



**Minutes of the Meeting
November 1, 2018**

The third regular meeting of the Boston University Faculty Council for the 2018-2019 Session was held on November 1 at 3:30 p.m. in the Keefer Auditorium, 72 E. Concord Street. Cataldo Leone, Chair of the Faculty Council, presided over the meeting.

Officers and Committee Chairs							
X	Leone, Cataldo	Chair	GSDM		O'Keefe, Eileen	Faculty Policies	SAR
X	Dixon, J. Robb	Past Chair	GQST		Howard, Kimberly A.S.	Graduate Programs	WCEHD
	O'Keefe, Eileen	Secretary-Treasurer	SAR			Media/Communication	
X	Hamilton, James	Academic Freedom	MED	X	Henderson, Andy	Research	MED
	Hoecherl-Alden, Gisela	Awards	CAS	X	Hughes, Jeffrey	Student Policies	CAS
X	Smith, Don	Compensation and Benefits	QST		J. Robb Dixon	Sustainability	QST
X	Brady, Steve	Credentials and By-laws	MED		Kinraide, Rebecca	Teaching Resources	CAS
	Cozier, Yvette	Equity and Inclusion	SPH		O'Brien Hallstein, D. Lynn	Undergraduate Programs	CGS
Representatives and Alternates							
	Abbott, Jodi (R)	MED			Furman, Jeff (R)	QST	
	Abrams, Binjamin (R)	CAS			Gapotchenko, Maria (R)	CAS	
	Amato, Felice (R)	CFA			Garik Peter (A)	WCEHD	
	Ampountolas, Apostolos (R)	SHA			Gavornik, Jeffrey (R)	CAS	X
	Andres, Andy (R)	CGS			Gopalan, Srikanth (R)	ENG	
X	Austin, Judy (A)	COM			Griffin, Sue (R)	CAS	
	Beaton, Jamie (A)	CELOP			Hopper, Clay (A)	CFA	
X	Bor, Jacob (R)	SPH			Huckle, Nicholas (R)	CAS	
	Brandwine, Joel (R)	CFA	X		Jafarzadeh, S. Reza (R)	MED	
	Breehan, James (A)	CFA					
	Byttebier, Stephanie (A)	CGS			Kealy, Sean (R)	LAW	
	Chang, Charles (R)	CAS			Kirby Jones, Alison (A)	QST	
	Chogle, Sami (R)	GSDM			Klinger, Julie (R)	Pardee	X
	Choi, Hee An (A)	GSDM			Liu, Ching-Ti (A)	SPH	
	D'Amato, Laura (A)	LAW	X		Liu, Chunyu (R)	SPH	
	Dashoush, Nermeen (A)	WCEHD			Lopez, Luz (A)	SSW	
	Davies-Heerema, Theresa (R)	MED	X		Lynch, Shawn (A)	CGS	
	Decosimo, David (R)	STH			Masters, Joellen (R)	CGS	X
X	DeNatale, Doug (A)	MET			McLaughlin, Donna (R)	SSW	
	Dibart, Serge (A)	GSDM	X		Miller, Margo (R)	CELOP	
	Doherty, Mary-Jane (R)	COM	X		Mochida, Yoshiyuki (A)	GSDM	
X	El Hachem, Lea (R)	GSDM	X		Mody, Makarand (A)	SHA	
	Ellenwood, Stephan (R)	WCEHD			Mulvihill, Maggie (A)	COM	
	Errante, Margaret (A)	GSDM			Myers, Samantha (R)	CAS	
	Feng, Hui (R)	MED			Nentwich, Lauren (R)	MED	
	Fernandez-Val, Ivan (R)	CAS					

I. Secretary's Report: Approval of the Minutes

The minutes of the October 2, 2018 Faculty Council meeting were approved.

II. Chair's Report

Chair Leone announced that the Faculty Council will hold a special session on Friday, November 16 from 9:00-10:30 a.m. to meet with members of the Strategic Planning Task Force. Jeffrey Allen, a member of the Nominating Committee, will speak to the members about the upcoming elections for officers and committee chairs. The Faculty Assembly will convene on November 6 and the last scheduled Faculty Council meeting for the fall semester will be on December 4. Gloria Waters, Associate Provost for Research and Elizabeth Loizeaux, Associate Provost for Undergraduate Affairs, will attend the meeting.

Chair Leone informed the Council that he has charged Credentials and By-laws Committee to review the membership of Faculty Assembly and consider whether the Constitution should be amended to include the Instructor rank. The Faculty Handbook includes Instructors in its definition of faculty whereas the Constitution currently does not. He further asked the Committee to review the Constitution for clarity and sensibility. The Committee will present its recommendations to the Faculty Council in spring 2019. All changes to the Constitution must be presented to and voted on by the Faculty Assembly.

Chair Leone said that the University Council Committee on Faculty Policies plans to present its recommendations about evaluation and promotion for non-tenure track faculty in spring 2019.

III. VOTE: Sustainability Committee Chair

Chair Leone announced that there is a vacancy for chair of the Sustainability Committee and asked if there were any nominations from the floor. Steve Brady nominated J. Robb Dixon and the nomination was seconded. The Faculty Council voted unanimously to elect J. Robb Dixon to chair the Committee for a two-year term.

IV. Guests: Gary Nicksa, Senior Vice President of Operations; Diane Tucker, Vice President and Chief of Human Resources; Nimet Gundogan, Executive Director of Benefits; Dr. Thomas Hawkins, Medical Director, Blue Cross/Blue Shield; Courtney Champagne, Account Representative, Blue Cross/Blue Shield

Since the University changed the employee health insurance plans in 2016, the Faculty Council has met annually with Senior Vice President Nicksa et. al. to study the effect of the new plans on health insurance usage.

Dr. Hawkins, Medical Director for BC/BS presented a two-year summary of health insurance usage and reported that, so far, there is no obvious evidence for a decline in usage. The screening rates for breast

cancer and colon cancer are above university benchmarks. There is a decrease in emergency room visits for diabetes-related illness. Doctor's office appointments for chronic conditions and preventative visits increased somewhat; sick office visits and radiology visits did not change. Dr. Hawkins reported that depression and stress conditions increased across all universities in Boston.

A general discussion followed. A Council member asked if there were any surprises in the data. Dr. Hawkins said there were none; the usage rates among Boston University employees are consistent with area universities.

A Council member shared a story about a confusion over medical billing. Ms. Gundogan and Ms. Champagne said that employees should consult BC/BS's online tools to estimate medical costs, educate themselves about their choices. Also, employees are encouraged to call the BC/BS service line (800-814-4371) and ask questions, talk to a nurse, and confirm bills.

A Council member said that those employees who use a lot of health care services do not find the new plan to be as generous as those who do not. Mr. Nicksa acknowledged this and said the goal is to encourage employees to use the BC/BS tools and to become better users of health care to slow down the rate of increased costs. Ms. Tucker said that the University will continue to contribute to the Flexible Spending Accounts for those employees who earn less than \$100K. There is no contribution for those who make more than \$100K.

Chair Leone thanked the guests and said that the Faculty Council will continue to invite them annually to review the employee usage data.

V. New business and adjournment

A Council member reported that a colleague asked about the University's safety procedures for "shelter in place" emergency alerts. That same colleague was teaching in the Kenmore Classroom Building when a recent shelter in place was issued for the vicinity of Kenmore Square. Samantha Khosla will contact Peter Fiedler, Vice President of Administrative Services, for information.

The meeting was adjourned.

Respectfully submitted,

Eileen O'Keefe
Secretary-treasurer