

Minutes of the March 7, 2018 faculty meeting

Respectfully submitted by John Wesley, Secretary of the Faculty

Attendance: Faculty members and guests in attendance are listed in Appendix A.

I. Call to order

Faculty Senate Chair Kessel called the meeting to order at 12:03 p.m. Ninety-two voting members of the faculty were present.

II. Approval of the February 7, 2018 meeting minutes

The minutes of the February 7, 2018 faculty meeting were approved as circulated.

III. Questions regarding reports from the President, Provost, and Chair of the Faculty Senate

For the reports, see Appendices B, C, and D.

There were no questions regarding the President's report.

Regarding the Provost's report, one faculty member asked for more information about the concerns raised by three students in a sciences department who described marginalizing and minoritizing experiences. Provost Bartanen expressed appreciation for this concern, and noted a growing interest in workshops when there might be further conversation about these issues. Another faculty member confirmed this interest and shared that leaders of STEM students of color want to organize a roundtable conversation with faculty.

Provost Bartanen highlighted her report, saying that we are short seven SSI1 courses for our Fall 2018 schedule, and urged departments to collaborate with Kate Cohn in thinking creatively about what shifts could be made in order to offer more of these courses. She also reminded the faculty that nominations are currently open for Mortar Board students, and that Landon Wade, Director of Academic Advising, is looking for faculty members to assist with pre-advising this May through June, as well as with the first review of student schedules (with regard to the latter, Wade is particularly interested in finding a faculty member from our arts and humanities disciplines).

There were no questions regarding the Chair of the Faculty Senate's report.

IV. Old business: resolution to disaffiliate from the United Methodist Church

For Anderson-Connolly's handout, which includes the language of the resolution, see Appendix E. For statements made by Provost Bartanen and Chaplain David Wright regarding the university's relationship with the UMC (and distributed over the facultygovernance listserv by the Faculty Senate Chair on February 28th, 2018), see Appendices F and G, respectively.

The Anderson-Connolly motion was before the assembly, as follows: *resolved, that the faculty of the University of Puget Sound declares its preference for the university to disaffiliate from the United Methodist Church and to become a nonsectarian institution.*

The faculty continued their discussion of the motion.

In support of his resolution, Anderson-Connolly presented three arguments for disaffiliation: 1) continued affiliation is an act of bad faith since we do not recognize a great many of the UMC's Social Principles; 2) on the grounds of democracy, stakeholders should be able to weigh in on a decision, particularly one made as long ago as the 1880s; and 3) the university does not benefit from this affiliation since it cannot help recruitment from secular areas of the US, nor from areas around the world that practice different religions, such as China or the Middle East.

One faculty member expressed sympathy with the arguments, but said that, rather than an immediate request for disaffiliation, the faculty should consider sending a message to the UMC to the effect that we would disaffiliate if our concerns over their Social Principles were not addressed. Anderson-Connolly replied that this was not his motion, and that, even if concerns were addressed, he does not see the logic of affiliation.

One member asked whether the university received any benefits from its affiliation with the UMC. President Crawford confirmed that we do, and that one of them is David Wright, University Chaplain and Director for Spiritual Life and Civic Engagement.

Another faculty member argued against the motion on the grounds that disaffiliation would have negative implications for support of, and access to, religious life programming broadly construed. This member said that there would be no benefit to having no religious life programs on campus.

One member asked for clarification of the word "nonsectarian" in the motion's language, and what it meant to be affiliated. Provost Bartanen reported that the university's Board of Trustees is wholly independent of the UMC (there are no positions reserved for members of the UMC), and that there is no creedal affirmation or doctrine required of students. President Crawford added that the UMC has no proprietary control of our institution, therefore we are nonsectarian. Anderson-Connolly argued that the meaning of the term "nonsectarian" had changed, such that it now encompassed affiliation.

Returning to the topic of the University Chaplain position, one faculty member asked how Wright's position is funded, and whether he would be able to continue working for the university if we disaffiliated from the UMC. Provost Bartanen reported that Wright's compensation falls within the university's budget but that his appointment as our chaplain is made by the UMC; President Crawford said that we do not know whether he would be able to continue at Puget Sound if we disaffiliated, since the UMC might assign him elsewhere as a result. One faculty member wondered if Wright's position in a student affairs capacity was unusual for a university chaplain. Provost Bartanen responded that it was not unusual, as chaplains approach their work in many different ways, and that, in the case of Wright, his work is multi-faith and multifaceted (for example, he works with suicide prevention, undocumented students, and is a key leader in

cultural and civic engagement). Provost Bartanen added that besides Wright and his position, the university benefits from its affiliation with the UMC in terms of student financial aid and our insurance coverage.

One faculty member noted the many other ways the university benefits from its relationship with UMC, including its scholarships for Religious Studies students and its endowment of the Swope lectures. This member reported being a member of the Religious Studies department and that the UMC has never tried to influence or interfere with its curricular choices and course content. This member could see no reason to vote in favor of the motion.

Another faculty member expressed a sense that there was a strengthening of the relationship with the UMC this year, and that the UMC seemed to loom a little larger than usual in faculty conversation, and wondered why. Kessel responded that any such impression may be due to the fact that the UMC's accreditation process is currently underway. Provost Bartanen said that there is no strengthening of relationship; the university is regularly reviewed by the UMC about once every ten years, and that, after our actual accreditation by the state, the church assesses our continued affiliation based on whether we are doing the good work of educating young people. Regarding the perception of a heightened interest or conversation about affiliation, Provost Bartanen mentioned that the only reason the faculty are discussing the UMC is because of the Anderson-Connolly motion, and not because of a strengthening of relationship with the UMC.

In an argument against the motion, one faculty member said that disaffiliation would undo a positive historical relationship. While understanding the problems many of the faculty might have with the UMC's Social Principles, this member noted that their "recognition"—one of the apparent conditions of affiliation—does not entail an obligation to follow or endorse them, the proof of which is our continued affiliation with the UMC even as we push back, daily, on many of its principles. This push-back occurs within the context of a historical relationship. The member closed by noting that disaffiliating from the UMC would be an institutional move to secularism. Another member agreed, and wondered whether the same sorts of concerns raised in argument for the motion would be articulated if, for example, the university had a Hillel chapter on campus. This member argued that affiliation is not the same thing as coercion or a sign of collective moral or religious statement, and partly for that reason would vote against the resolution.

President Crawford asked the assembly to consider that Puget Sound has 44,000 alumni, and that our relationship with the UMC is important to many of them; it is also a key factor to many of those alumni who give generously to the institution. He added that Puget Sound's affiliation with the UMC brings us a variety of good will in a number of different contexts.

It was **moved** by Weinberger, and **seconded**, *that the assembly call the question*. The motion to call the question **passed** on a counted vote.

Anderson-Connolly ordered that the main motion be decided by ballot vote.

The main motion to resolve **failed** 75-11 on a ballot vote.

V. Benefits Task Force presentation

For the Benefit Task Force presentation's slide show, see [Appendix H](#). The presentation and discussion was facilitated by Freeman, Sousa, and Lewin.

Freeman clarified the purpose of the presentation. The Benefits Task Force (BenTF) is a third of the way through its timeline of eighteen months, and in the coming weeks will be seeking longer conversations about models of decisions the task force could make. She reminded the faculty that the task force is comprised of elected members charged with making decisions on benefits, all within the conditions of budget neutrality. She mentioned that the BenTF is exploring a range of scenarios, including ones that will seem difficult or disagreeable to some. Freeman reiterated that this was a time of exploration, not recommendation. Once the BenTF has gathered a range of models and benchmarks, they will be put before the faculty to be ranked. At present, Freeman said, the BenTF is at an early stage of data gathering, and to keep this in mind when viewing the slides comparing our benefits with other institutions.

Sousa walked the assembly through the data presented in the slides, noting that the pie charts relevant to current benefits are finalized, not estimated. He mentioned that the education benefit is largely given over to our tuition remission program (so, for example, in 2016-17 we had sixteen students on tuition remission, a cost totaling approximately \$724,000). Sousa also explained that the early retirement figure of 1.38 million dollars is based on actuarial calculation rather than actual expenditure, since we don't know exactly how many will take early retirement in any given year. He also presented slides showing how the cost of benefits has increased over the years, and how inflation has far outstripped benefits. A major driver of cost is medical benefits, which is also tied to early retirement. Sousa said that we are spending more money to have the same benefits, though we could argue about whether there have been improvements in health and education benefits.

