1. CALL TO ORDER

2. Approval of Agenda for April 18, 2017

3. Approval of Draft Minutes for March 21, 2017 (Appendix A)

4. President’s Remarks: Dr. Lou Anna K. Simon

5. Provost’s Remarks: Dr. June Youatt

6. Chairperson’s Remark: Professor Deborah Moriarty

7. NEW BUSINESS

7.1. University Committee on Curriculum (UCC) Report, Professor Jerry Urquhart, UCC Chairperson (Action Item) (Appendix B Short Report), Long Report (click on link)

7.2. University Committee on Faculty Affairs (UCFA) Salary Recommendations, Professor Phylis Floyd, UCFA Chairperson (Action Item) (Appendix C)

7.3. University Committee on Academic Governance (UCAG) Recommendations on Bylaw Changes, Melanie Helton, UCAG Vice Chairperson (Action Item) (Appendix D)

7.4. Coalition on Intercollegiate Athletics (COIA), Professor Martin Crimp, COIA Representative (Action Item)

7.5. International Students and Current Climate, Steve Hansen, Dean, International Studies and Programs (Action Item) (Appendices E & F)

7.6. Faculty Health Care Council (FHCC) Updates, Professor William Davidson, FHCC Chairperson (Information Item) (Appendix G)

7.7. Public Comments

8. Comments from the floor
1. CALL TO ORDER
   The meeting was called to order at 3:17pm.

2. Approval of Agenda for March 21, 2017
   The agenda for March 21, 2017 was approved as amended.

3. Approval of Draft Minutes for February 21, 2017
   The draft minutes for February 21, 2017 were approved as presented.

4. President’s Remarks: Dr. Lou Anna K. Simon - out of town

5. Provost’s Remarks: Dr. June Youatt
   Provost Youatt reported that President Simon is concerned about the federal budget and its implications for MSU and higher education. Part of this concern involves the conversation about the percentage of indirect cost recovery to an outright withdrawal of large amounts of research dollars from some of the federal agencies. Provost Youatt added that MSU is working closely with the Association of American Universities (AAU) and with the Association of Public and Land-Grant Universities (APLU), and has people representing Michigan State University in Washington D.C.

   At the state level, Provost Youatt said that the state budget is not encouraging again. The allocation, she said, was less than what was anticipated, adding that MSU is visiting each
Board of Trustee member individually, and talking through the budget so that the Board of Trustee members understand the implications of the state allocation and what it means for tuition. She added that in a perfect world all of us would like to see as much constraint on tuition as MSU could possibly manage, because we all understand what it means to MSU’s students. However, she continued, the reality is that MSU has very few sources of revenue, so helping the Board understand why MSU is dependent on tuition for its budget (and why there are allocation formula constraints) is important.

On a lighter note, Provost Youatt said that on April 28th they will have a “day of play” as part of the Healthy Campus Initiative. People will be able to get out of their offices and engage in fun activities. Students, faculty, and staff will be encouraged to engage in play on this day before final exams week.

6. **Chairperson’s Remark**: Professor Deborah Moriarty

Professor Moriarty had nothing to report except to wish “happy springtime” for the assembly.

7. **NEW BUSINESS**

7.1. **University Committee on Curriculum Report (UCC), Professor Jerry Urquhart, Chairperson**

Professor Jerry Urquhart presented the report. He stated that the University Committee on Curriculum approved three new programs, twenty-one program changes, and no deletions. The three new programs were an Advertising Management Bachelor of Science, an Advertising Analytics minor, and an Insurance and Risk Management minor. Regarding course approvals, Professor Urquhart reported that UCC approved thirty-one new courses, sixty-four course changes, and one course deletion.

A motion to approve the report was made and seconded. **The motion carried.**

7.2. **Patent Policy Endorsement, Dr. Richard Chylla, Executive Director, MSU Technologies**

Dr. Richard Chylla presented the revised Patent Policy for endorsement. A motion to approve the Patent Policy was made and seconded. **The motion carried. The policy is posted on the Academic Governance website.**

7.3. **Committee Annual Reports (Information Item)**

**University Committee on Curriculum (UCC) – Professor Jerry Urquhart**

Professor Urquhart stated that the University Committee on Curriculum’s business this year focused on program and course additions, changes, and deletions. With regards to programs, the total for the year was seventeen new programs approved, one hundred and twenty five changes approved, and nine deletions approved. Of those, there were three new undergraduate majors, twelve new minors, one graduation major, and one graduate certificate approved. With regards to courses, the UCC dealt with six hundred and forty nine total courses. One hundred and sixty seven of those were new courses, four hundred and forty seven were course changes, and thirty five were course deletions, resulting in an increase of about one hundred and thirty two courses on the books. However, he said that typically in August the UCC deletes about one
hundred and twenty five courses *via* automatic deletions. The other major activity that the UCC engaged in was the discussion of MSU’s grade scale.

