

2016 - 2017 Report of the Committee on Personnel Benefits April 2017

The Committee focused on a variety of benefits issues this year. The issues discussed are identified below in the context of reviewing the charges for this year and recommending charges for next year. The Committee continued to have a strong working relationship with its Administrative Liaisons, Jack Heuer, Vice President Human Resources, and Susan Sproat, Executive Director Human Resources, Benefits. We expect the Committee will have met eight times by the end of the year.

2016-2017 Specific Charges & Recommendations for Future Charges

1. Continue to discuss and review the requirements of Health Care Reform and consider needed changes in University benefits.

We are in a time of great uncertainty and change for health care. We are likely to see a continuing evolution of health care benefits over time. The Committee has worked to become better educated about plan design and to be involved with the annual adjustments to health benefits at an earlier, more formative, stage. Our administrative liaisons have been supportive in this process including arranging for Towers Watson, the University's Benefits consultant, to meet with the Committee over the summer in order to provide a health benefits tutorial. We believe that this has been a productive process and should continue.

Recommendation: The Committee recommends it be charged with continuing to review health care benefits in light of evolving legal and market conditions.

2. Review Penn's provision of benefits for new parents.

The Committee spent several meetings discussing the scope and adequacy of benefits for new parents. The recent change in the short-term disability policy, which no longer requires exhausting of sick leave and paid time off, is an important enhancement of benefits for new parents. The Committee considered whether to recommend further enhancements. The Committee discussed a variety of formal and informal measures designed to assist new parents, including discussing whether the university should develop a paid parental leave benefit. The Committee believes that any such recommendation would be premature and that next year's committee should continue to monitor this issue. The Committee was concerned with long waiting lists at the University's child care center and notes that the planned opening of a child care center affiliated with the University's Health System should help expand child care options at and around Penn.

Recommendation: The Committee recommends that it be charged with continuing to monitor the adequacy of benefits for new parents.

3. Continue discussion of Penn Behavioral Health.

The Committee has scheduled a meeting with Angel Medina, the Interim Director of Operations for Penn Behavioral Health. The Committee met with Mr. Medina last year and was encouraged by the improvements being made in the administration of Penn Behavioral Health.

Recommendation: The Committee recommends that it be charged with continuing to monitor the effectiveness of the administration of mental health benefits and the adequacy of mental health benefits.

4. Continue to monitor the implementation and effectiveness of Penn's wellness initiatives, including Penn's program with Health Advocate.

Penn's wellness initiatives have continued to expand. The Committee has monitored this expansion. The sense of the Committee is that these are valuable services and should be continued. The Committee also believes that it is important to monitor such initiatives so that they provide benefits to the University community without infringing on individual privacy or personal autonomy.

Recommendation: This charge should be continued.

5. Miscellaneous charges:

- Continue to monitor retirement benefits in coordination with the Faculty Senate Committee on the Economic Status of the Faculty.
- Continue to discuss and investigate how information on benefits is disseminated and possible improvements thereto.
- Continue discussion of same-sex partner benefits and the transition to parity.

The Committee continued to monitor these issues.

Recommendation: These charges can reasonably be considered as part of the Committee's general charge.

6. Review and discuss this Committee's general charge and identify two or three issues that should be given the highest priority for the Committee's work in academic year 2016-17.

Recommendation: Highest priority should be given to the four specific charges described above.

Membership

Chair: Reed Shuldiner

Liaisons: Jack Heuer, Susan Sproat

Staff: Melissa Brown

Members: Ex-Officio: Anita Allen; Faculty: David Balamuth, Robert Boruch, Neill Epperson,

Russel Localio, Jonathan Smith, Rakesh Vohra; PPSA: Adam Roth-Saks, Susan Russoniello,
Amy Nothelfer; WPPSA: Abby Kalkstein, Rhonda Kirlew, Peter Rockett