

UNIVERSITY STAFF ADVISORY COUNCIL

WEB SUBMISSIONS

January 2020

The following are new submissions since our last USAC meeting.

Idea/Rationale: Evaluation of heads and managers. Staff/faculty [would] be able [to be] provided the opportunity during performance review times to evaluate department heads and managers. Dr. Crutcher provided a campus wide evaluation for Dr. Legro and it's a great idea.

Response: USAC as well as some other managers that weighed in agree that any form of a "360 evaluation" is positive and constructive and fosters good communication between supervisor and employee. Human Resources adds the following, "This recommendation to allow employees to provide direct feedback for their manager is being considered in the redesign of the performance management process."

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Idea/Rationale: Would the university consider adding infertility coverage to the health care plan? The current health care plan does not cover any infertility medications, surgeries, or other medical procedures that can fix issues related to fertility. The testing, treatment and the cost together puts a huge strain on a family which can affect their mental and physical health. I am looking into getting a second job and working an extra 20 hours a week just to access a health plan with infertility/adoption coverage or flying abroad for affordable services. Infertility coverage will help staff experiencing infertility after a previous medical event such as cancer, staff in same-sex partnerships, staff with illnesses that can affect fertility and more. Recently University of Michigan finished their 3-year pilot program to cover in vitro fertilization and they have decided it was successful and will continue coverage into the future. Would the university consider adding this option to our 2021 health care plan as a way to support the well-being of staff and faculty experiencing infertility?

Response: USAC recommends that the benefits committee look into this option in the coming year. Members of USAC also wanted to make sure that people seeking infertility treatments now are covered by existing medical leave time use as well as schedule adjustments that may be necessary for someone who is getting infertility treatments.

From Human Resources, "We will review this option during our annual renewal process in the summer of 2020."