**University Committee on Faculty Affairs (UCFA) – Professor Phyllis Floyd**

Professor Floyd reported that the University Committee on Faculty Affairs reviewed and discussed the revisions to MSU’s patent policy, which was just approved. She said that UCFA also reviewed the provost's letter for faculty, as well as the process of reappointment, promotion, and tenure MSU. In addition, UCFA has engaged in an ongoing discussion of the mediation policy with the office of the Faculty Grievance Officer, which was passed by the Committee. Professor Floyd also noted that discussion is ongoing regarding additional evaluation instruments in the annual review process. Hopefully, she stated, UCFA have some recommendations for that before the end of the year. Finally, Professor Floyd stated that the issue surrounding the position of MSU relative to peer institutions with regards to faculty salaries and benefits has been an ongoing discussion in the finance subcommittee, with recommendations that the salary adjustment percentage be increased.

**University Committee on Graduate Studies (UCGS) – Professor Chris Hogan**

Professor Hogan reported that the University Committee on Graduate Studies UCGS has engaged in a great deal of program requests and course requests. She said that UCGS has approved eight requests to establish new graduate programs. Three of those are new doctoral programs, three are graduate certificate programs, and two are additional programs that are “three-plus-three” across departments. Professor Hogan added that UCGS has approved forty-five requests for changes in graduate program requirements. Two of these requests were for a moratorium, or an extension of a moratorium of a graduate program. UCGS has also approved four requests to delete curriculum and degree requirements; all of those were for masters programs. In addition, UCGS approved thirteen requests to change the administrative responsibility for programs, or change the name of a program. Professor Hogan reported that UCGS’s subcommittees have also reviewed the MSU patent policy. They have also reviewed “RA” and “TE” compensation, providing a recommendation to Provost Youatt. The UCGS reviewed the policy for sharing of graduate certificate credits in doctoral programs, and have reviewed the policy and suggested changes for “non-regular MSU faculty members” serving on graduate committees. Finally, Professor Hogan said that UCGS provided input for the five-year review of the Research Integrity Officer, and recommended committee members for the Search Committee for the Associate Provost for Graduate Education and the Dean of the Graduate School at MSU.

**University Committee in Undergraduate Education (UCUE) – Professor Richard Miksicek**

Professor Richard Miksicek reported that the University Committee on Undergraduate Education reviews many of the same program change requests (from the standpoint of administrative policy) as does several other University committees, especially when dealing with grades and the Admission Policy. He noted that UCUE has 3 additional meetings for the remainder of the academic year, and that he will provide final numbers and the final report at the end of the year (including those three meetings).
Professor Miksicek noted that for this semester, UCUE has approved moratoria for five agricultural technology certificate programs that have attracted zero or limited enrollment for which alternative certificate programs are available. In addition, changes in graduation or admission requirements were approved for five programs or colleges including minor updates to graduation requirements for the College of Social Sciences, the College of Engineering, and the Eli Broad College of Business. He said that three new undergraduate degree programs were considered and endorsed, including two new “three-plus-three programs” that involve the College of Communication Arts and Sciences, and the Residential College of Arts and Humanities, together with the MSU College of Law, which is administratively separate from the University. There programs are essentially articulation agreements that will allow a limited number of students from the two undergraduate programs to apply twenty-nine credits of their first year of Law School towards completion of the Undergraduate degrees, bringing the total number of “three plus three programs” with the MSU College of Law up to three. James Madison, he says, already has an existing program. Professor Miksicek stated that there were three new minors considered and endorsed, two administered by College of Social Sciences and one administered by the College of Natural Sciences. An update on negotiations regarding the Michigan transfer network and degree pathway enhancement proposal was presented to UCUE. He said that MSU is part of the Michigan Association for Schools and Universities, and together we are looking at policies to try to create uniform policies for transfers across institutions in the State of Michigan. Finally, he reported that UCUE is also beginning to discuss student evaluation of teaching in conjunction with the Technology Roadmap update of 2018, which will probably carry over in the Fall Semester of 2018.