Lewin presented slides comparing Puget Sound's benefits and costs with those of other universities. He mentioned that the data was collected from fifty-five institutions, heavily weighted to universities in the Eastern and Midwest US, so it is not a perfect benchmark. He highlighted the fact that Puget Sound's zero percent employee contribution to health care was rather generous compared to other schools, but that our premiums for family care were quite a bit higher than at other schools. Lewin added that the slides he presented gave but one example of the kind of benchmarking the BenTF would be doing in the coming weeks for a lot of other kinds of data, and invited faculty to get in touch throughout the process.

One faculty member asked the BenTF if they had looked into our access to other healthcare providers. Freeman responded that the analysis completed by our consultants suggested that Premera gives us the best options. Cindy Matern, Associate VP for Human Resources, informed the assembly that Premera does offer two PPO networks. The one Puget Sound has is called Heritage Prime, and most of the Franciscan providers—including hospitals owned by Franciscan, like St. Anthony's and St. Joseph—are currently out of network as the two entities have not reached an agreement over the discount rates. Premera has a second PPO network called Heritage Plus which includes the Franciscan providers, but the premiums would be

approximately 8% higher and the PPO discount rate is not as deep, meaning higher costs are passed into the deductible.

Another faculty member asked whether the BenTF is restricted to faculty benefits. Freeman replied that, barring salary, the BenTF works on all benefits for faculty and staff, excepting the cabinet.

On the early retirement budget, one faculty member expressed surprise at its high allocation, and asked how that compared with other institutions. Sousa responded that the BenTF had not yet had the opportunity to see that data, in part because data gathering for total budgets is much easier to find than for each of the various parts of a benefit budget. Freeman added that our early retirement is not a phased retirement that pays a percentage over time; instead, if one of our faculty take an early retirement, they get a one-time payout determined by what they would have made had they worked to a retirement age, including medical benefits. This explains the high actuarial number. Kessel asked whether, given budget neutrality, incentivizing early retirement could have a positive effect on the salary pool. Freeman said that currently early retirement money does not get reallocated to salary, and did not see that more early retirement would be a benefit to salary under the current model. Sousa mentioned that the BenTF has not yet put those two numbers (early retirement costs and salary costs) together, but would work on a model for doing so.

One faculty member asked how the 2018 Tax Reform Bill would affect benefits. Matern replied that it was difficult to say because benefits seem to be a moving target in this regard; currently, some benefits are taxed that were not before, while others remain untaxed. For example, tuition remission remains untaxable, but moving expenses are now taxable. However, Matern added that she would not be surprised if the government went after tuition remission in the future.

Regarding paid family leave, one faculty member expressed a desire for the university to move from the standard twelve-week model towards a full semester paid leave. Sousa said that, given budget neutrality, an increase in the paid family leave budget would force cuts in other areas, and that one purpose of the upcoming BenTF modeling will be to show what faculty might have to give up in order to achieve a full semester's leave. Freeman mentioned that the BenTF had read the ad hoc report on parental leave from two years ago, and registered their opinion that a twelve-week leave was complicated not only for faculty, but also for students and advising; the BenTF is therefore open to looking at spending money on parental leave for faculty in a different way to that of a staff member, but that they would have to be very judicious in trimming benefits such that they did not adversely affect staff.

Returning to the issue of medical benefits, one faculty member noted that the employee contribution to family medical at Puget Sound is quite high relative to comparable institutions. Lewin responded that it was indeed higher than normal, especially for spouses and partners, but the current trade-off is that the employee's individual contribution was zero percent, which is rare. The faculty member mentioned that other institutions seemed to have situations that looked more favorable, whereby individual contributions were about forty dollars, and contributions for spouses and partners were about two hundred dollars. Matern responded that the university can move to a situation where the employee pays a portion for their own medical benefits, with the

institution allocating money to cover more of the partners' share, and some other universities have taken that very approach. Lewin said that this model of balancing the contributions will be represented in future surveys to the faculty.

VI. Other business

There was no other business.

VII. Adjournment

The meeting was adjourned at 1:17 p.m.

Appendix A – Attendance

Attending

Rich Anderson-Connolly
Gareth Barkin
Bill Barry
Kris Bartanen
Francoise Belot
James Bernhard
Sigrun Bodine
Bob Boyles
Nick Brody
Gwynne Brown
Dan Burgard
Alva Butcher
Julie Christoph
Lynnette Claire
Jo Crane
Isiaah Crawford
Monica DeHart
Alyce DeMarais
Regina Duthely
Jim Evans
Lisa Ferrari
Amy Fisher
Lea Fortmann
Kena Fox-Dobbs
Sara Freeman
Andrew Gardner
Dexter Gordon
Jeff Grinstead
Bill Haltom
Fred Hamel
John Hanson
Peter Hodum
Renee Houston
Darcy Irvin
Martin Jackson
Robin Jacobson
Greg Johnson
Diane Kelley
Chris Kendall
Jung Kim
Grace Kirchner

Kriszta Kotsis
Laura Krughoff
Sunil Kukreja
Brendan Lanctot
John Lear
Ha Jung Lee
Ben Lewin
Pierre Ly
Tiffany MacBain
Andreas Madlung
Jeff Matthews
Andrew Monaco
Wendell Nakamura
Jill Nealey-Moore
Steven Neshyba
Eric Orlin
Susan Owen
Emelie Peine
Jennifer Pitonyak
Mike Pohl
Sara Protasi
Isha Rajabhandari
Siddharth Ramakrishnan
Melvin Rouse
Leslie Saucedo
Eric Scharrer
Adam Smith
Jess Smith
Stuart Smithers
David Sousa
Jason Struna
Bryan Thines
Justin Tiehen
George Tomlin
Ben Tromly
Ariela Tubert
Andreas Udbye
Jennifer Utrata
Kurt Walls
Keith Ward
Suzanne Warren

Seth Weinberger
Carolyn Weisz
John Wesley
Paula Wilson
Peter Wimberger
Anna Wittstruck
Dawn Yoshimura-Smith
Sheryl Zylstra

Guests

Kate Cohn
Liz Collins
Kelli Delaney
Laura Martin-Fedich
Cindy Matern
Landon Wade



President's Report to the Faculty

February 27, 2018

The spring semester is proving to be exceptionally busy and productive, with another meeting of the Strategic Planning Steering Committee, the February meetings of the Board of Trustees and Alumni Council Executive Committee, and the annual Posse Plus retreat all taking place within the past few days. I am pleased to provide to my faculty colleagues this brief overview of activities since my January report.

Board of Trustees Meetings

The trustees engaged in substantive discussion and action across a wide range of issues, including approval of the university's fiscal year 2019 budget, which aligns with the recommendations of the Budget Task Force; and approving, as recommended by the faculty, changes to the Faculty Bylaws concerning the International Education Committee and Institutional Review Board. Other items of note include:

- The trustees approved in closed session the promotion and/or tenure of our following faculty colleagues, all of whom I have had the opportunity to inform of their respective good news. Please join me in recognizing Peter Hodum, David Latimer, Siddharth Ramakrishnan and Brett Rogers, who have achieved tenure; Jung Kim, tenure and promotion to associate professor; and Jennifer Pitonyak, promotion to clinical associate professor, and Bryan Thines and Andreas Udbye, promotion to associate professor. These are important professional milestones, and it is a great honor and privilege to work with such a talented faculty.
- As reported to the campus last Friday, the trustees approved title changes to better reflect the scope of responsibilities for two of our senior leaders: Academic Vice President and Dean of the University has been changed to Provost, and Vice President for Finance and Administration has been changed to Executive Vice President and Chief Financial Officer. As part of this budget-neutral proposal to structure Cabinet's work more effectively, the trustees also approved the appointment of in-house legal counsel. We expect to begin a search for the latter position shortly.
- The Audit Committee accepted Moss Adams' report on our 2017-18 financial statements and federal awards, resulting in "clean opinions" and no management recommendations, and authorized the engagement of Moss Adams to conduct next year's audits.
- The Finance and Facilities committee reported the university's endowment at \$369 million as of Dec. 31, 2017, with a 7.07% annualized return against a benchmark of 6.29%. The Investment Subcommittee discussed the board's 2016 statement on divestment concerning fossil fuel-related investments and its commitment to reduce exposure to hydrocarbon over time, in a manner that does not harm returns; the seeding of \$1 million for a new fossil-free endowment option for donors; and a \$2.5 million commitment to a new sustainable asset fund within the endowment.
- The Facilities Subcommittee endorsed the Welcome Center design and the Finance and Facilities Committee authorized management to move ahead on the development of detailed construction documents. (Please see more about the Welcome Center below.)
- The board was provided with a copy of the 2017 Diversity Strategic Plan Annual Report, which was made available earlier today at pugetsound.edu/diversity.

