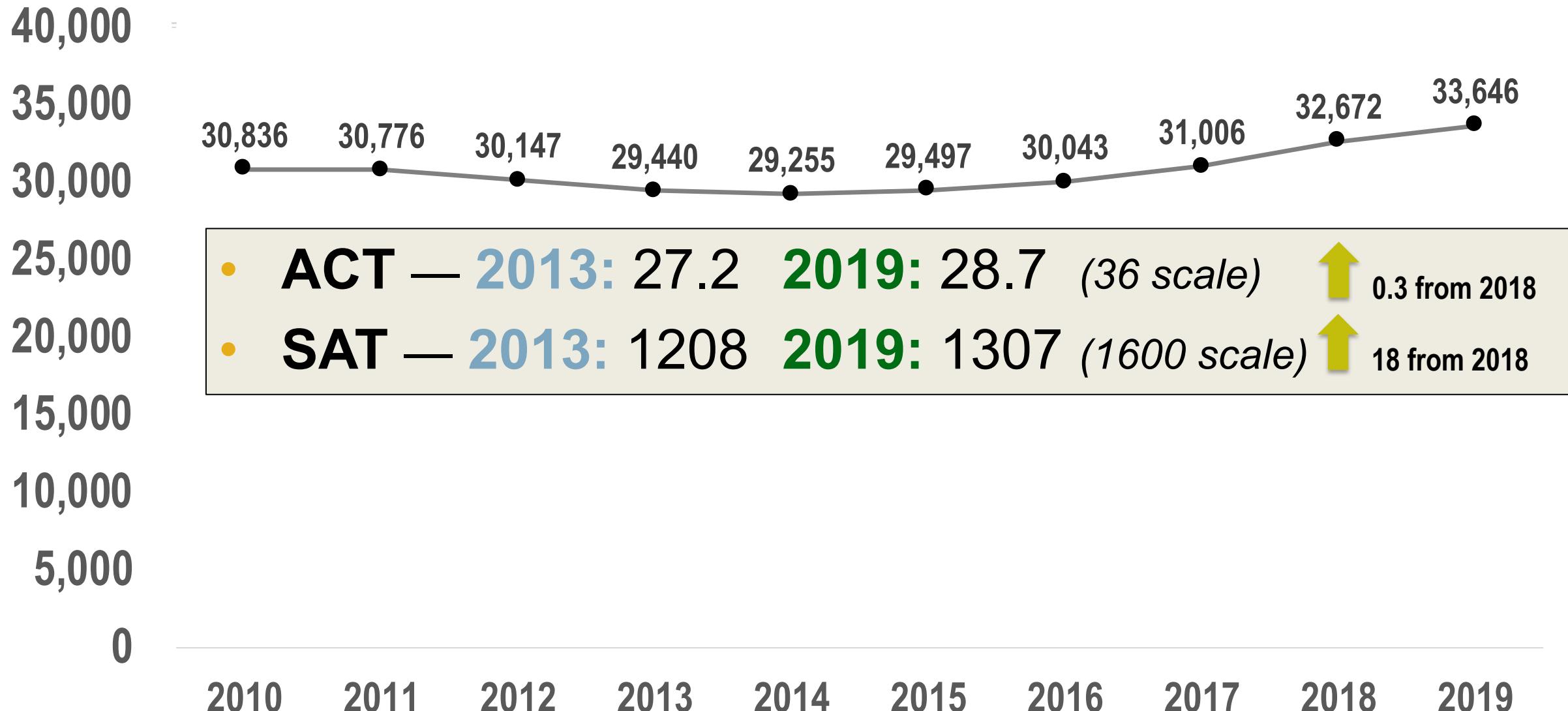


\*Data prior to 2014 predates Purdue's use of the Common App.  
Includes summer and fall applications.