University Committee on Academic Governance (UCAG) – Professor Gayle Lourens

Professor Gayle Lourens reported that the University Committee on Academic Governance has completed five College Bylaw reviews which will be moving forward as recommendations to the colleges. UCAG has also made a few minor changes to the University Bylaws, and that these Bylaw recommendations will go to the University Council at the next meeting for a vote. Additionally, Professor Lourens stated that MSU academic specialists have approached UCAG and are interested in having an increase in governance here at the University. As a Committee, she noted that UCAG decided to synthesize a report that describes how academic specialists are currently being used in colleges, as well as how they are being referenced in the University Bylaws. UCAG developed a report and sent that report to the University Committee on Faculty Affairs to provide some recommendations as to how UCAG would address this issue (if at all) in the University Bylaws. Finally, Professor Lourens reported that UCAG reviewed recommendations for MSU faculty participation in committee work, and it was instrumental in developing the ballot for committee elections.

University Committee on Student Affairs (UCSA) – Professor Ronald Fisher

Professor Fisher reported that the University Committee on Student Affairs considered two action items, including the discussion and approval of changes to the Hearing Board Code of Operations, and the consideration of a number of proposed changes to
student policies, such as the Student Rights and Responsibilities document. These items were brought to the UCSA in October of 2106, and a subcommittee is continuing to work through the governance process reviewing these proposed changes with the idea that the Student Affairs Committee will eventually recommend or approve a set of proposed changes. Professor Fisher added that UCSA had discussions and presentations about a number of policy issues affecting students on campus, including transportation issues and transportation planning, the effects and impact of Campus Climate issues on students, particularly international students, of the various political and policy changes, such as the University Policy regarding student protests on campus, and the discussion of the procedures used by MSU concerning sexual assault allegations made against current and former members of the MSU community. UCSA also engaged in a presentation and discussion about accessibility for persons with disabilities. Finally, Professor Fisher reported that UCSA has planned for its next meeting a presentation discussion regarding the University budget.

**University Committee on Faculty Tenure (UCFT) – Professor Michael Dease**

Professor Michael Dease reported that the University Committee on Faculty Tenure advises the Provost regarding procedural rules and formal awards, or the revocation of tenure, at MSU. To date, he says that UCFT has had four cases in the Fall Semester of 2016 and one in the Spring Semester of 2017. Professor Dease reported that the UCFT began a discussion regarding recruiting, retaining, and rewarding exceptional faculty. In addition, the UCFT began a discussion regarding conditions that qualify faculty for an automatic extension of the tenure clock, as it relates to childbirth and adoption issues. He noted that the discussion was centered on expanding the Policy to account for multiple births and/or adoption, and allowing for multiple-year extensions based upon the birth or adoption event. He said that MSU’s current Policy contains language that allows a faculty member to request additional years for the UCFT’s consideration. There was a consensus with UCFT members to leave the Policy as currently written, and to not make changes at this time.

7.4. **Mediation Policy, Professor Bill Donohue, Faculty Grievance Officer**

Professor Bill Donohue presented the Faculty Grievance Mediation Policy which has been approved by UCFA, as an information item. He reported that the UCFA passed this policy early this semester, and that it is his job is to review this policy with faculty, and how it operates. The Mediation Policy can be found on the Academic Governance Website. It is also posted on the Faculty Grievance Website at fgo.msu.edu.

8. **Comments from the floor**

None

9. **ADJOURNMENT**

A motion was made to adjourn and was seconded. The motion carried. 3:58 pm.
Highlights:
Biostatistics, Doctor of Philosophy, effective Fall 2017.
Communication Arts and Sciences/College of Law, 3+3 Option, effective Fall 2017.
Computational Mathematics, Science, and Engineering, Minor, effective Fall 2017.
Neuroscience and the Law, Graduate Certificate, effective Fall 2018.

