AS&E Faculty Meeting, Wednesday, November 12, 2014

Schedule and Location

Wednesday, November 12, 2014, 12:00 PM – 1:20 PM
Coolidge Room, Ballou Hall
Light lunch, coffee, and water served at 11:30 AM

Agenda

Announcements

Announcement from the Office of Alumni Relations
  Jonathan Kaplan, Senior Associate Director of Alumni Relations

New Business

Brief Report from the AS&E Executive Committee
  Members of the AS&E Executive Committee

Open Enrollment and Health Care Changes
  Patricia Campbell, Executive Vice President; Ann Mackenzie, Senior Director of Total Rewards, HR;
  Denise Stephenson, Vice President, Willis; Robyn Bartlett, Director of Specialty Accounts, Tufts
  Health Plan

TCU Senate Resolution to change the name of Columbus Day to Indigenous People’s Day
  Andrew Nunez and Genesis Garcia, TCU Senators

Progress Report on the Science and Engineering Center
  Anthony Monaco, President

Adjournment

For Reference

*Please print all attachments and bring them with you to the meeting; a limited number of hard copies will be available at the meeting.

  • Briefing Information
  • TCU Senate Resolution

Listings of future faculty meetings as well as the agenda and attachments for this meeting are online at http://ase.tufts.edu/faculty/meetings/.
Announcements

Announcement from the Office of Alumni Relations

Tufts Office of Alumni Relations (OAR) works closely with the Alumni Regional Volunteer Chapters for Tufts, and we are seeking possible opportunities to feature faculty members when you are on the road. If you plan to travel for Tufts this semester or next, and would potentially have interest in speaking at an alumni event in the city you are visiting, please contact Jonathan Kaplan in OAR at jonathan.kaplan@tufts.edu. Once you have contacted the Alumni Office with your travel plans, we will place you on a list of potential faculty speakers for this year. Though we cannot promise anything, if the volunteers in the city you visit are able to plan a speaker event during your travel dates, we will let you know with a minimum of six weeks’ notice to begin the planning. A number of Faculty members have participated in this program over the past year with great success. Thank you very much, and we look forward to hearing from you.

New Business

Brief Report from the AS&E Executive Committee

Speakers: Members of the AS&E Executive Committee

Summary: The Executive Committee will provide a short progress report on the evaluation of the Provost's proposal on AS&E reorganization.

Key issues: In accordance with the AS&E Faculty Position Statement, the Executive Committee met with relevant AS&E faculty standing committees and asked them to evaluate the various aspects of the Provost's September proposal. These standing committees are as follows: Budget and Priorities (to look at the budgetary implications of potential changes), the Faculty Advisory Board (to look at the suggested changes in the operation and reporting structure of Dowling), the Admissions and Financial Aid Committee, the Athletics Committee, and the GSAS Executive Committee including a representative from the School of Engineering (to look at the areas under their purview). The committees are at work on these quite demanding tasks, but need some time. We will provide a fuller report during the next AS&E meeting on December 3.

Action required: None.

Further Information: Attend the AS&E Faculty Meeting on December 3, 2014.

Open Enrollment and Health Care Changes

Speakers: Patricia Campbell, Executive Vice President; Ann Mackenzie, Senior Director of Total Rewards, HR; Denise Stephenson, Vice President, Willis; Robyn Bartlett, Director of Specialty Accounts, Tufts Health Plan

Summary: The differences between the three health insurance carriers have evaporated, which left us with a perception of choice, but no real choice. We were not meeting the needs of our diverse
population. We conducted an RFP process to partner with one strong carrier and offer real choice in plan options.

1. We evaluated over 250 points including network access, provider relations, clinical quality, disease management programming, program flexibility, member services, financial proposals and communications.

2. Tufts Health Plan (THP) will be the university’s exclusive provider of health care starting January 1, 2015.

3. There will be three new health plan options: Quality Tier Plan, Traditional Plan, Value Plan.

4. Benefits offered under the three plans:
   - Access to full THP network, including Harvard Vanguard
   - All plans are Preferred Provider Organizations (PPO) – referrals no longer needed
   - 100% coverage for preventive care, meaning there are no copayments
   - All plans have out-of-network benefits
   - Robust prescription drug coverage

5. Additional support provided by THP: dedicated microsite for Tufts University employees www.tuftshealthplan.com/tuftsuniversity and a dedicated Member Services Team for Tufts University employees 1-844-516-5790.