- The trustees heard from and recognized Amanda Diaz '18 for her outstanding service as ASUPS president and were introduced to incoming ASUPS President Collin Noble '19 and ASUPS Vice President Samantha Inouye '19.
- Finally, it was good to see many students in attendance at the board's business meeting on Friday. As a reminder, faculty as well as students and staff are welcome to attend the open session of each business meeting. The next meeting will take place the Friday prior to Commencement.

A highlight of the schedule was the opportunity for trustees to participate in one of five sessions titled "Innovation In and Out of the Classroom: Curricular and Co-curricular Learning," organized by Professor Renee Houston and Library Director Jane Carlin. Each session was led by combinations of faculty, students, and staff, and provided important exposure for the trustees to some of the ways in which knowledge is produced on campus every day:

- Archives & Special Collections: Using Primary Source Materials to Create New Forms of Scholarship in the Digital Age
- Becoming a Maker—An Introduction to the Makerspace
- The Innovative Classroom: Technology Center Development Studio
- Science in Action
- Explorations in Community Engagement

The trustees thoroughly enjoyed these opportunities to engage more deeply in the work of the campus.

Welcome Center

The development of the Welcome Center has been in progress for many years and is our highest priority capital project due to its strategic significance in the successful recruitment of students. In this competitive environment for students, the new Welcome Center will locate admissions, financial aid and other resources for prospective students in one central location, and create a memorable and welcoming first impression and sense of belonging that reflects our institution, something that our competitors have done very effectively. Its design will honor the timeless architectural heritage of the campus, while blending with our surrounding neighborhood, reflecting our Northwest location, and communicating through art and memorabilia the essence of Puget Sound, its diverse communities, and our commitment to excellence in all we do.

The new space will provide hospitality to the more than 5,000 students and their families who visit campus each year. Students who visit campus are six times more likely to enroll, and we have outgrown our ability to host these large numbers on the first floor of Jones Hall. The Welcome Center will be an important asset to our yield program, and will also provide meeting space that can be reserved, which will benefit the entire campus.

Funding for the project is being provided by donors and is restricted to this capital project only. (As you are aware, gift-funded capital budgets are separate from the university's annual operating budget that funds ongoing campus operations; there has been some confusion on this point following an article that appeared recently in *The Trail*.) The construction start date is not yet finalized, but could begin as soon as fall 2018 or early spring 2019.

Of course, the next question is: what will happen to the space currently occupied by our admission operations in Jones Hall, and where will we move those functions currently located where the new building will be? We are currently involved in a space use and planning study; results of that work will help inform how to best accommodate the current and future needs of students, faculty, and staff.

Strategic Planning

I am very pleased with the deep and broad engagement of our entire campus community in the strategic planning process. The Strategic Planning Steering Committee and the teams of faculty, students, staff, alumni, and trustees engaged in reviewing feedback and bringing forward initiatives for consideration are hard at work. For me this is the most exciting part of the process as our vision for the future comes into greater focus through the development of initiatives that will further distinguish Puget Sound as an outstanding liberal arts university.

In the coming week, the entire campus community will be provided with an opportunity to review and provide feedback on emerging initiatives that are in development for further consideration and potential inclusion in the final plan. For additional information about the planning process, please visit pugetsound.edu/strategicplan, and continue to forward comments to strategicplan@pugetsound.edu.

Enrollment

We are vigorously advancing our recruitment and yield initiatives. Our admitted students have been visiting campus over the past several weeks, but we will see significant numbers of students and their families on campus for our Destination Puget Sound days: March 2, 23, and 31; and April 6, 13, and 20. Our completed student applications and admitted student campus visits have exceeded last year; and student applications from California, Washington, and Hawai'i have rebounded from the prior year. There still remains a great deal of work to do as we work our way toward national candidate acceptance day on May 1 and retain our class over the summer months.

Many of you may have been following the news that high school students across the nation are planning a walk out on April 20 to advocate for more effective gun laws. In response to inquiries regarding how participation in a walkout might affect college admission, Puget Sound issued a strong response to the news media and in social media that we believe that students who engage in activism develop important leadership and communication skills that we value at Puget Sound. Participation by high school students in the nationwide protest or other peaceful actions will not affect admission decisions. Engagement in social media posts has been particularly high, with responses from prospective students and parents as well as educators, alumni, and community members.

Government Relations and Advocacy

Along with the broader higher education community, we continue to be in communication with members of Congress to urge them to provide permanent legal status for DACA registrants and Dreamers prior to the March 5 deadline (or to extend the deadline if necessary). We also continue to work closely with professional higher education associations, including Independent Colleges of Washington (ICW), on legislation of interest to our sector. I serve on the board of ICW, where another of our chief concerns is seeking a replacement for long-serving president and chief executive officer Violet Boyer, who will retire this summer.

Thank you for all that you do for the university.

Sincerely,



Isiaah Crawford, Ph.D.
President



February 28, 2018

TO: Faculty Colleagues

FR: Kris Bartanen

RE: Report to the March 7, 2018 Faculty Meeting

The 2018-19 Course Schedule: As noted previously in multiple venues, we continue to engage in work and analysis to ensure that we have a class schedule for fall 2018 (and spring 2019) that meets the needs of our incoming and ongoing students, within the faculty resources that are available. As you know, through the Budget Task Force process – recommendations from which were affirmed by President Crawford and approved this past weekend by the Board of Trustees – we needed to reduce the faculty compensation budget by \$1.5 million (equivalent to 15 visiting faculty positions). We need your cooperation with your department, school, and program chairs, directors, and deans in order to have a Fall 2018 course schedule ready for pre-registration for continuing students in April and then for incoming students in June.

Based on historical trends in enrollment data (over the past five years), Kate Cohn and Martin Jackson are providing guidance and making requests to chairs for adjustments in the draft schedule. In broad terms, we need fewer low enrollment upper division courses, for some courses to be put on a different interval of offering (e.g., once per year vs. once per semester, every third semester instead of every other, etc.), and we need more ongoing faculty members to be prepared to teach first-year seminars. We do not need more Connections core courses. We may need a little more flexibility in your acceptance of classroom assignments in order to put the right sized courses in the right sized rooms.

Thank you for supporting your chairs, thank you to chairs for meeting with Kate and Martin as needed to brainstorm and discuss potential solutions, and thank you all for also being flexible after pre-registration as we will again examine enrollments and ask for adjustments in teaching assignments to meet the goal of providing an excellent Puget Sound course schedule that best meets students' needs.

Vice President for Student Affairs Search

Following good work by the search advisory committee, the position profile for the VPSA/Dean of Students position is now available here: <https://www.imsearch.com/search-detail/S6-497>. The position is also listed on the Puget Sound Employment link from our homepage. Please recommend candidates, help spread the word, and anticipate on-campus interviews in late April.

Thank you and kudos to all those who are supporting Decision Puget Sound Days, planning for June Pre-Orientation day, and looking forward to Orientation 2018.

Messages to the faculty from Posse Plus Retreat: On Friday afternoon through Sunday afternoon, February 23-25, 95 members of our campus community participated in the second annual Posse Plus Retreat, focused on the national topic of “Hope, Hate, and Race in the U.S.” The group included our 19 Posse Scholars, “plus” an additional 39 students from across the campus, 23 staff from many areas of campus, 10 faculty members, and 4 Bay area and national Posse staff facilitators. Through large and small group activities, examination of historical and contemporary materials, dyad conversations and personal writings, the group explored the retreat theme both broadly and with a lens on educational life at Puget Sound. The retreat finished with a strong sense of commitment and of hope, and there are clear messages offered for Puget Sound faculty:

- The preponderance of hurtful experiences in the lives of students of color have occurred in K-12 school settings, as a result of problematic behaviors of peers, teachers, and staff. We, as faculty, may take for granted that we enter our classrooms with an ethos of trust when, in fact, that is not the case.
- Many students do not feel a part of this campus community and a significant part of that feeling of isolation results from things that happen in Puget Sound classrooms.
- Faculty are asked, with urgency, to attend to the dynamics of classrooms: to learn how to identify and respond to micro-aggressions, marginalizing conduct, and spotlighting that continues to occur through verbal and non-verbal classroom behaviors. This behavior happens across fields and disciplines and is not confined to classrooms in which course topics focus on race, ethnicity, religion, or other dimensions of human identity. This behavior occurs even in the classrooms of those who are experienced in leading conversations on equity and inclusion.