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C = Change  D=Deletion  N=New

Totals  New: 4  Change: 16  Deletion: 1
## COURSE ACTIONS
### April 18, 2017

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INFORMATION ITEMS
April 18, 2017

Moratorium –
None.

Discontinuation –
History-Secondary School Teaching, Master of Arts, UCGS consultation 1/9/17; Provost approved 2/1/17 –
Effective Summer 2017.

Other –
None.
April 11, 2017

MEMORANDUM

TO: Dr. June Youatt, Provost
FROM: Dr. Phylis Floyd, Chair
SUBJECT: Recommendation for 2017-18 Faculty Merit and Market Pool Increase

The University Committee on Faculty Affairs (UCFA) recommendation for the faculty merit and market pool increase in the 2017-18 academic year was developed on the basis of the following goals:

- recruitment and retention of high quality faculty;
- maintenance of the quality and integrity of our academic programs;
- recognition of faculty productivity as enrollments and competitive pressure for grants escalate; and
- a desire to maintain and enhance morale in the context of ensuring teaching and research quality and productivity.

UCFA remains concerned about the long term impact that the erosion of university-funded health benefits will have on faculty compensation; specifically, the;

- initiation of health care premium sharing for all faculty as of July 2002;
- elimination of funded post-retirement health care coverage for spouses for new hires as of July 2005;
- elimination of funded post-retirement health care coverage for new hires as of July 2010;
- substantial increases in premiums for health care and pharmaceutical coverage; and
- long-term implications of potential changes to federal and state funding of health care.

Together, these elements all point to tangible decreases in compensation benefits for faculty at MSU, which should ideally be counterbalanced by commensurate salary increases.
Over the past decade, UCFA has used MSU’s relative position among Big Ten universities as a key indicator of the university’s performance in achieving the goals identified above. In 2016, with expectations of stable state funding, UCFA recommended an overall increase of 4.75 percent and received 3.5 percent.

As of 2016-17, MSU faculty salaries ranked 12th (of 14 institutions) in the Big Ten, one position lower than 2015-2016 and down from 9th place in 2009-10 (see attachment). Our goal in recent years has been to reach the middle of the Big Ten by exceeding the anticipated Big Ten average increase. This goal has not been achieved.

For the current year, however, the faculty also recognize that the university faces substantial budgetary uncertainty stemming from potential cuts to federal research funding and relatively low state funding for higher education, as well as possible challenges related to recruiting tuition-paying international students in the context of potential visa restrictions and wait times. The faculty also remain concerned about the affordability of higher education for many students.

Given that the need to remain competitive must be balanced against current financial uncertainties and access to university education for students, we recommend a 4.0 percent salary increase for 2017-18 academic year. Our recommendation includes a 3.5 percent general merit pool increase and 0.5 percent market adjustment pool increase.

Given that the average Big Ten continuing salaries have increased between 3 to 4 percent in recent years, a 4.0 percent total increase akin to last year would likely only allow us to maintain our lagging position at 12th out of 14. We therefore expect to request greater increases in the future.

MSU’s faculty is a formidable force for discovery, creativity, and learning. Our salary request reflects an ongoing desire to ensure that the university continues to make a positive and significant impact on the life of the people of Michigan, the United States, and the world.
2016-17 Faculty Salary

Big Ten average*: $118,800

MSU Rank in Big10 Institutions for Faculty Salary

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*Does not include Northwestern -- average including Northwestern $122,040
1 Rankings overtime adjusted to include Rutgers and Maryland
Summary of Recommended Bylaw Changes 2016-17

1. ASMSU leadership title changes:
   3.4.1.1: The Steering Committee will be composed of . . . (c) the Vice Chairperson Vice President of Academic Affairs of ASMSU . . .

   3.4.1.2.4: No student may serve more than two consecutive terms on the Steering Committee unless the student holds the office of President of COGS or ASMSU Vice Chairperson Vice President of Academic Affairs.

   4.4.1: The membership of the University Committee on Undergraduate Education shall include . . . of whom one must be the Vice Chairperson Vice President of Academic Affairs of ASMSU.

   4.9.1: The University Committee on Student Affairs (UCSA) shall have four faculty members . . . , including the Chairperson President of ASMSU; . . .

