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Senators, Faculty, "Faculty Senate Meeting Minutes - October 5, 2005" (2005). *Minutes 2005-2006*. 8. https://jagworks.southalabama.edu/minutes_twothousand_five/8

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UNIVERSITY OF SOUTH ALABAMA
SPECIAL MEETING OF THE FACULTY SENATE

PROPOSED DENTAL PLAN

October 5, 2005
University Library, R. 181

MINUTES

Condensed minutes.

Chair Doug Haywick convened the meeting at 3:02 pm.

Present: Robert Moore, Bill Pruitt, Donna Wooster, Steve Brick, Kristy Britt, Cynthia Crumb, April DuPree, Nicole Flynn, Doug Haywick, Zoya Khan, Susan McCready, Barry Nowlin, Federico Perez-Pineda, Vasily Prokhorov, Tom Hain, Harold Pardue, Daphne Hubbard, John Kovaleski, Irene McIntosh, Vaughn Millner, Dennis Guion, Jie Li, Jan Sauer, Barbara Burckhartt, Gary Carnahan, Frank Pettyjohn, Thomas Williams, Deborah Spake, Jim Swofford, Cindy Morgan, Irene Rattie

The purpose of the meeting was to discuss the University Health and Dental Plan (see Senate records for a hard copy). Doug presented the plan and explained that it was being proposed at this time due to fortunate financial circumstances. It is unlikely that these conditions will last long meaning that the proposed dental plan is the only one that we can expect for some time to come.

Susan McCready, Chair of the Faculty Senate's Salary and Benefits committee, described the plan in greater detail. Susan indicated that the proposed plan was through Blue Cross. It was a significantly better plan than the previous volunteer one that was proposed several years ago. That one cost more and provided less benefits. Blue Cross had not offered this plan in the past, but now presents this opportunity. Susan indicated that although there would be an increase in premiums, some of this would be made up by lowering taxable income. The cost of the dental plan for an individual would be \$15.00/month bringing the total monthly cost for individual health care to \$72.00/month. The family dental plan would be \$40.00/month (total health care cost per month would be \$240.00). However, the President wanted to "cushion the blow" a bit and will only charge individuals \$10.00/month and families \$30.00/month for the first year.

The plan has no pre-existing conditions. It was clarified that this is part of the group insurance plan, not an option to the policy. The plan was approved by both the University Salary and Fringe Benefits committee and the Faculty Senate Salary and Fringe Benefits committee.

Susan presented a list of plan benefits and responded to questions. A discussion ensued regarding both potential benefits and consequences.

Copies of the plan were available at the meeting. Dennis Guion made the plan available to senators online (accessed through the University Library home page). Susan thanked Dennis for his help.

Senators voted unanimously to place the University Health and Dental Plan on the Faculty Senate agenda for the next meeting of October 19, 2005.

Following this, the Special Meeting of the Faculty Senate was adjourned at 3:50 p.m.