Faculty and staff who participated in the retreat discussed ways to respond to these messages, and you can expect updates and invitations as we move ahead, including the possibility of a workshop for faculty over the summer. The “tools for inclusive dialogue” below (from Posse Foundation staff) may be helpful.

In addition, I invited participants, particularly students, to submit a short narrative about their experience, at least one of which I will share in this report monthly, with the provisos: (1) not outing them or any faculty colleague and (2) that these be treated with discretion within the protected access of faculty minutes. To-date, I received the narratives below:

Student: I wanted to share some experiences that have happened in my second semester. [The student adds that he is currently enrolled in two courses in the department in which he plans to major.] In both of these classes, I have recently been called on with stereotypical latinx names (Jose and Diego). I acknowledge a name error is rather unimpactful, but it’s different when it comes from two different professors in a discipline you really enjoy. Further, these events are neither getting my name mixed up with someone else in the class, nor done by professors who haven't had me in their office hours more than once. I have not brought it up because they've only happened once from each professor and I know they did not do it with malicious intent. Nonetheless, it still holds an impact in my relationship and comfortability with the [named] department.

Staff member: Over the past couple of months I have had three students describe to me ways in which they have not been supported or [have been] marginalized by professors in the sciences, [named department] in particular. Here are some things students have shared:

- They have been singled out to share an opinion because of their race
- They been told that they are exceptional
- After seeking professor assistance with a class they have been told maybe they should drop the course or find another career
- They have gone to a professor's office during office hours and have been ignored. The student stated they knocked on the door, the professor looks at them, then returns to whatever they were doing without acknowledgement or follow up
- They have continually emailed a professor for something specific and their emails go unanswered

These students refuse to address their professor directly or contact the Department Chair out of fear of failing the course and/or being further ostracized. . . All of the encounters speak to the marginalization and minoritizing behaviors that students experience on a regular basis, yet they continue to persist. But these encounters make them cynical, leave them without hope, and create doubts in their abilities to succeed.

Posse Tools for Inclusive Dialogue

Ask a question. Sometimes a question is more powerful than an answer.

Listen. Sometimes people just want to be heard without rebuttal or advice.

Consider being wrong. You don't always have to be right. You can say you don't know or admit that you might be wrong.

Pause to process. Sometimes you need to pause the conversation to talk about what's going on.

Know when to condemn. There are some things that are unacceptable and won't be tolerated. People need to hear you say that.

Reach out. Show care and concern. Be real and authentic.

Don't overshare. The conversation is stronger when many voices can share and be heard.

Share when it makes sense. Sometimes the best way to explain ourselves is to tell a personal story.

Think of people as experts of their own experience.

Challenge the idea instead of the individual.

Share responsibility.

Appendix D - Report from the Faculty Senate Chair Alisa Kessel

Report to faculty from Faculty Senate Chair Alisa Kessel 27 February 2018

Dear colleagues,

Since our last meeting, the Faculty Senate met on February 19 (and will meet again on March 5). The Board of Trustees met February 22-23.

Board actions

At its February meeting, the Board approved the proposed revisions to the Faculty Bylaws regarding standing charges for the International Education Committee and the Institutional Review Board that we passed in the February faculty meeting.

Senate actions

At its February 19 meeting, the Faculty Senate met with President Crawford, who offered some insights about the national climate (and policy debates) around higher education, strategic planning, fundraising, and enrollment. We appreciate President Crawford's willingness to communicate so openly with the faculty and the Faculty Senate and hope this practice continues in the years ahead.

The Faculty Senate continues to consider ways to streamline faculty service while maintaining faculty voice in essential areas.

Other actions

The Academic Standards Committee passed a new policy regarding transfer credit. The thirty day period has elapsed, and the policy is now in effect.

The University of Puget Sound will accept up to 16 units of transfer credit. Most transfer credit is granted through:

- *Performance on the College Board Advanced Placement or International Baccalaureate examinations.*
- *Successful completion of course(s) through accredited colleges and universities, including concurrent enrollment programs.*
- *Internationally recognized academic programs (such as Cambridge GCE A-levels).*

For more information, and to see the rationale for this policy, please see the December 5, 2017 minutes of the Academic Standards Committee, available [here](#).

Finally . . .

I strongly encourage you to read the reports from the strategic planning goal teams (forthcoming) and to send input to your faculty colleagues on the teams. This is an essential opportunity to bring additional creative and critical insight to this process.

Thanks, all, for your continued commitment to strong faculty governance.

Kind regards,

Alisa Kessel
Faculty Senate Chair

Handbook for Leaders of United Methodist-Related Schools, Colleges, and Universities

- A Church-related institution recognizes the Social Principles of The United Methodist Church and seeks to create a community of scholarship and learning which facilitates social justice.

Social Principles & Social Creed

(<http://www.umc.org/what-we-believe/social-principles-social-creed>)

Preamble

We, the people called United Methodists, affirm our faith in God our Creator and Father, in Jesus Christ our Savior, and in the Holy Spirit, our Guide and Guard.

Marriage

We affirm the sanctity of the marriage covenant that is expressed in love, mutual support, personal commitment, and shared fidelity between a man and a woman.

Human Sexuality

Although all persons are sexual beings whether or not they are married, sexual relations are affirmed only with the covenant of monogamous, heterosexual marriage.

Abortion

Our belief in the sanctity of unborn human life makes us reluctant to approve abortion.

Faithful Care for Dying Persons

We reject euthanasia and any pressure upon the dying to end their lives.

Alcohol and Other Drugs

We affirm our long-standing support of abstinence from alcohol as a faithful witness to God's liberating and redeeming love for persons. We support abstinence from the use of any illegal drugs.

Public Indebtedness

Therefore, we call upon all governments to reduce budget deficits and to live within their means.



Motion:

Resolved, That the faculty of the University of Puget Sound declares its preference for the university to disaffiliate from the United Methodist Church and to become a nonsectarian institution.

Appendix F - Clarifications Regarding Affiliation with the United Methodist Church

February 20, 2018

TO: Faculty colleagues

FR: Kris Bartanen

RE: Clarifications regarding affiliation with the United Methodist Church (UMC)

1. We have a relationship with the UMC; the university was founded by Methodist ministers deeply committed to a many-year process of building colleges across the nation, in order to support a core commitment well-educated citizenry, with particular interest in the poor and disenfranchised.
2. Puget Sound is an independent institution with an affiliation with the UMC based on a shared history and values held in common: academic freedom, interfaith dialogue, environmental stewardship, social justice and outreach to underserved communities. Puget Sound has an independent Board of Trustees, is non-sectarian in its teaching and committed to academic freedom and open inquiry. According to the *Faculty Code*: “The university was founded in 1888 by what is now The United Methodist Church and is **governed today by a wholly independent Board of Trustees**. The university guarantees academic freedom and fosters scholarly excellence, humane ideals in teaching and administration, and an atmosphere conducive to an understanding of all beliefs.”
3. Persons of all faiths and of no religious faith are welcome at Puget Sound. The relationship is **non-creedal**, i.e., no statement of faith is expected or required of faculty, staff, or students. In 1980 earlier “Marks of the Church” (1965) and “five roles for the Church-related college” (1970) were revised toward a broadly defined relationship: “**Declarations of church relationship are expected to differ one from the other, and because of the diversity in heritage and other aspects of institutional life, declarations of church relationships will necessarily be of institutional design**.” I.e., we define who we are, not the church.
4. Criteria for affiliation and periodic assessments are responsibilities of the University Senate, which is comprised of professionals in higher education, mostly presidents of other affiliated colleges.
 - A. What is the function of the review?