2. Committee Reports:
   4.2.2.2 The chairperson of each Standing Committee shall prepare a report at the end of each semester summarizing the activities and actions of the committee during that semester, and its projected activities for the next semester. The mid-year report will summarize matters of significant concern to the committee and will be submitted by December 31st. The end-of-semester summaries will be posted . . .
Michigan State University is committed to our institutional values: quality, inclusiveness, and connectivity. We embrace building a vibrant, intellectual community that offers and respects a broad range of ideas and perspectives. As an intentional global university, we value the diversity and richness that international students, faculty, and staff contribute to the university and to the community. Students from countries around the world play an invaluable role in MSU’s classrooms, labs, and community as we work to solve problems and change lives locally, nationally, and globally.

While U.S. immigration policies evolve, MSU remains committed to providing students from impacted countries the opportunity to receive a quality educational experience and to complete their degrees.

MSU will work with impacted students to:

- Provide timely updates and answer questions about the implications of shifting immigration laws, policies, and practices
- Continue to accept and admit students from impacted countries
- Defer admission of accepted students whose arrival is delayed
- Explore opportunities for students who have made significant progress toward their degrees, but are unable to return to campus, to complete their studies and be awarded an MSU degree
- Help students identify alternative funding sources for students who are unable to return to campus, or to leave campus, and who lose access to financial support because of immigration related travel restrictions
- Provide high quality individualized academic advising to all students who find themselves facing difficulty related to immigration or travel complications, through a central point person in the Graduate School and the Office of the Associate Provost for Undergraduate Education
- Advise and assist graduating students who are pursuing practical training to complement their education
- Evaluate and prioritize assistance, acknowledging the importance of keeping families together
Our Commitment to International Students and Scholars
International Student and Scholar Community

- International Undergrad: 4,844
- International Grad: 2,082
- Total International: 7,264

International Scholars: 338

14.4%
Immigration Executive Orders

**JANUARY 27**
President issues Executive Order banning entry for 90 days by citizens from Iraq, Syria, Iran, Libya, Somalia, Sudan and Yemen. The order also indefinitely halts refugees from Syria.

**FEBRUARY 9**
Ninth Circuit Court of Appeals prevents government from enforcing entry ban.

**MARCH 15-16**
Travel ban blocked, first by a judge in Hawaii, followed by a judge in Maryland. The restraining order applied nationwide.

**JANUARY 28-29**
Judges in New York and Massachusetts temporarily block order.

**MARCH 6**
New Executive Order with revised travel ban. Iraq removed from list of restricted countries.

**MARCH 29**
Federal judge in Hawaii converts temporary restraining order to preliminary injunction.

**TODAY**
Travel ban remains blocked.
Potential MSU Impacts

Undergraduate: 10
Graduate: 94
Scholars: 18

122 Students & Scholars

DACA 10

Iran 104

Libya 12
Syria 4
Somalia 1
Sudan 1
Two University Committees

EXECUTIVE TASK FORCE

High-level administrators of critical and applicable units.

- Oversight
- Policy
- Strategy

OPERATIONS TEAM

On-the-ground staff closely interacting with students.

- Advising
- Communications
- Coordination
Executive Task Force

- Denise Maybank (Student Affairs)
- Sekhar Chivukula (Undergrad Education)
- Judith Stoddart (Grad Education)
- Radhika Pasricha (General Counsel)
- Vennie Gore (Residential & Hospitality Services)
- Mark Burnam (Government Affairs)
- David Thronson (Immigration Law Clinic)
- Heather Swain (CABS)
- Paulette Granberry Russel (OI3)
- John Gaboury (Provost Office)
- Doug Gage (Research and Graduate Studies)
- Sarah Walter (MSU D.C. office),
- Beth Alexander (Human Medicine)
- John Hudzik (Former VP of Global Engagement)
Our students and scholars come from around the world to become Spartans, and then return to the world to make it better.

MSU President Lou Anna K. Simon
Town Halls & Info Sessions

February 1: Addressed the EO signed January 27th in terms of what it meant, how it affected students/scholars, and what support resources/services were available; Streamed live on the internet and audio portion was available on the OISS webpage. ~ Attendance 200.

March 16: Addressed EO signed March 6th in terms of university responses to student questions about how their academics would be supported. ~ Attendance 30.

OISS Immigration Sessions
February 7-10: Four sessions to answer questions from international students/scholars about EO immigration issues.

