

Graduate Student Employment Committee (GSEC)

Minutes of November 8, 2018 meeting

Committee members present – DuBose, Faith, Goldberg, Gustafson, Lingo, Mobley, Popovaita, White.

Committee members absent – Henderson, Thaggert, Tranel.

Others present – Campo, Danger, Keller, Pak, Troester, Welter.

The meeting was called to order by Dean John Keller @ 1:46 PM.

- 1) Minutes from the October 4, 2018, meeting were approved unanimously.
- 2) Updates/Announcements:
 - a) Leadership searches currently underway.
 - i) CLAS Dean – search committee met to make a recommendation to Provost Curry.
 - ii) Provost – off campus interviews scheduled after Thanksgiving week.
 - iii) Vice President for Research – off campus interviews after Thanksgiving week.
 - iv) Graduate College Associate Dean – students met with the three finalists. Search committee will meet soon to make a recommendation to Dean Keller.
 - b) The recertification vote was successful, retaining COGS as the UI graduate employee bargaining representative.
 - c) Election day results suggest GSEC should continue to conduct operations as was done last year.
- 3) Updates on Insurance/Benefits for 2019 – Ms. Troester provided a handout of healthcare and dental insurance rates that is posted to the [University of Iowa > Benefits > Health Insurance](#) webpage. GSEC wishes to explore methods that address healthcare costs to graduate student employees. The GradCare and SHIP plans are self-funded. Nationally, the Health Care insurance industry is experiencing an average annual increase of 6% in premiums. When exploring how to make family coverage more affordable the following strategies were discussed:
 - a) change the size of the risk pool,
 - b) change premium costs,
 - c) change the costs associated with utilization,
 - d) education to plan subscribers around utilization,
 - e) increase deductibles.

Currently, UI GradCare has three family status options. The most common family status selected by graduate student employees is the UI GradCare Single plan. Ms. Troester will request actuarial modeling of a UI GradCare plan option that collapses the Student + Partner plan with the Student + Family plan. This information might become available as early as in December 2018.

During this cycle of review, UI Administration is not considering changes to SHIP or GradCare healthcare plan structures to bring them into alignment with industry standards related to prescription and hospitalization. Premiums will be reviewed for potential increase via the standard process in early summer with any increase effective with the start of the academic year.

Educating graduate students about wise use of healthcare plan utilization is an action that has the potential to benefit all plan holders. Ms. Troester will make available a one-page educational FAQ sheet by July 31, 2019.

Having access to a vision plan was of common interest to GSEC survey respondents. Ms. Troester will consult with Avis about access to the vision plan. This information might become available as early as December 2018.

Meeting adjourned at 2:49 PM.