Historically, hundreds of colleges were founded following 1784 (first General Conference in US), “many of which were impoverished and of uneven quality.” The UMC’s commitment to educational access and quality dates back to the Church’s founding. In 1892, the General Conference established the University Senate “to be certain that these institutions were worthy of bearing the name of the denomination.”
 - B. Review Criteria
 1. Institutional integrity
 2. Program quality
 3. Sound management and financial health
 4. Clear church relatedness, which we define, includes:

- a. Founded by UMC and affiliated in good standing since our founding.
 - b. Supporting a United Methodist student club
 - c. Employment of a full-time chaplain,
 - i. a member of the Student Affairs division who takes a clear multi-faith approach to students' spiritual needs and interests (including agnosticism, paganism, and non-Christian faith traditions);
 - ii. serves on church-related committees and programs, at regional and global level, related to education and social justice;
 - iii. provides abundant hours of counsel to students in crisis,
 - iv. currently heads up our suicide and self-harm prevention and response program,
 - v. had led the Undocumented Students Work Group.
 - d. Kilworth Chapel is not a church, but a university-owned facility for worship and prayer across faiths, as well as performance space, with a clear "town hall" philosophy.
5. We have a problem on this campus, here in the "unchurched" PNW, that students, faculty and staff members of faith report not being respected in expression of their faith. Some of you in this room have voiced to me and others the importance of our making greater space for a range of political viewpoints and a range of religious perspectives. To formally move for disaffiliation with the UMC, when the Western church is working hard to gain greater diversity and inclusion (particularly re LGBT persons) and the Methodist-relationship affirms space not only for Methodist students, but multi-faith traditions, would be a move in the wrong direction in our efforts for diversity, inclusion, and equity. (We might even argue: Let us work from within!)
6. These references provide opportunity for your further study:
- a. https://www.gbhem.org/sites/default/files/documents/education/UM_Leaders_Handbook2015.pdf (see esp. p. 12 historical timeline)
 - b. www.gbhem.org/universitysenate

Appendix G - Q&A Regarding Affiliation with UMC (David Wright)

Responses to Questions Raised Following the 2/7/18 Faculty Meeting

Dear colleagues and friends,

Following the motion for disaffiliation from the Methodist Church made at the Faculty Meeting on 2/7/18, I have been approached by several of you to inquire about various impacts of such a decision and the content of the motion as presented and spoken to by Rich Anderson-Connelly. Following these individual conversations, I have prepared the following reflections and facts to for faculty colleagues to share within that body as they feel appropriate. I am more than happy to discuss these further as desired, and encourage all invested parties to critically engage the content and positions both offered in Rich's motion and in this set of responses and reflections to colleagues.

Dave Wright '96, University Chaplain and Director for Spiritual Life and Civic Engagement

If the affiliation ends, will you have to leave? In theory, the affiliation should not impact my role here; my only concern would be that the church would attempt to move me out of spite, but that's a longshot that I would resist. Honestly, if I'm here the church doesn't have to deal with me on the loose in a church someplace.

Church Relatedness vs "Sectarian":

- This is a lot more complicated than was presented in the proposal or the limited initial conversation on Wednesday. I offer this understanding as my own, based on the language in a variety of denominational documents, my understanding of Puget Sound's actions and statements since 1980 (including our current faculty code, participation in various associations of independent colleges, etc.), and my brief review of the language and other colleges founded by different denominational entities.
- A sectarian institution is one in which a religious organization maintains any degree of proprietary, policy, or curricular control or management of that institution.
- A "relationship" or "affiliation" (terms used interchangeably, by the Methodists, at least) is a voluntary connection that recognizes shared values, commonalities, and history.
- Within the Methodist context, there are a few colleges that are deeply sectarian but the significant majority (e.g. **Northwestern, Duke, Puget Sound, American, Emory, Rocky Mountain College**) identify with a very loose and general relationship. Those six institutions are amongst the 119 that currently maintain some degree or framing of relationship with that denomination.

What is the history of the Methodists and Puget Sound? A very informal history:

- Puget Sound was founded in 1888 by Methodist clergy in a time when the denomination was committed to expanding access to higher education across the country.
- Through 1980, the college had a slowly loosening sectarian relationship with the Methodist Episcopal Church and its subsequent denominations, including having many presidents who were Methodist Clergy, dedicated seats on the Board of Trustees for Methodist representation and oversight, and significant representation of Methodist clergy and leaders amongst the faculty.
- In 1980, the denomination chose to dissolve its proprietary relationship with many (but not all) of its institutions – hospitals, nursing homes, colleges and universities, etc. – over denominational liability-related concerns stemming from a lawsuit at a Methodist-related nursing home in California. Most institutions, including Puget Sound, worked with different bodies in the denomination to affirm the historic relationship and relevant values that the denomination and the institution held in common. For higher education, the relationship was defined and developed by the University Senate, formerly an accrediting body that was the first such body in the United States. These looser relationships with higher education institutions were built on a review process roughly every decade, in which campus leadership and the University Senate reviewed the proposed shared values.

- President Thomas and the Trustees completed the last University Senate review in Spring 2006; current practice by the University Senate is that the review is now triggered by a college's formal re-accreditation by its (non-sectarian) accreditation agency, so this conversation would occur for us in the next year or so. The visit itself is supposed to be staffed by three University Presidents from other related colleges.

What are the "shared values" that the University Senate seeks in partnership with related colleges and universities?

While the stated values shift over time, in the current conversation the relevant tenets and themes (as presented in documents sent to Puget Sound in anticipation of the next review, only one of which was referenced in the motion on 2/7/18) include:

- Respect and support for students to engage in religious life if they so choose
- Providing for the academic study of religion
- Creates a community of "scholarship and learning which facilitates social justice" (recognizing the Social Principles, not necessarily agreeing with any or all of them).
- Academic Freedom
- Environmental Stewardship
- Social Justice and outreach to underserved communities
- Engagement with international relations
- Commitment to interfaith awareness and dialogue
- A relationship with the United Methodist Church, as defined by the institution
- Representation of that relationship in public materials
- Encourages exploration of the role and place of religion in society

The Social Principles, as presented to the faculty on 2/7/18, seem to be very restrictive and conservative. What are they, and why do we have to agree to them?

1. **The Social Principles are not doctrine, they are a document for debate, ethical reflection, and personal engagement.** The principles were first created in 1908 to advocate for labor rights in the United States. In large part because of their social/political nature, they have continuously been treated as a statement of principles for discussion and debate, and do not function as doctrine or church law. They are revised and re-edited every four years by a global committee, and as such often contain significant contradictions as well as content driven by political, social, or regional voices that make no sense or are highly objectionable other contexts. Some churches work with the Principles on a regular basis; many ignore them almost completely. In campus contexts, if they are engaged it is usually in the work of a chaplain or campus minister, rather than at the institutional level. In all cases, they are guidelines for United Methodists to wrestle with, not for all people.
2. **We do not have to affirm or agree with them.** No UMC congregation, much less a related college or university, is asked to support, affirm, or agree with the Social Principles. At Puget Sound, their only explicit use in the last 12 years has been by the UMeth club in reflecting on working for social justice. A church, or a church-related institution, is asked to recognize them...and quite often, the response to many aspects is dislike and dismissal, while to other aspects is affirmation and celebration.
3. **They are presented as being anti-LGBTQ, anti-abortion, anti-euthenasia, anti-alcohol, and anti-government debt.** Yes, no, and maybe. Cherry-picked quotes from an unfamiliar source are not adequate information for assessment of that source, any more than fundamentalist proof-texting of a sacred scripture is good theology.
 - a. **Example #1:** The United Methodist Church is a founding member of the Religious Coalition for Reproductive Choice, and the sentence following the one shared in the motion presented on 2/7/18 is "We are equally bound to respect the sacredness of the life and well-being of the mother and the unborn child," and goes on to rather complex discussions about the need for the church to advocate for comprehensive sexuality education, advocacy for access to contraception, and initiatives that enhance the quality of life for all women and girls around the globe. This reflects the true messiness of the

Social Principles: they depict and invite Methodists into complex ethical reflection, not one-sentence doctrinaire decrees.