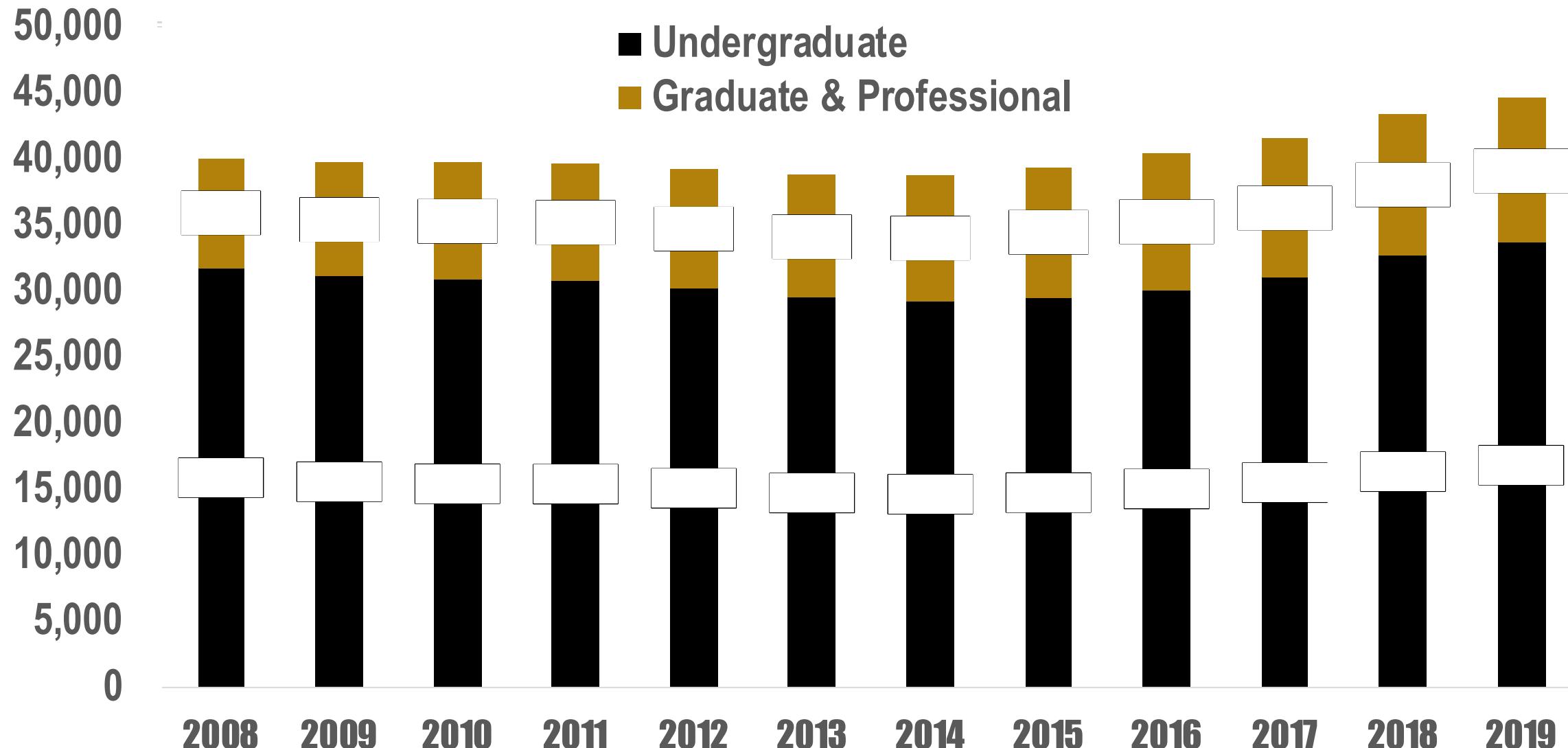
# FRESHMAN ENROLLMENT BY RESIDENCY



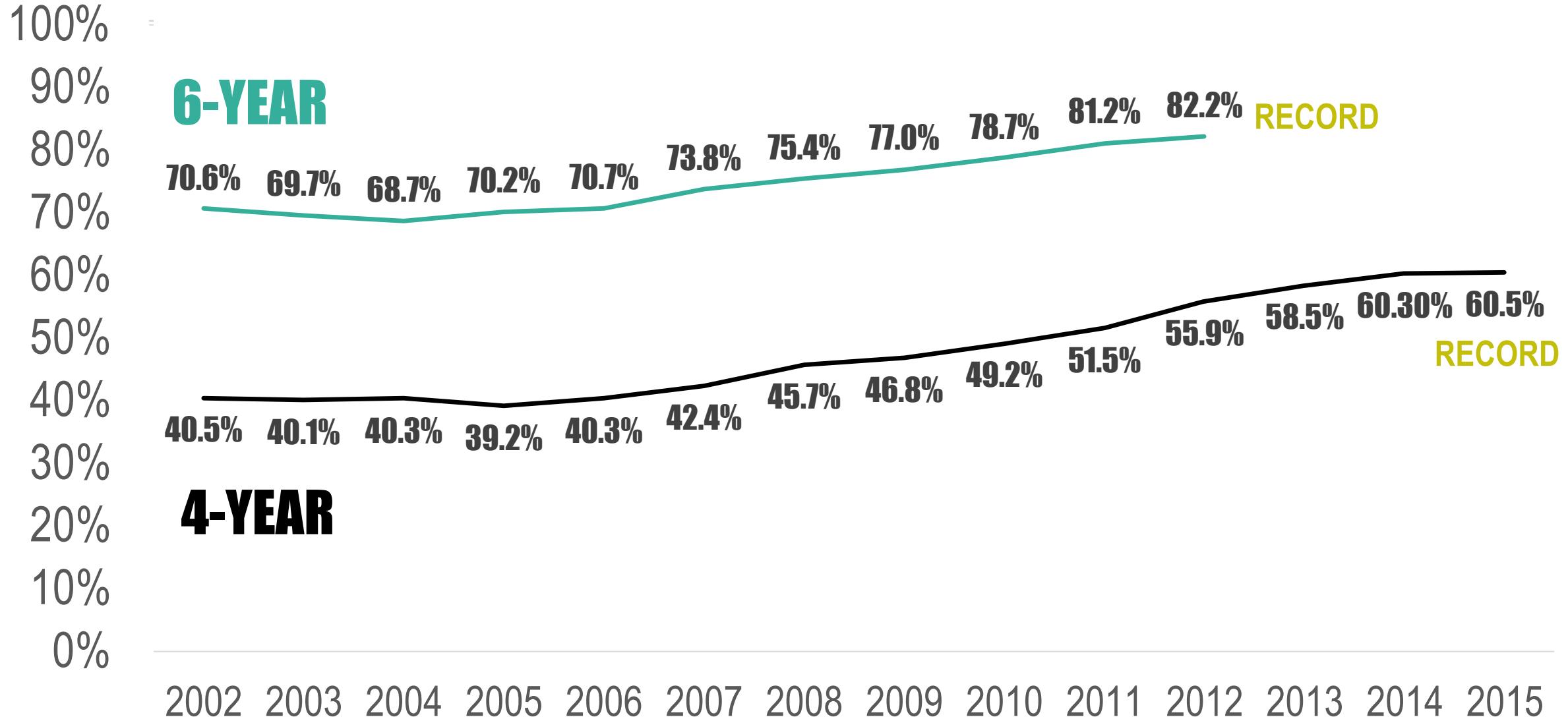
# GROWING ENROLLMENT; GROWING ACADEMIC PROFILE



