

Faculty Senate Benefits Advisory Committee  
Report to the Faculty Senate  
17 March 2021

Lawrence Rouse (Chair)  
Lauren Coats (Vice Chair)  
Andrew Sluyter  
Stuart Irvine  
Roger Laine  
Brian Andrews  
Bill Corbett  
Ken McMillin  
Jane Cassidy

The Benefits Advisory Committee has held four meetings this Academic Year with one more scheduled for next week.

**16 September 2020**

Noted that call forwarding costs \$165 - necessary for faculty working/teaching from home. Some but not all departments pay for the charge. Roger Laine contacted Donna Torres and got that charge removed.

We discussed the lawsuit about the ORP charges and the Faculty Senate Resolution (19-03) to set up a legal defense fund. The important question before us was how to set it up so that it would be legal and how to fund it.

We discussed the status of recent FS Resolutions that have been sponsored by the committee. To get better information on these initiatives, the committee contacted Clay Jones (VP for HRM) and invited him to the next committee meeting.

**30 October 2020**

We met with Clay Jones and Sheantel Baker (Director, Benefits & Retirement). The discussion centered on the health insurance plan (LSU First) and retirement - primarily ORP.

Clay informed the committee that the LSU First plan is self-funded/no profit and is unusual in that it covers the first dollar though its cost is in the upper third of health plans at SEC schools. In regard to retirement plans, the ORP is "particularly bad" whereas the TRSL plan is better but 85-90% of faculty choose the ORP. We also discussed salaries and salary inequities. He and the upper administration are aware of the problem and have it as a priority to fix the problems. Increased enrollment should lead to a solution. He said that there is a proposal to get an outside vendor to do an equity study on salaries across campus.

It was a good discussion and after the meeting we sent Clay a document the committee had created with a list of potential ways to supplement what we see is poor faculty compensation

compared to peer institutions.

### **24 February 2021**

Since the last meeting, the committee received and discussed communications from faculty about problems with LSU First: out-of-network surprise billing, specialty surgery covered at only one place nationally, and poor customer service from WebTPA (the LSU First plan manager). Since the committee's charge is related to the duties of the Office of Human Resource Management, the committee decided to suggest that the Faculty Senate Executive Committee add Clay Jones or a representative from HRM as an ex-officio member of the committee. (This request has been approved and Clay Jones and Sheantel Baker will attend our next meeting.)

Dependent Pregnancy: We heard from Clay Jones that OGB controls the basic outlines of state plans and there is nothing that LSU can do on its own.

We discussed the problem with getting information from faculty about problems with LSU First. Experienced faculty may know members of the committee, but many faculty may not know who to call. There is no faculty listserv that we can use to survey faculty about problems with LSU First or other benefits. We will discuss ways to get faculty feedback at future meetings.

ORP law suit and the legal defense fund: Ken McMillin and Brian Andrews will meet with some faculty in the College of Business to investigate our options and report at the next meeting.

### **29 March 2021**

Clay Jones, Associate Vice President and Chief Human Resources Officer, and Sheantel Baker, Interim Assistant Director, Benefits and Associate Plan Administrator joined the committee for the meeting. We discussed health insurance coverage and problems that may arise when faculty or retirees are outside the local area. The LSU First plan does not have contracts with networks outside of the local region. There is still coverage but might not cover the entire cost.

Clay and Sheantel explained how HR negotiates health insurance coverage and on plans in the works to implement Health and Wellness credits that may lead to reduced monthly premiums.

We also discussed the Legal Defense Fund and the need to set up a non-profit to oversee it.

Clay agreed that he or a representative from HR will attend future meetings.