

Profession Roundtable

November 15, 2017

Moderator: Rebekah Bernard

Prayer: Margaret Hynosky

16 Attended

Upcoming Events: Christmas Luncheon, December 13, 2017

Communication Workshop, December 12, 2017

Introductions

Topics

1) Eye Exam Benefits

Eye exams through the University-designated plan are only covered every 2 years. If you need glasses and sunglasses or contacts the same year the second pair/exam is not covered. However, if exams were covered every year then premium would probably be higher. It would be nice to have three options like the medical benefits so you could choose an option/premium that would benefit individual if they need more eye benefits. The flexible spending account can also be used to help offset the cost of glasses, contacts and if several family members need more than one pair of glasses. Discussion that if could be added as a medical benefit instead of separate benefit as in the recent addition of Ostomy products as durable medical equipment.

2) Graduate Tuition Remission

The staff does not receive tuition remission for their family members for graduate school. The faculty does receive graduate remission for all family members. Staff is eligible for 50% remission for Spouse only. Dependent children even in 5-year programs are still not eligible for graduate remission. They can take up to 12 graduate credits while seeking an undergraduate degree if they are accepted into the Combined/Accelerated programs. In recent years the Faculty-only benefit of Fachex was changed, and staff would like to see this brought by senate to HR for review also. In addition, tuition remission benefits for eligible spouses/children are limited to the attainment of one bachelor's degree and one master's degree regardless of where the degree was/is obtained. Courses taken through the tuition remission benefit may be subject to federal, state and/or local income tax. Unfortunately, most staff are/were unaware of this until they received a bill.

3) Donation of Sick or Vacation Time

There is an Ad Hoc committee on Staff Senate that has brought this proposal to Human Resources. It is currently under review in HR and Finance. Other universities and corporations were reviewed that have a donation policy. Most of them have a "pool" that is donated to, and is administered through the Human Resources Department. There are HIPAA issues that have to be considered. Donating sick time is also costly since the University might have to pay for sick time that would not normally all be used and they have not budgeted for it. This brought forth also the discussion of Supervisory Training by Human

Resources so that Supervisors have the necessary training to advise employees. It was also recommended to use your sick time even if it is for a “Mental Health Day” without penalty.

4) Areas that make people happy

To be grateful and positive every day. The University is a great place to work and the community is very giving. We have very generous benefits, tuition remission, breaks, and awesome paid days off! Ways to be grateful: daily gratitude practices, write three words every day that you are grateful for, meditation and question “where was God today?” Even with the challenges of stress/burnout/overworking and challenges to recognize the little things in the midst of it all. The education we represent has such an impact on the students’ lives. Most of us with work-study students see these students throughout their college career and talk to them about everything from their major, families, to their life goals. One person stated that they have reiterated the motto of always “work smart – play smarter” and when a student presented with an infraction they stated the mistake they made was they did not “play smarter.”