

Graduate Student Employment Committee (GSEC)

Minutes of March 5, 2018 meeting

Present – Student: Carver, DuBose, Elkind, Faith, Henderson, Kelly, Mobley, White;
Faculty/Admin: Thaggert, Tranel. Ex Officio: Sharma

Absent – Student: Lingo; Faculty/Admin: Thaggert; Ex Officio: Jerkovich.

Ex Officio – Faculty/Admin: Keller, Welter.

Guest – Faculty/Admin: Troester, Danger.

The meeting was called to order by Dean John Keller @ 4:02 PM.

1. Minutes from the November 28, 2017, meeting were approved.
2. Announcements: None.
3. Memo to campus – most recent draft was distributed to committee members yesterday. Further follow-up will be via email.
4. Healthcare Information (Joni Troester) – Started the conversation with regard GSEC’s recommendation for no change in healthcare contracts for calendar year 2019. President Harreld concurred with the recommendation. Therefore Human Resources will maintain plans, including some nonstandard designs, as is.

Next she shared data taken from February 1, 2018, about healthcare plan enrollment of graduate student employees (job codes FT19, FR19, FL19) contracting for the SHIP and UI Grad Care plans. There were 2,440 benefit eligible employees, of these 705 (29%) selected a SHIP plan, 1119 (46%) selected UI GradCare, 616 (25%) did not select a healthcare option offered by the university. Human Resources attributes the nonenrollment being a product of graduate student employees age 26 and under who qualify on a parent plan.

	SHIP	UI GradCare
Employee only	644	948
Employee + spouse	32	124
Employee + child	18	None (n/a)
Family	11	47

The University of Iowa’s monthly contribution to graduate student employees on SHIP and UI GradCare plans are published on the Human Resources website.

<https://hr.uiowa.edu/benefits/student-health-insurance-rates-2017-2018>

After a question and answer period, the following cadence of plan review should be the following:

- September (2018) – Human Resources brings recommendation to GSEC to discuss possible changes to healthcare plan/s. In that recommendation analysis will have been provided regarding on the numbers of graduate student employees likely impacted and the magnitude of that impact.

- October (2018) – likely Human Resources will return to committee with additional information as requested
 - November (2018) – Committee votes on recommendation to be forwarded to the President impacting the calendar year (2020).
5. Discussion regarding GSEC survey. Committee had their first quantitative look at survey results. Qualitative analysis will need to be performed. Bailey Kelley volunteered to write the code book for the analysis. Ms. Troester requested the committee share analyzed data with Human Resource.
 6. A clarification was sought by Landon Elkind regarding future agenda planning and agenda items:
 - Housing (cost of living) – survey results indicate this is a concern for graduate student employees. Dean Keller will find housing report and circulate to committee. Mitch Lingo served on a taskforce and may also have background information to share.
 - Parking – could be presented by Ian Faith.
 - Transgender Healthcare – Per Ms. Troester transgender care is included in healthcare plans as the University of Iowa meets federal compliance. No further follow up needed.
 - GSEC email to campus – changes made after committee discussion.
 - Bylaws – a meeting with Dean Keller and subcommittee to be scheduled in the next week or two to discuss draft.
 7. A Doodle poll will be distributed to the group in order to schedule the next meeting.

Meeting adjourned at 5:01 PM.