# TOTAL ENROLLMENT BY STUDENT LEVEL



# RECORD GRADUATION RATES

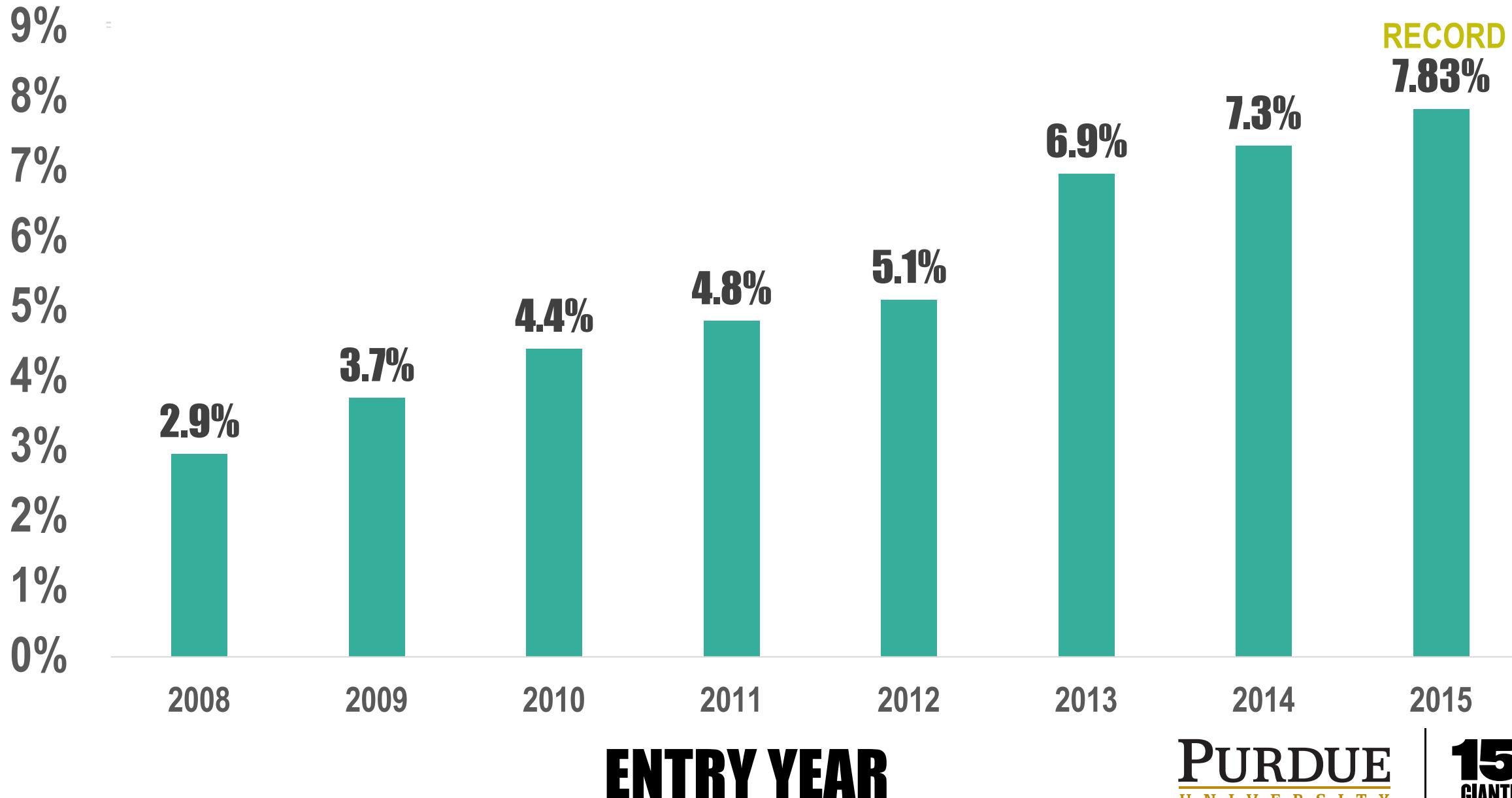


ENTRY YEAR

PURDUE  
UNIVERSITY

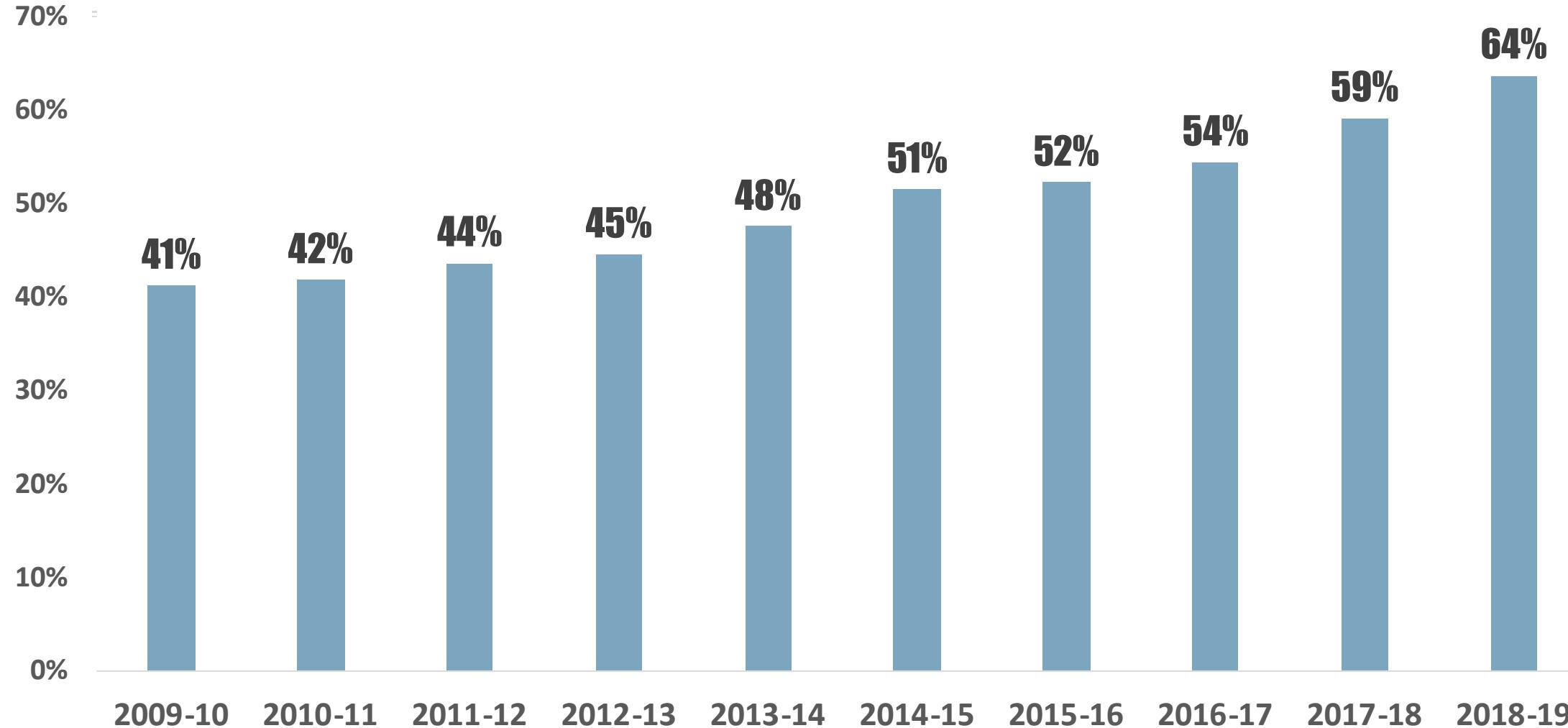
150<sup>YEARS OF</sup>  
GIANT LEAPS

# LESS THAN 4-YEAR GRADUATION RATE



# STEM GROWTH

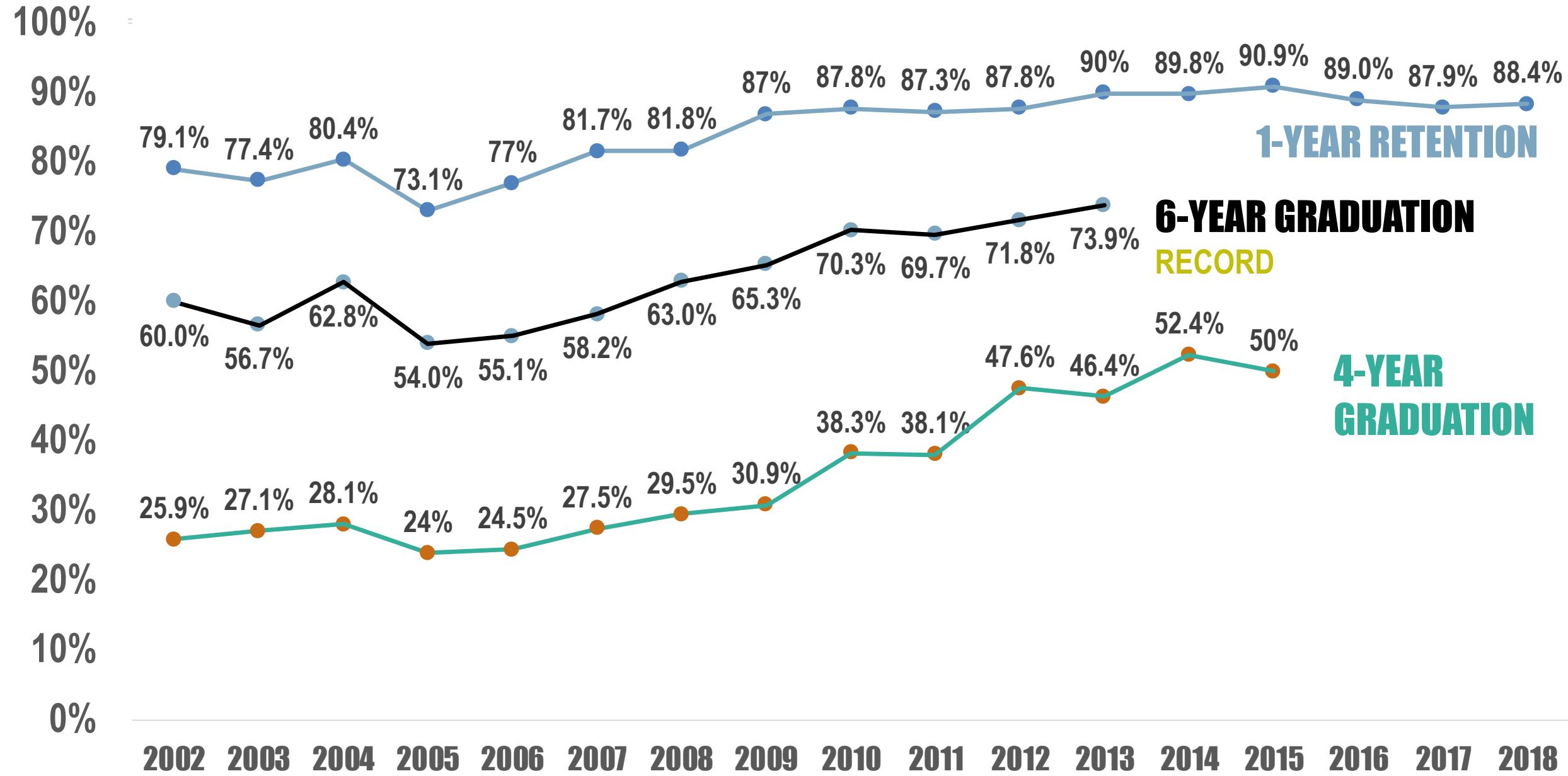
% of undergrads in graduating class earning a STEM Degree



# UNDERGRADUATE MINORITY ENROLLMENT

	2012	2013	2014	2015	2016	2017	2018	2019	Trend
<b># OF UNDERSERVED MINORITY STUDENTS</b> <i>+1,000 since 2012</i>	2,483	2,495	2,525	2,568	2,707	2,968	3,220	3,461 <b>RECORD</b>	
<b>% OF AMERICAN STUDENTS CONSIDERED URM</b>	9.86%	10.20%	10.53%	10.58%	10.87%	11.40%	11.49%	11.90% <b>RECORD</b>	
<b># OF U.S. MINORITY STUDENTS</b> <i>+3,100 since 2012</i>	4,140	4,210	4,430	4,746	5,187	5,777	6,699	7,263 <b>RECORD</b>	
<b>% OF U.S. STUDENTS CONSIDERED MINORITY STUDENTS</b> <i>1 in 4, +9% Points</i>	16.45%	17.21%	18.48%	19.56%	20.82%	22.18%	23.91%	25% <b>RECORD</b>	