- b. **Example #2:** The Social Principles contain both deeply heterosexist content (as cited by Rich) and strong commitments to LGBTQ+ civil rights and "sacred worth." More concerning for those of us within the UMC, the Discipline of the denomination creates destructive processes that are deeply heterosexist, processes that cause great harm. Unlike the Social Principles, that content (effectively that the denomination does not ordain LGBTQ+ clergy or allow for same-sex marriages) is considered "church law." At the same time, for several years, the bias of these positions by the global church has led the Western Jurisdiction of the denomination to declare open revolt against those policies. With the support of our bishops (former regional bishop Grant Hagiya was featured in several TV ads during the campaign for legalizing same-sex marriage in WA), our conferences openly and freely ordain LGBTQ+ clergy and bishops, fund and support resources and advocacy for the LGBTQ+ community, and have performed weddings without regard for gender identity since at least the 1990s.
 - i. **Additional information on LGBTQ+ inclusion:** The struggle for LGBTQ+ equity and equality in the denomination was the focus of my primary Methodist-related research during my graduate program, so it's something that I can drone on about ad nauseum. The battle over full inclusion of LGBTQ+ individuals in the life of the church began in 1968, the year that the United Methodist Church formed, and every four years at the global meeting that determines such policies the vote has gotten closer and closer to overturning these draconian policies. At the last meeting, in 2016, the global vote to maintain them was roughly 55%-45%, and at that point members of the more conservative branches of the church began the process of potentially separating from the denomination (search the Wesleyan Covenant Association for their side of the story). I had the privilege of being part of a group of Queer clergy and Clergy of Color who took over the floor of that meeting for 45 minutes, bringing together the Black Lives Matter movement with the Queer Justice movement to further force recognition and change. A crucial result of the Western Jurisdiction resistance and that protest the call for a special global meeting (General Conference) to be held in 2019 to discuss the future of the denominational structure given that at present 45% of the global church refuses to support these heteronormative dictates.
- c. **Anti-alcohol?** The Methodists were at the heart of the temperance movement, and that mentality has stuck with part of the denomination. The only hard and fast rule is that we can't serve alcohol in UM churches. Let me know if you'd like to grab a beer sometime.
- d. **Are there things you support in the Social Principles?** Absolutely, although again not in a way that I would ever demand others agree with me based on the Principles alone. Almost all of them are framed with the sort of maddening nuance that policy by a conflicted committee leads to. Here are a few things that are explicitly advocated for in the document that I embrace, to name a few:
 - i. **An end to relational and sexual violence and abuse.**
 - ii. **A strong condemnation of sexual harassment.**
 - iii. **Strong policies relating to food safety and food justice.**
 - iv. **Commitment to suicide prevention and care for both those who attempt and those impacted by completion.**
 - v. **Equal rights under the law for persons of all sexual orientations.**
 - vi. **Collective bargaining.**
 - vii. **Strong advocacy for migrant and immigrant rights.**
 - viii. **The separation of Church and State.**
 - ix. **Civil disobedience.**

Concluding Thoughts

The Social Principles were first written in 1908 as a "Social Creed for Workers," calling for labor policies and worker rights to include an end to child labor, a fair wage for workers, and workplace safety standards. For many years, the Social Creed/Principles were supported and advocated for by the Methodist Federation for Social Action (of which I am a past regional convener), up until attacks by the McCarthy movement in the 1950s (describing this work as "Methodism's Pink Fringe") labeled the Principles and the Federation as a being "pro-Soviet." The Federation's position within Methodism was ended (it continues as an independent advocacy group), but the Social Principles were maintained. As an evolving, non-doctrinal document, they are imperfect, problematic, challenging – and have something to offend or upset almost everyone. At the same time, when used well in a church context, they push that community to reflect deeply on their values, beliefs, and the social implications thereof. For all the parts that I disagree with or even find abhorrent, the Principles are a strong example of the pluralistic, global, messy connection that is Methodism. If I was required as an individual to agree with the whole of the principles, I could not be a Methodist. Instead, when I was working with high school students, it was an exceptional tool to use to spark critical thinking and self-reflection about systems, values, beliefs, and social action. They are of less direct use to me in this context, but heavily inform my own advocacy within the denomination as well as the non-doctrinal, dialogical, critical approach I take to working with our students, faculty, and staff. There may be interesting conversations to be had concerning the historical relationship between the denomination and Puget Sound, but to use a non-critical, non-contextual, and incomplete representation of the Social Principles and their (non)-role in a historically church-related institution such as ours as the basis for such a decision would be highly problematic and disingenuous.

Benefits Task Force

Initial Report to Full Faculty

Benefits Task Force Charges

Benefits Task Force members are asked to think broadly and institutionally in fulfilling a charge to **represent the best interests of the university as a whole rather than the interests of any one constituent group**. Task Force members will be charged to address the following:

1. **Benefits Philosophy:** Early in the process, review the university's benefits philosophy statement and provide any recommendations for review and consideration by the Vice President for Finance and Administration in consultation with the President's Cabinet.
2. **Communication:** Communicate with the broader campus community about its charge, general timeline, approach to the work, opportunities for input, progress toward fulfilling the charge, and ultimately its recommendations and supporting rationale.
3. **Benefits Value and Priority:** Evaluate Puget Sound's overall benefits structure and benefits components relative to the university's Benefits Philosophy. ***Seek input from the broader campus community to understand faculty and staff members' benefits interests and to determine how they value and prioritize components of the university's benefits program*** relative to the other components to gain a clear sense of priority.

Benefits Task Force Charges

4. **Cost and Market Comparison:** Evaluate the cost of Puget Sound's overall benefits structure and major benefit components relative to peers and other applicable market data. Consider cost of total benefits and major benefits components as a percentage of salaries and/or per FTE in comparison to available peer data and general market data as applicable/appropriate.
5. **Specific Benefit Requests:** Consider and address questions, concerns, and requests for new or enriched benefits that have come forward from applicable Faculty and Staff committees or individuals, in keeping with Benefits Philosophy and fiscal parameters.
6. **Modeling:** Test the ongoing financial viability of the benefits program, including any recommended changes, by forecasting the cost of total benefits in comparison to forecasted available funding within the university's overall budget model.
7. **Recommendations:** Develop and prioritize recommendations for review and consideration by the President's Cabinet. Any significant new benefit or significant change in existing benefits requires Board of Trustee approval. *Recommendations must be cost-neutral and fit within projected budget availability within the university's long range budget modeling tool that reflects projected enrollment, revenues, and costs to achieve a balanced budget.*
8. **Written Report:** By December 15, 2018, deliver a written report that responds to the Task Force charge.

Then & Now

- Last BenTF (2012)
 - Education benefits crisis - Demise NIC Exchange
 - Healthcare benefits
 - Group Health to Premera
 - Shift to high deductible with university-funded HRA
- Current BenTF
 - No immediate 2012-style crisis, some new needs/demands from faculty, significant budgetary challenges and the budget neutrality mandate
 - Areas of Interest/Groups that BenTF has engaged with so far:
 - Family Leave Ad Hoc Committee
 - Education Benefits Committee

Timeline

- Fall 2017 – Review benefits and educate committee members
- Spring 2018 – Obtain community feedback; Benchmarking - gather comparative data on benefits plans
- Fall 2018 – Deliberate and formulate recommendations
- December 15, 2018 – Final Report to Cabinet
- January 2020 – Benefits package in effect

Benefits Task Force Members

Co-Chairs (ex officio):

- Cindy Matern P'09, P'11, Associate Vice President for Human Resources / Career and Employment Services
- Katie Holmes '01, Director of Compensation and Benefits

Faculty members:

- Sara Freeman '95, Associate Professor, Theatre
- Benjamin Lewin, Professor, Sociology and Anthropology
- David Sousa, Professor, Politics and Government

Staff members:

- Ricky Nieto '07, Purchasing Clerk, Dining and Conference Services
- Anne Smith '06, Associate Director of Database Records, University Relations
- Kristen Spiese '92, Development Manager, Technology Services

Supporting roles:

- Administrative support: Lori Johnson, Finance and Administration
- Subject matter support: Kenni Simons, Benefits Manager
- Financial modeling support: Janet Hallman '84, Associate Vice President for Financial Planning and Analysis
- Survey and data support: Ellen Peters P'19, Director of Institutional Research and Retention

Opportunities for Faculty Engagement

Forum Dates

- Tuesday, March 20, 4:00 – 5:00 pm, Trimble Forum
- Wednesday, March 21, 8:30 – 9:30 am, Trimble Forum
- Wednesday, March 28, 12:00 – 1:00 pm, Murray Boardroom

Contact Committee Members

- Sara Freeman – sfreeman@pugetsound.edu
- Ben Lewin – blewin@pugetsound.edu
- David Sousa – sousa@pugetsound.edu

Online Survey

Date TBD - later this semester

Review of current benefits: largest components take over 70% of benefits budget

- The “Big Three” categories, 2018-19
 - **Medical insurance:** 31.9% of benefits budget, \$6.71 million
 - **Retirement contributions:** 26.0% of benefits budget, \$5.47 million
 - **Education benefits:** 12.6% of benefits budget, \$2.65 million

Review of Current Benefits: Income Protections

- **Medical insurance**
 - **HRA university contributions**
- Staff sick leave
- Staff vacation leave Staff bonus days
- Staff floating holiday
- Staff other leave (bereavement, jury duty)
- Personal business leave for NE staff
- Campus paid holidays
- Faculty Medical and Family Leave Policy
- Worker's Compensation
- Short and long term disability insurance
- Federal FMLA policy
- Life insurance
- Accidental Death and Dismemberment insurance
- Dental insurance
- Flexible spending accounts
 - Health care
 - Dependent care
- Medicare (1.45% each)
- Unemployment insurance