We followed the kind of process we use for all benefit program changes:

1. Engage industry expert for advice – Willis
2. Formed a committee consisting of Senior Leaders, Purchasing, HR Benefits, Faculty Members Paul Hattis/Amy Lischko – Public Health and Community Medicine, Willis
3. Conducted a full Request for Proposal process
4. Briefed Senior Leadership and Academic/Administrative Councils

PLEASE NOTE: Employees wishing to have health insurance coverage for 2015 must select one of the new plan choices and complete the open enrollment process by November 14th.

Action required: Employees must complete the open enrollment process by November 14th.

Further Information:

Patricia Campbell Letter – Mailed September 15, 2014
Open Enrollment Packet – Mailed October 20, 2014
Health Plan Education Meetings – (Recorded presentation available on THP Microsite)
Tufts NOW Article – October 29, 2014 and November 5, 2014
Postcard Mailing – November 6, 2014
TCU Senate Resolution to change the name of Columbus Day to Indigenous People’s Day

Speakers: Genesis Garcia, A15, and Andrew Núñez, A15

Summary: On September 28, 2014, the Tufts Community Union Senate, passed a resolution urging Tufts University to recognize Columbus Day as Indigenous People’s Day on any calendar distributed by the university

Key issues: On September 28, 2014, the Tufts Community Union Senate, passed a resolution urging Tufts University to recognize Columbus Day as Indigenous People’s Day on any calendar distributed by the university—an action following in the footsteps of many other peer universities across the country including Cornell University1 and University of California, Berkeley.2 As CNN reports, “Today, 16 states, including Alaska, Hawaii, and Oregon, do not recognize Columbus Day as a public holiday. South Dakota has celebrated Native American Day since 1990.”3 Further, the Seattle City Council made national headlines in earlier this semester when it unanimously voted to recognize Indigenous People’s day joining Minneapolis, Berkeley, and other districts, counties, and cities across the country.

As a group whose existence and contributions to this country have been historically silenced, Indigenous People’s Day would provide a platform through which the lives of Indigenous peoples can be properly celebrated. Some of the reasons why other cities and states have chosen to recognize Indigenous People’s Day is because of the historical legacy of Christopher Columbus. Today it is known, particularly within the academy, that Columbus’ practice of colonization detrimentally impacted the lives of Natives.4 Additionally, Columbus never stepped foot within the geographic borders of the United States. Reconstituting Columbus Day with Indigenous People’s Day is not just replacing one perspective with another; it is acknowledging that all of our histories intersect to create a more complete picture.

Tufts University should take a leadership role within institutions of higher education and recognize Indigenous People’s Day for it will not only broaden the scope of diverse dialogue among Tufts students, but also encourage students to take courses that reexamine the history of the Americas and its peoples. It would also build upon the substantial efforts moved forward by the university for diversity, active citizenship, and social justice including the establishment of an Africana Studies Major, Center for the Study of Race and Democracy, and further goals set out by the Diversity Report. Aligning ourselves with these goals would reflect positively on the University by demonstrating a more inclusive understanding of diversity and an acknowledgement towards historically underrepresented groups.


4 Casa, Bartalomé De Las. The Devastation of the Indies: A Brief Account. 1542.

Action required: Faculty members will consider this proposal at the November 12, 2014 AS&E faculty meeting. The Executive Committee will draft a motion in advance of the December 3, 2014 AS&E faculty meeting, at which the motion will be voted upon.

Update on University Initiatives and Capital Projects

Speaker: President Anthony P. Monaco

Summary: President Monaco will offer a brief overview of the beginning of the year and the status of major university initiatives and then review key current capital projects.

Key issues: While paying special attention to the Science and Engineering Complex, which is scheduled for occupancy in 2017, the President will also comment on the Collaborative Learning and Innovation Complex (CLIC) at 574 Boston Avenue, scheduled for completion in late spring 2015; planning for new energy facilities for the Medford/Somerville campus; and the MBTA Green Line extension to College Avenue.

Action required: None; for the information of the faculty, and discussion.

Further information: Faculty members are also invited to attend the President’s fall-semester town hall meeting for the Medford/Somerville campus community, to be held on Monday, November 10, 2014, from 3:00 to 4:30pm in Asean Auditorium in the Cabot Intercultural Center. A live webcast of the meeting will available at: http://president.tufts.edu/townmeeting