
**Standing Committee
NORTH CAROLINA STATE UNIVERSITY**

Lifelog Faculty Involvement Committee
[11:30 a.m. – End Time] [Date]
Primrose Hall room 101

Committee members present (check applicable):

Tuere Bowles	X	Kerry Havner	X
Hans Kellner	X	Raymond Fornes	X
Margaret Zahn	X	Katharine Stewart	X
Sujit Ghosh (joined by Google Hangout Meets)	X	Gareth Washington	X
Jeannette Moore	X		
Qiuyun Xiang	X		
Marko Hakovirta			

1. The meeting was called to order at 11:35 a.m. . It was determined that a quorum was present and the meeting could conduct business.

1. Welcome / Appreciations

- a. Committee Chair Dr. Bowles shared appreciation for Monica, Katharine, and the Provost Office for the support in pulling together details for this meeting. Dr. Bowles said she has big shoes to fill from past Chair Dr. Kellner who served the committee very well.

2. Introductions (members shared name, department, and issues/concerns for committee)

- a. Tuere Bowles-College of Education is an adult educator, concerned about education across the lifespan
- b. Qiuyun Xiang (Jenny)-Plant Biology in the College of Agricultural and Life Science, does not have any major concerns and is looking forward to learning from the committee.
- c. Hans Kellner-English Department, not retired and current Faculty SEnate Chair
- d. Katharine Stewart-Vice Provost for Faculty Affairs in the Provost Office is the liason to the committee
- e. Margaret Zahn-Former Dean in the College of Humanities and Social Science, teaching on mass shootings and terrorism, would like to see
 - i. Better use of retired faculty
 - ii. More emeritus faculty involvement; emeritus college in California have their own building

- iii. Clarity on the politics of our health insurance
 - f. Raymond Fornes-President of the Association of Retired Faculty (ARF) started working for NC State University in 1981. ARF host monthly luncheon events featuring speakers on various topics of interest to retired faculty. Oliver Williams spoke on Blue Cross Blue Shield benefits. The bulk of board members have health care through United HealthCare, concerns are
 - i. Health insurance is a major concern
 - ii. posting actively to ARF website so committee members are encouraged to check the website
 - iii. Email recertification
 - g. Kerry Havner-retired from Chemical and Biomolecular Engineering but very active; chaired this committee for 2 ½ years; working hard to improve rights and privileges for emeritus faculty.
 - i. Dr. Havner wants to be sure this committee continues to support the rights and privileges for retired faculty.
 - h. Jeannette Moore-in the department of Animal Science, her concerns have already been shared
 - i. Sujit Ghosh-in the department of Statistics; first time on this committee and glad to hear other concerns. Sujit is interested in,
 - i. how other departments operate regarding benefits and privileges
 - j. Gareth Washington-Office of Human Resources, Director of Benefits, has been here six months.
 - k. Monica Banks-staff to the committee
3. Previous minutes (from February 2019) approved and seconded with correction to spelling of speakers name, Tom (Sayre)
4. Association of Retired Faculty (ARF) Update
- a. Dr. Fornes stated a new set of officers are taking positions in September; the president's position is a two year term.
 - b. Programs for monthly luncheons are posted on ARF's website. Susan Osborne, in the College of Education is president-elect and is scheduling great speakers.
 - c. Dr. Havner praised speakers Gregory Raschke and Sarah Ash from the September meeting as very informative and the program was outstanding.
5. Office of Human Resources Update
- Mr. Washington addressed some of the concerns raised during introductions.
- a. Clear pricing is currently at a stalemate; the State Treasurer decided to continue using Blue Cross Blue Shield (BCBS) as the State's health insurer. The clear pricing option had several thousand providers but only had 3 hospitals, which is not enough to support a network. The goal of clear pricing is to reduce cost, go from high margin of profit to low margin of profit and minimize hospital profits. The State Treasurer is asking hospitals to charge BCBS closer to what they charge medicare; currently they charge BCBS 200% more in premiums. However, clear pricing has not gone away, and will likely come back next year.

