

- x Approval of Minutes: Approved
- x Approval of Agenda: Approved

- x President's Report

- o Covid Updates

Campus and community numbers continue to improve. There is some concern that as restrictions are lifted locally, there will be an increase in cases. The current plan is to keep restrictions in place for the rest of the Spring semester as a minimum, ~~rttate~~ on below. Note that at this time even if someone is fully vaccinated, they are still required to wear their mask. There have been discussions about how to implement a system to allow fully vaccinated individuals to not wear a mask.

- o Vaccine Updates

Vaccine rollout has been very successful. Most students are not eligible, so admin is holding off on communications to students about vaccinations. However, there is a plan to have vaccination clinics on campus, just waiting for approvals and logistics. There are also discussions about allowing individuals to self-report vaccination status to HR. This information would be useful as plans are developed to allow fewer restrictions for vaccinated individuals.

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- Presidential Search

committee. President search: Dr. Waldrop will be stepping down July 1st. An interim/3 deans will step up until the new President is found.

x Completion of Pending Business

- o Resolution Commending the Vaccination Program by USA Health Faculty Senate Executive Committee is proposing a resolution commending the vaccination program by USA University Health at the Mobile Civic Center
- o Motion and vote held to approve the resolution with amendments made to commendations to USA Health, the admin, faculty, staff, students, and volunteers participating in the vaccination program.

x Reports from University Committees

- o The University Fringe Benefits Committee met on February 23, 2021. The increase in healthcare premiums at the beginning of 2021, a summary of those changes can be found in the attached file "1b". The deficit of the university healthcare plan at the end of 2020 was only \$4,620,337. If you look at that deficit compared to where we were in August of last year, we recouped a fair amount. For those wondering how that happened, the cause seems to be the lack of healthcare visits due to COVID restrictions.
 - o One cost that still increased when compared to 2019 was pharmacy costs. To help mitigate the ongoing increase in pharmacy expenses the FBC is looking into 340B and is considering putting out a bid for pharmacy plans to confirm that express scripts is still the best plan for the university. I have attached the 2020 financial report of our health plan, it is titled "1a - 2021 FBC - YE Experience" if you would like to dive into the details yourselves.
 - o The emergency PTO donation went well last year. Over 5000 hours of PTO were donated, with all donations used. The emergency sick leave donation had over 5000 hours donated, but only around 300 hours used.
 - o Some possible changes to be discussed further at the next University FBC meeting in May 2021:
- x Eliminate Base Plan 1/1/2022 and move all those individuals to the Standard Plan, or those individuals could enroll in USA Select (replaced the Viva health plan).
Difference between Base and Standard benefit design:
- x Prescription annual deductible increased from \$50 to \$100.
 - x The copay amount changed from \$10/\$25/\$35 to \$10/\$50/\$75 and 50% of specialty drugs to \$5,000 individual and \$10,000 family. Out-of-pocket maximum subject to ACA limitation combined with medical.
 - x The Standard Plan is a non-grandfathered group offering full coverage for preventive services, independent appeal review, and other ACA compliance requirements for non-grandfathered status.

- x There is some discussion of adding a High Deductible Health Plan with a Health Savings Account referred to as HDHBA. A HDHP-HSA offers a very flexible tax advantage.
- o Advantages:
 - x Lower monthly premium resulting from the higher deductible (cost shifting).
 - x Employee contributions to the HSA are tax favored under the Section 125 Plan and are not subject to federal taxes, Social Security (6.2%) and Medicare (1.45%).
 - x Portability of employee ownership (no use it or lose it rule).
 - x Encourages consumer to make better informed choices for cost effective health care.
- o Disadvantages:
 - x Lower paid employees may be attracted to the plan and may not be fully financi

A program to on-board new faculty that includes an introduction to the culture of this area and cultural sensitivity
College level and/or university level mentoring committees that are charged with retaining faculty from underrepresented groups
Departmental as well as college level D & I committees
Diversity and Inclusion statements for each department
D&I statements to be included on syllabi
Mandatory implicit bias training for all faculty and staff
Mandatory in-depth diversity & inclusion/cultural competency and empathy training
Fully staff Dr. Frazier's office
Redesign social media and university websites to clearly state USA's stance against racism, sexism, classism, homophobia/heterosexism, linguisticism, religion and other forms of bias.
Officially recognize the Campus Diversity Coalition (an ad hoc group of faculty, staff and students who have been addressing diversity issues at USA since 1996)
Rename the Humanities Building giving it the name of a Civil Rights heroine
Include a female faculty member on the presidential search committee.
Consider a minor or major in Diversity, Equity, Inclusion and Cultural Competency
Prioritize recruitment and success of students of color from local community

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