<b># OF URM FRESHMEN</b> <i>+55% Since 2012</i>	543	562	561	596	697	809	917 <b>RECORD</b>	844	

# URM STUDENT SUCCESS



# TOP 10 PUBLIC UNIVERSITY

1. UCLA
2. Michigan
3. North Carolina
4. UC Berkeley
5. UC Davis
6. UC San Diego
7. Washington
8. Purdue
9. Illinois
10. Virginia

# TOP 10 PUBLIC UNIVERSITY FOR VALUE



# BIG TEN'S BEST VALUE SCHOOL

# PURDUE

UNIVERSITY®



**TO:** University Senate  
**FROM:** Deborah Nichols, Chairperson of the Steering Committee  
**SUBJECT:** Résumé of Items under Consideration by the Various Standing Committees

**STEERING COMMITTEE**  
Deborah Nichols [deborahnichols@purdue.edu](mailto:deborahnichols@purdue.edu)

**ADVISORY COMMITTEE**  
Cheryl Cooky [senate-chair@purdue.edu](mailto:senate-chair@purdue.edu)

**NOMINATING COMMITTEE**  
Fredrick Berry [berrylf@purdue.edu](mailto:berrylf@purdue.edu)

1. University Senate Bylaws, 5.02
2. University Senate Bylaws, 5.21

**EDUCATIONAL POLICY COMMITTEE**  
Andrew Freed [freed@purdue.edu](mailto:freed@purdue.edu)

**EQUITY AND DIVERSITY COMMITTEE**  
Audrey Ruple [aruple@purdue.edu](mailto:aruple@purdue.edu)

1. Strategic planning
2. Inclusion resolution
3. Purdue ID cards for use as voter ID
4. Housing for graduate students

**FACULTY AFFAIRS COMMITTEE**  
Linda Prokopy [lprokopy@purdue.edu](mailto:lprokopy@purdue.edu)

1. Censure and Dismissal Procedures Standing Committee
2. Faculty Compensation and Benefits Standing Committee
3. University Grade Appeals Standing Committee
4. Teaching evaluations
5. COACHE survey
6. Dual career, retention, and strategic opportunity hires
7. Paying for child care, etc. out of grants
8. Academic Analytics
9. Process of determining travel regulations
10. Possibility of having a sick leave pool
11. Academic rigor
12. Pay equity
13. BoilerCast and copyright issues
14. Betting on Purdue student athletes
15. Teaching supplies in WALC