OISS/MSP/Olin Psychiatry Emotional Support sessions
February 3 & 6: Dr. Farha Abbasi, Clinical Psychiatrist, Olin Health Center

“Hear Us” Support rally (Persian Student Association)
February 8: Sponsored by MSP; featured OISS Director.
Contact Info: Immigration Issues

• oiss.isp.msu.edu

• Portal for MSU information about EOs relative to travel bans.

• First point of contact

• Features:
  • E.O. updates
  • FAQ’s
  • Campus and community resources
  • Additional points of contacts

• 517-353-1720 oiss@msu.edu
Contact Info: Academic Issues

Undergraduate Students
Assistant Dean Debra Dotterer
dotterer@msu.edu
(517) 353-3243

Graduate Students
Associate Dean Tony Nunez
nunez@grd.msu.edu
(517) 353-3220
Contact Info: Health and Safety

Office for International Health and Safety
- oihs@msu.edu
- 24/7 Emergency Line +1-517-353-3784

oihs.isp.msu.edu
Additional Resources

- List of local Immigration Attorneys
- Talking Points to Dean/Dir/Chair, Advisors, and Counselors
- OISS Information Sheet if Detained
- OIHS 24/7 Emergency Hotline
- RSAC Procedures for Students Abroad
Support Units

Counseling Center, Olin Health Center, or Student Affairs and Services for Student Support

The MSU College of Law Immigration Law Clinic

Office for Inclusion and Intercultural Initiatives

Employee Assistance Program for Faculty and Staff
Student Concerns

General
- Clarifications on who is affected and how
- Immigration rights and responsibilities
- What documents to carry
- Changes in status

Academic
- University support
- Ability to continue programs
- Anxiety affecting academic productivity

Health & Safety
- Emotional toll
- Personal safety, harassment
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Principles of Support
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• Evaluate and prioritize assistance, acknowledging the importance of keeping families together
Thank You
Faculty Senate

Faculty Health Care Council: On-Site Health Center

Update

4/18/2017
FHCC Membership

- William Davidson, Co-chair, Psychology
- John Goddeeris, Co Chair, Economics
- Katherine Dontje, Nursing
- James Dudziak, Lyman Briggs, Fixed Term
- R. Sam Larson, Education
- Deborah Moriarty, Music
- John Powell, ex officio
- Edward Rosick, Family and Community Medicine
- Gary Stone, Accounting, Emeritae faculty
- David Weisman, University Physician
- Lynne Zelenski, Business, Academic Specialists
- Ex Officio - Dave Byelich, Planning and Budget; Rick Ward, Health Team; Renee Rivard & HR Staff
Faculty Health Care Center Planning Process

- Last reported to Senate 2 years ago

- Faculty, Administration, Health Team, Medical Schools, Nursing, external consultants

- Uniqueness of MSU
  - Faculty driven, but collaborative
  - Long view
  - Educate multiple medical professionals
Faculty Health Care Center Planning Process

- Faculty Focus Groups
- Scientific Faculty survey
- Model that others have used successfully
- Been deliberate - want to get it right
- Have consensus to move forward
Key Principles for Faculty Health Care Center

- **Focus on population health and the whole person**

- **Component I: Staying Healthy**
  - Annual Biometric Screen
  - Followup Visit(s)
  - Integrate with MSU Health Initiatives

- **Component II: Acute Care**
  - Increase access for primary care
  - On demand within 24 hours; 25 minute appointments
  - Facility on or near campus - available parking
  - No Copay
  - Coordinate with Existing Health Care Provider
Key Principles for Faculty Health Care Center

- Increase effectiveness
  - Evidence based practices/High performing network
  - Transparent records (EMR)
  - Confidentiality

- Operate within existing health care benefit

- Increase participant satisfaction, health outcomes, and financial efficiency

- Track Outcomes

- Change Financial Model for Health Care System

- Incentives for Participation
Incentive System Principles

- Experience of others demonstrates the need for incentives

- Incentives for participation
  - Biometric Screening
  - Followup visit(s) at FHCC
    - One to four visits recommended based on findings

- Incentive system financials
  - Premium share increased $50/month/participant (faculty + spouse/partner)
  - 100% of premium increase returned for participation
Next Steps

Prepare operational plan including financials (next 45 days)

More Specifics

Financial Details

Back to Steering Committee & Senate Once per Semester