Human Resources:
hr@pugetsound.edu
x3369

Review of Current Benefits: Education Benefits

- For faculty and staff, and faculty and staff partners
- **For eligible dependent children**
 - **Tuition remission at Puget Sound**
 - **Tuition Exchange**
 - **NWLA tuition scholarship program**
 - **Open tuition scholarship program**
- Professional development
- PDEC

Human Resources:
hr@pugetsound.edu
x3369

Review of Current Benefits: Retirement Benefits plus

- **TIAA 403(b) plan for faculty and staff**
 - **University contributions: 12% for faculty, exempt staff; 10% for non-exempt staff**
- Early Retirement and Career Change Policy for faculty
- Post-retirement medical benefits for faculty
- Social Security (6.2% contribution from employer)
- TIAA Financial Wellness counseling sessions on campus

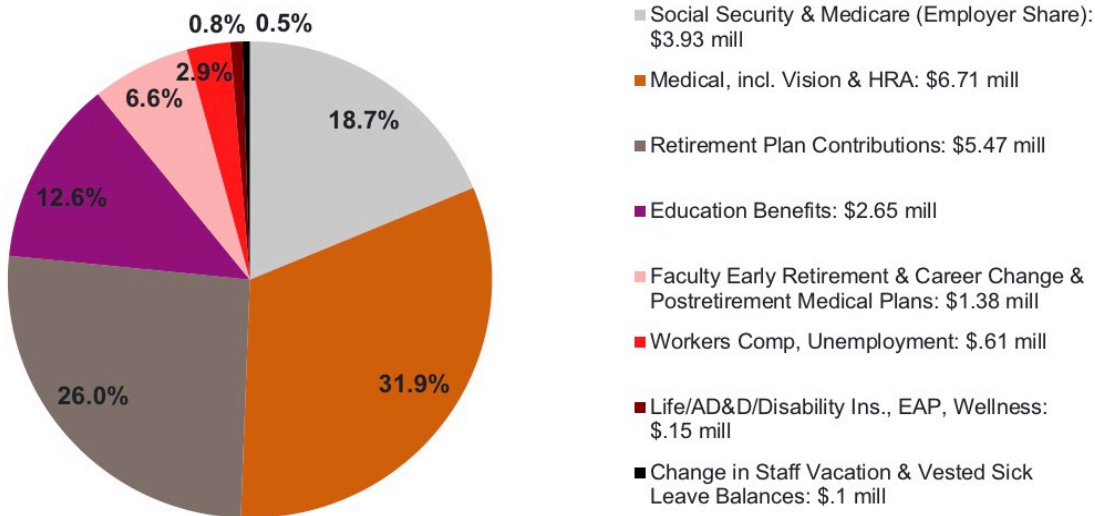
Human Resources:
hr@pugetsound.edu
x3369

Review of Current Benefits: Work-Life Balance

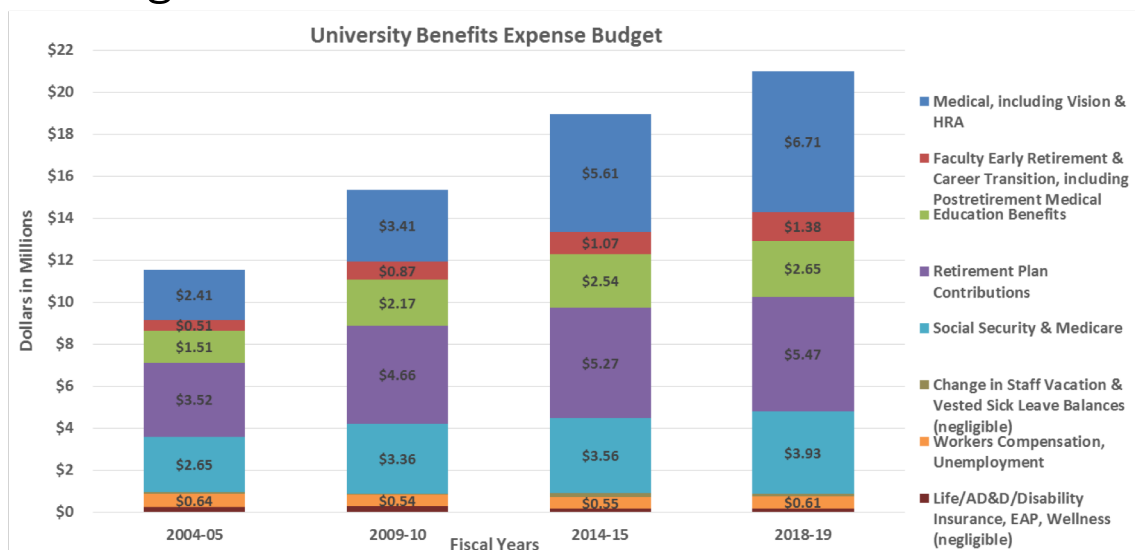
- Employee Assistance Program (EAP)
- Wellness benefits
 - Premera “Stay Healthy” benefits/discounts
- Child Care and Elder Care Resources
- Lactation Room
- Logger Jobs
- YMCA initial membership fee waived
- Access to PS recreational facilities
- Arts, performances and entertainment
 - Kittredge Gallery, School of Music, Theatre Arts
 - Project MUSE/Tacoma Art Museum
- PS athletic events
- Intramural sports program

Human Resources:
hr@pugetsound.edu
x3369

Estimated 2018-19 Benefit Budget: \$21 Million



How have benefit expenses at Puget Sound changed over time?



What has caused benefit expenses to increase?

Source of increase:	14-Year	
	Cumulative	Average
Increase in cost of benefits (benefits per faculty and staff member)	75.8%	5.4%
Increase in number of benefits-eligible faculty and staff	6.1%	0.4%
Total increase	81.9%	5.8%

2004 - 2017 Inflation (change in Consumer Price Index):	14-Year	
	Cumulative	Average
National	33.2%	2.4%
Regional	36.6%	2.6%

Why are benefits costs increasing at more than double the rate of inflation?

Average annual increase in individual benefit costs, highest to lowest:	14-Year Average
Medical, in line with medical trend (medical cost inflation in the U.S.)	12.1%
Faculty early retirement & career transition, including postretirement medical	11.4%
Education benefits (Puget Sound tuition increases averaged 4.5%)	5.0%
Increases linked to salary budget increases that averaged 3.4%:	
Retirement plan contributions	3.6%
Social Security and Medicare	3.1%
Change in staff vacation and vested sick leave balances	2.9%
Workers compensation and unemployment	-0.5%
Life/AD&D/disability insurance, EAP, wellness	-2.6%

Salary and Benefits Increases

- Over the past 14 years:
 - Benefit expenses increased by an average of 5.4% per year because of cost increases
 - Salary budgets increased on average by 3.4%
 - Annual inflation averaged 2.4% nationally and 2.6% regionally

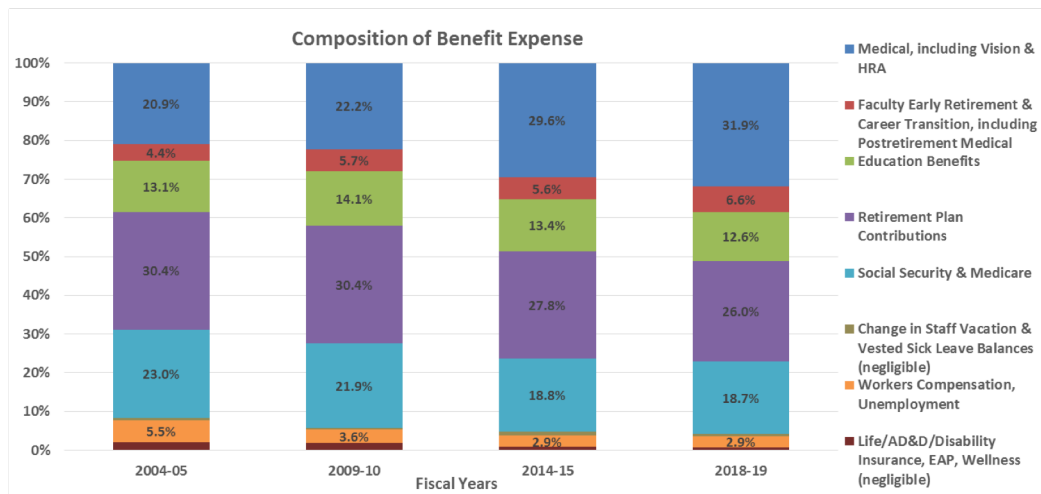
Faculty and Staff Benefit Rates

- With the cost of benefits increasing at a faster pace than salaries, Puget Sound faculty and staff benefit rates* have increased.