- b. Implementation can be challenging, could be done as a taper down process on rates but that is not what was proposed last year.
- c. Rates for United Healthcare, the medicare supplement, have not changed.
- d. Dr. Kellner raised a concern from the Faculty Senate about collecting personal health information and sharing medical data. Mr. Washington said this process is taking place; medical data are collected and shared; and individuals can opt out of certain aspects of that sharing. The privacy piece is still a concern, even though HIPPA guidelines apply and should be followed; there is still a concern that small groups of people may be identifiable.
- e. Dr. Zahn stated some departments do not allow retired faculty to advise, and a clear statement is needed from Human Resources or the Provost Office stating what retired faculty can and cannot do.
 - i. Dr. Stewart stated rules are for created for the University, and it is up to departments as to how to implement those rules. Dr. Bowles asked if this committee put together some best practices for departments? Dr. Stewart said this could be a task the committee can undertake. Dr. Bowles suggested the committee review the regulation and discuss further at a future meeting and make recommendations. Dr. Stewart will provide the link to the regulation in the meeting minutes. ([Regulation 05.20.02 - Emeritus/Emerita Faculty Status for Faculty and Senior Administrators](#))
- f. Dr. Zahn raised an issue regarding how retired faculty are listed in the Human Resource system as “no pay” which means the department must annually recertify retired faculty to allow access to email; and this is very important to retired faculty. Dr. Stewart stated her office (Provost) and others (Office of Information Technology, and HR) are looking at ways to change the classification in the HR system from “no-pay” to another classification without affecting other issues in the system. This group needs to continue prioritizing this issue, and the goal is to have the process completed by the end of the academic year. A question arose regarding the difference between retired and emeritus faculty. Dr. Stewart stated faculty can be retired and not emeritus, as there is a process to becoming obtaining emeritus/emmerita faculty status. A follow-up question asked, what is the longest time faculty can be in “no-pay” status, and can the default be set to a cyclical date (every 3 years)? Dr. Stewart stated they are trying to eliminate the recertification requirement to eliminate the need for departments to go into the HR system and re-certify so frequently. Question, how do other universities handle this? Can we look at what other universities do for this situation. Dr. Stewart said if other universities use a different HR system their process would be different. Also, the question is not what needs to be done but rather how to get it done. Dr. Zahn asked if the HR system could be upgraded to eliminate this step. Dr. Stewart said the cost to upgrade HR’s system is too high, and the offices that are working on this issue will continue to push forward.

6. Faculty Senate Update
 - a. Dr. Kellner shared the Faculty Senate has met three times, and the most interesting meeting involved a presentation from Dr. Katharine Stewart and Dr. Courtney Thornton on policy landscape. The Faculty Assembly invited Harry Smith, Chair of the UNC Board of Governors, to speak before he resigned from that position. The General Faculty Senate meeting will be on October 8.
7. Office of the Provost Update
 - a. The Office of Faculty Affairs will break a record for the number of faculty for up for Reappointment, Promotion, and Tenure (193) cases this year.
 - b. The Provost has been charged with implementing the strategic plan and hopefully there can be input from this committee.

Old Business

1. Revisit of Items (Any Further Action Needed?)
 - a. Discussion of the 70/30 insurance option for retirees; retirees can not participate in the 80/20 plan with BCBS, their only option is the 70/30 plan. Retirees have 2 options for health insurance, to keep the BCBS 70/30 plan or Medicare along with the United Healthplan supplement. Additional concerns discussed are health care cost and carrying dependents on health insurance policies. Dr. Bowles noted there are important ongoing concerns regarding health insurance.
 - b. Concerns about differences in how departments highlight (or do not highlight) Emeritus/Emerita faculty on their websites.
 - c. Email access for retired faculty (recertification to maintain active Unity ID)
 - d. The engagement of retired faculty in the life of the University.

New Business

1. The Osher Lifelong Learning Institute –
<https://mckimmoncenter.ncsu.edu/olli/>

A community of learners, NC State University has a local group that Dr. Stewart learned about from researching options for her mother. Anyone can teach in an area of their expertise (NC State and Duke participate), and it's a great opportunity to look at what lifelong teaching and learning look like. Dr. Zahn shared the NC State branch does not pay faculty while Duke does, and there are no qualifications.
2. Benchmarking Faculty Retirement and Transition Process
3. Recommended Action Steps Prior to Next Meeting

Next Meeting Date and Time

Adjourn

Dr. Bowles asked if the committee would like to meet again this semester. Dr. Kellner suggested the committee consider meeting in early December to get ready for spring semester; perhaps the week of finals could be a target date for the next meeting. Ms. Banks will assist with scheduling.

14. There was no further business, and the meeting was adjourned at 12:38 p.m.