Chair of the Senate, Cheryl Cooky, [senate-chair@purdue.edu](mailto:senate-chair@purdue.edu)  
Vice Chair of the Senate, Deborah Nichols [deborahnichols@purdue.edu](mailto:deborahnichols@purdue.edu)  
Secretary of the Senate, Joseph W. Camp, Jr., [jcamp@purdue.edu](mailto:jcamp@purdue.edu)  
University Senate Minutes; <http://www.purdue.edu/senate>

**STUDENT AFFAIRS COMMITTEE**

David Sanders [retrovir@purdue.edu](mailto:retrovir@purdue.edu)

1. Transportation Options and Rules for Students
2. Standardized Tests in Admissions
3. Class Absence Policies
4. Monitoring Experiences of Student Athletes
5. Civic Engagement

**UNIVERSITY RESOURCES POLICY COMMITTEE**

Randy Rapp [rrapp@purdue.edu](mailto:rrapp@purdue.edu)

1. Physical Facilities Master Plan Review, with feedback.
2. Campus Parking and Mobility Study.
3. First meeting September 16th may lead to other issues surfacing for attention.

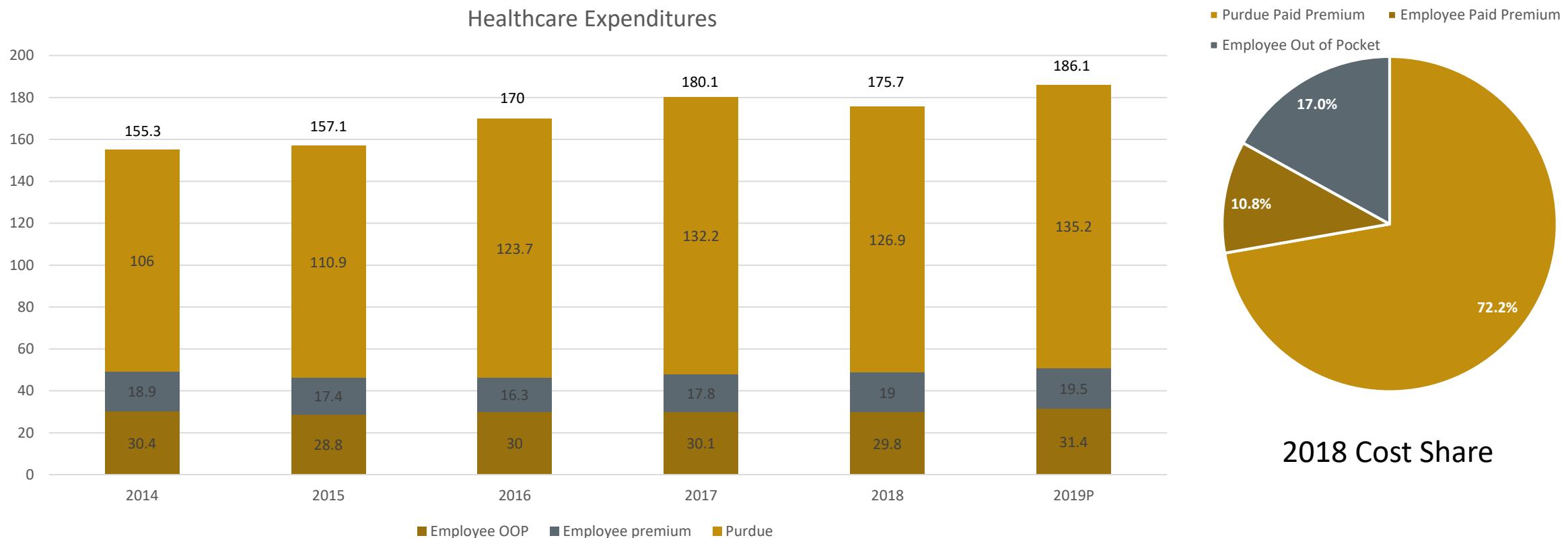
Chair of the Senate, Cheryl Cooky, [senate-chair@purdue.edu](mailto:senate-chair@purdue.edu)  
Vice Chair of the Senate, Deborah Nichols [deborahnichols@purdue.edu](mailto:deborahnichols@purdue.edu)  
Secretary of the Senate, Joseph W. Camp, Jr., [jcamp@purdue.edu](mailto:jcamp@purdue.edu)  
University Senate Minutes; <http://www.purdue.edu/senate>