• *Benefit Rate = Benefits as a % of Salaries

Benefits as a % of Salaries by Fiscal Year				
	2004-05	2009-10	2014-15	2018-19
Faculty with full benefits	32.4%	35.3%	38.0%	40.4%
		14-year increase		8.0%
Staff with full benefits	35.4%	37.1%	41.9%	42.2%
		14-year increase		6.8%

How have the different rates of increase changed the composition of benefits expense?



How have the different rates of increase changed the composition of benefits expense?

- Puget Sound has spent significantly more over time to provide the same level of benefits.
- Medical-related benefits have become a much larger part of the total benefits budget because medical costs have increased at a much faster rate than other benefit costs.
- The increase in Puget Sound's medical benefits is in line with medical cost inflation in the U.S. (medical trend).

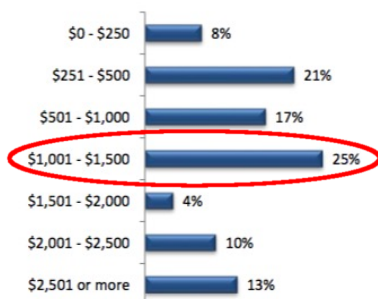
Preliminary Benchmarking Example: Health Care

2017 Educational & Institutional Insurance Administrators(EIIA)
Employee Benefits Benchmark Report, Milliman Northwest Benefits
Survey, and College & University Professional Association for Human
Resources (CUPA-HR)

University of Puget Sound: 2017 Individual

Deductible
\$1500

INDIVIDUAL DEDUCTIBLE – For the health plan with the majority of members enrolled, what is the INDIVIDUAL in-network deductible?



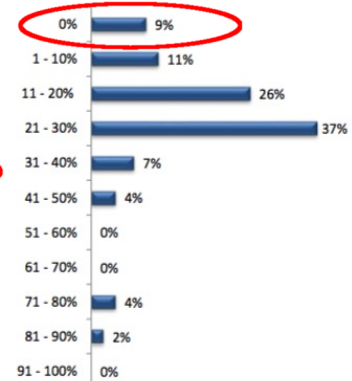
Premium
\$7980

SINGLE PREMIUM – For the health plan with the majority of members enrolled, what is the average annual total (employee and employer) premium for SINGLE coverage?



Employee Cont.
0%

EMPLOYEE CONTRIBUTION FOR SINGLE – What average percent of the total premium is paid by the employee for SINGLE coverage?



University of Puget Sound: 2017 Family*

Deductible
\$3000

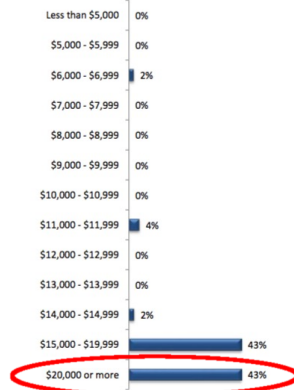
Premium
\$23,952

Employee Cont.
62.4%

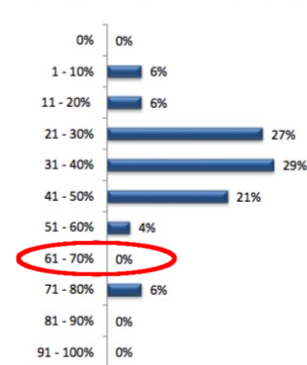
FAMILY DEDUCTIBLE – For the health plan with the majority of members enrolled, what is the FAMILY in-network deductible?



FAMILY PREMIUM – For the health plan with the majority of members enrolled, what is the average annual total (employee and employer) premium for FAMILY coverage?



EMPLOYEE CONTRIBUTION FOR FAMILY – What average percent of the total premium is paid by the employee for FAMILY coverage?



*Spouse/Partner & Child(ren)

Example: Benchmarking Healthcare

MEDICAL	UNIVERSITY OF PUGET SOUND Effective: January 1, 2017		2017 Northwest Benefits Survey by Milliman: HIGH DEDUCTIBLE HEALTH PLANS 137 Participating Organizations		2017 CUPA Benefit Survey HIGH DEDUCTIBLE HEALTH PLANS 231 Private Colleges	
	In-Network	Out-of-Network	Average	Median	Average	Median
	Non-grandfathered		4% of plans are grandfathered		34.7% offer a HDHP	
Plan Type	HDHP		28% offer HDHP		34.7% offer a HDHP	
Deductible	\$1,500 / \$3,000	\$3,000 / \$6,000	\$1,947 / \$4,087	\$1,500 / \$3,000	\$2,213 / \$4,435	\$2,000 / \$4,000
Out-of-Pocket Maximum	\$4,000 / \$8,000	\$8,500 / \$17,000	\$3,831 / \$7,592	\$4,000 / \$7,000	\$4,046 / \$7,919	\$4,000 / \$7,000
Deductible Funding	HRA - \$750 EE / \$1,500 FAM Annual HRA rollover maximum: \$750 EE / \$1,500 FAM		\$961 / \$1,858	\$750 / \$1,250	No Data	No Data
Notes			17% do not fund deductible			
Office Visits						
Primary	You pay 20%	You pay 40%	\$24 copay or you pay 18%	\$25 copay or you pay 20%	You pay 11.1%	You pay 10%
Specialist			\$27 copay or you pay 18%	\$25 copay or you pay 20%	You pay 11.1%	You pay 10%
Inpatient Services	You pay 20%	You pay 40%	You pay 18%	You pay 20%	You pay 11.1%	You pay 10%
Emergency Services	\$150 copay then you pay 20%		\$140 copay or you pay 19%	\$100 copay or you pay 20%	No Data	No Data

Example: Benchmarking Healthcare

	UNIVERSITY OF PUGET SOUND Effective: January 1, 2017	2017 Northwest Benefits Survey by Milliman: HIGH DEDUCTIBLE HEALTH PLANS 137 Participating Organizations		2017 CUPA Benefit Survey HIGH DEDUCTIBLE HEALTH PLANS 231 Private Colleges	
MEDICAL/RX MONTHLY PREMIUMS					
		Average	Median	Average	Median
Employee Only	\$665.00	\$598.23	\$560.84	\$699.00	\$669.00
Employee + Spouse	\$1,498.00	\$1,188.20	\$1,174.61		
Employee & Child(ren)	\$1,165.00	\$1,074.51	\$1,043.52		
Family w/ Child(ren)	\$1,996.00	\$1,573.90	\$1,480.97	\$1,979.00	\$1,861.00
EMPLOYEE CONTRIBUTIONS - Medical/Rx					
	Average		Average		
Medical/RX Only	EE Monthly Cost	EE % of Premium	EE Monthly Cost	EE % of Premium	EE Monthly Cost
Employee Only	\$0.00	0.0%	\$44.15	7.4%	\$156.00
Add Spouse	\$624.00	75.0%	\$195.19	33.1%	
Add Child(ren)	\$248.00	50.0%	\$160.19	33.6%	
Add Spouse & Child(ren)	\$830.00	62.4%	\$335.74	34.4%	\$624.00
					36.6%
EMPLOYEE CONTRIBUTIONS - Medical/Rx					
	Median		Median		
Medical/RX Only	EE Monthly Cost	EE % of Premium	EE Monthly Cost	EE % of Premium	EE Monthly Cost
Employee Only	\$0.00	0.0%	\$25.00	4.5%	\$136.00
Add Spouse	\$624.00	75.0%	\$186.00	30.3%	
Add Child(ren)	\$248.00	50.0%	\$130.52	27.0%	
Add Spouse & Child(ren)	\$830.00	62.4%	\$257.15	27.9%	\$417.00
					35.0%

Review: Opportunities for Faculty Engagement

Forum Dates

- Tuesday, March 20, 4:00 – 5:00 pm, Trimble Forum
- Wednesday, March 21, 8:30 – 9:30 am, Trimble Forum
- Wednesday, March 28, 12:00 – 1:00 pm, Murray Boardroom

Contact Committee Members

- Sara Freeman – sfreeman@pugetsound.edu
- Ben Lewin – blewin@pugetsound.edu
- David Sousa – sousa@pugetsound.edu

Online Survey

Date TBD - later this semester