# PURDUE BENEFITS UPDATE

PURDUE UNIVERSITY SENATE  
MONDAY, SEPTEMBER 9, 2019

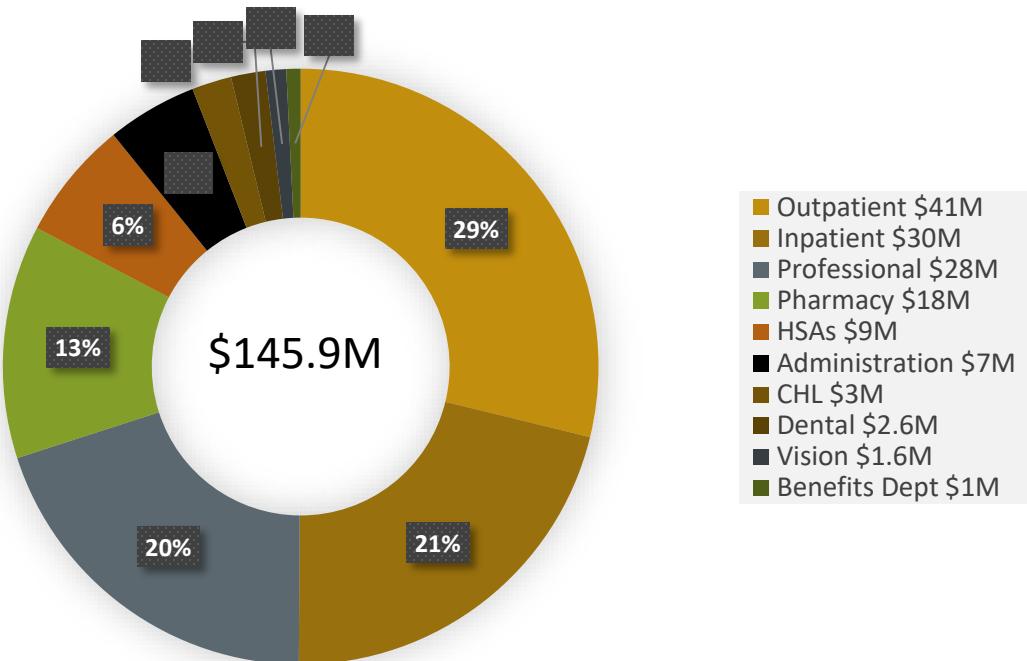


# Historical Healthcare Expenditures

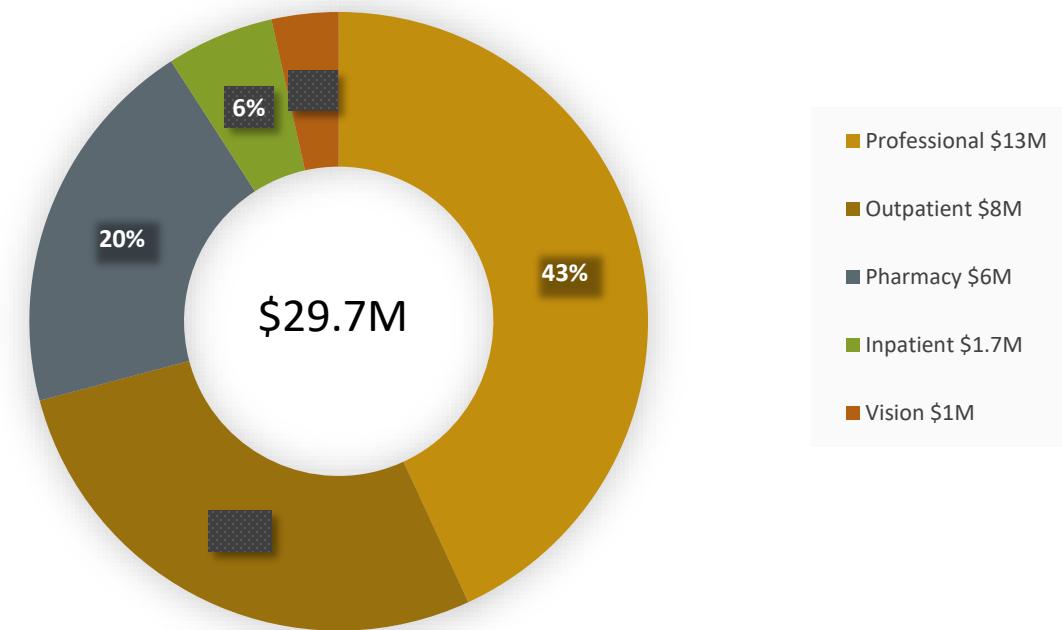


# 2018 Healthcare Expenditures

2018 Purdue Medical Spend



2018 Employee Spend



# History of Benefit Changes

## 2014

Three plans (2 HDHP; 1 PPO)  
Anthem contract; savings used to reduce employee premiums

## 2015-2016

No employee premium increases  
Added free preventive dental  
Added autism and bariatric

## 2017

Mid-America contract for labs; Imaging/radiology offered at PUSH  
Healthy Boiler provided additional financial incentives for wellness activities and education  
Employee premium increase (4%)

## 2018

CVS contract for pharmacy administration  
Numerous measures to reduce administrative costs  
Employee premium increase (7%)

## 2019

Employee premium increases (6%) and plan design changes  
Numerous initiatives in progress to address high costs (e.g. direct provider agreements; facility feasibility; pharmacy review)

# CY 2020 Healthcare Changes

Strategy	Plan Savings	Employee Savings
No employee premium increase		X*
Index \$44k salary tier by merit; \$45,500 for 2020		X
Increase tobacco user rate from \$500 to \$1,000/year	X	
Add new premium rates for working spouses	X	
Premium increase pre-65 retirees (5%)	X	
Specialty Rx Management	X	X
Cancer concierge	X	X
Prescription concierge	X	X
Sunset PPO; replace with HDHP 1/1/2021	X	
Health Sync Tier	X	X

\*No increase will save employees \$1m vs. cost trend

## NOT RECOMMENDED FOR 2020:

- Cost share on preventive dental
- Further expansion of HSA incentives/lowering base amount

# A Smarter Approach to Healthcare



Purdue University is committed to keeping the focus on YOU by providing:

- Carefully selected networks, providers and programs
- Access to top-quality care that is affordable, convenient and effective
- Free or low-cost care
- Added resources to help you find and receive care

# What's New

## HEALTHSYNC NETWORK



HealthSync network added to existing medical plans

More  
personalized  
care plans



High-  
performing  
doctors driven  
by quality



Lower  
costs with  
participating  
providers



Nearly 10,000  
providers and  
45 hospitals  
across Indiana



Faster  
appointments  
with  
specialists

# What's New



## Increase in current \$44,000 salary tier to \$45,500

- Increased by the University's merit index for 2019
- Effective January 1, 2020
- Moving forward, the tier will be annually indexed to increase by a percentage equal to the University's merit increase and effective July 1.



## Additional annual premium for tobacco users

- Increases to \$1,000 per user
- Tobacco-users can waive all or part of the tobacco premium if they complete an approved tobacco cessation program.

# What's New



## Medical premiums

- All medical premiums remain the same  
(Except a 5% increase for retirees under age 65)



## Purdue Health Plan (PPO) phasing out

- Only those who are currently enrolled will be able to continue in this plan for 2020.
- New employees are not eligible as of October 1.

# What's New

## Working Spouse Premium added only if:



- ✓ Employed/Self-employed with access to group plan
- ✓ Employer pays at least 50% of employee-only premium
- ✓ Spouse opts not to enroll in employer plan and is covered on Purdue medical plan

\$750 if employee makes under \$45,500

\$1,500 if employee makes \$45,500 or more

# What's New



## Rx Savings Solutions



Automatically alerts you with an email or text if you are paying too much for your prescription

- Locate better prices for your prescription drugs
- Identify medications with a lower out-of-pocket cost
- Dosage options that save money
- Search and compare prices
- Speak with a certified pharmacy technicians for personal assistance

# What's New



## Verdi Cancer Direct

### Partnership between Verdi Health and Horizon Oncology



- High quality cancer care in the event of a cancer diagnosis
- Guaranteed access to a Horizon provider within 24 hours
- Hotline exclusively for Purdue plan members
- Low-cost second opinion service
- Patient Navigation Team coordinates appointments, maintains communications with providers and referrals
- Lunch and learn workshops

# **Open Enrollment Communication**

All benefit eligible employees receive weekly article beginning July 8

Each week focuses on one healthcare topic or Healthy Boiler newsletter

Benefit Statements mailed to homes in **August**

Details individual elections and total costs

Extending open enrollment to include two weekends

Presentations and One on One assistance starting in **September**

Open enrollment starts 10/29 and ends November 12 6pm ET

## **THANK YOU!**





# APPENDIX

# Claim Cost By Dependent Type

	2018 Count	Annual Total	Per Member Per Year
Employees	12,096	\$63,202,562	\$5,225
Spouses	5,140	\$37,529,965	\$7,302
Children	8,898	\$24,201,280	\$2,720

Spousal Claims \$37.5M

Spousal Premium Collected \$8.3M

Balance \$29.2M

Estimated savings to Purdue based on percent of spouses  
that work & have access to coverage

15% \$3.0M

20% \$4.0M

25% \$5.0M



	Incentive Amount	Participants	West Lafayette	Fort Wayne	Northwest	Spouse
	\$0	6,143	4,403	363	402	973
Identified Primary Care Provider	\$50	4,788				833
2+ Wellness Activities	\$100	1,501	1,026	79	109	287

Annual Physicals - Employees and Spouses <65 Years of age				
	2015	2016	2017	2018
# Eligible	13,873	14,214	14,428	14,150
# Compliant	5,385	5,665	5,630	6,852
% Compliance	39%	40%	39%	48% 

# Benchmark – Premiums

Employee + Dependents							
Per Employee Per Year							
Average Annual Employee Premium							
Employee Only	\$49	\$81	\$145	\$110			
Employee + Dependents	\$165	\$242	\$300				
Per Employee Per Year	\$1,442	\$989	\$1,954	\$2,393	\$2,713	\$2,090	\$1,313

Gold font indicates  
current Purdue  
University offerings

# **Looking Forward – 2021 Considerations**

- Third HDHP (replacement for PPO)
  - Lower deductible and out of pocket
  - Higher premium
  - Front loading HSA employer contribution being considered
- Dental Premium Share
- Dental Plan Design
- Expansion of the Center for Healthy Living
- Direct agreements with high quality low cost providers
- Developing network of Centers of Excellence
- Pre65 Retiree medical benefit
  - Increasing premiums
  - Sunsetting eligibility
- Vision Premium Share
- Require annual physical for plan eligibility
- Expansion of Healthy Boiler Incentives