

ERFA POSTSCRIPTS

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Fall Luncheon, Tuesday, October 20, 2015

Guest Speaker: Jodi Servatius will introduce Amanda Madrid, a graduate of the Renaissance Scholar Program and nurse, who will talk about her experiences in aging out of foster care. Lael Adediji, Director of the program, will speak briefly about the services the Renaissance Scholar Program provides.

Time: Gather starting at 11:30, social hour of 45 minutes, sit down 12:15

Place: Asian Buffet, 24100 Mission Boulevard, Hayward, at Fletcher Lane.

\$20, in cash or by check, on arrival. All you can eat, a wide variety of dishes, soft and other drinks, even wine, dessert, and gratuity, buffet style. Cost includes donation to the Renaissance Scholar program and a gift certificate for the speaker to the Friends of Castro Valley Library Bookstore.

Make checks payable to Helen Sowers, our treasurer.

Reserve the date, October 20. Please make reservations by Friday, October 16, with

¾ Jack Kilgour, (510) 582-8760, john.kilgour@csueastbay.edu or

¾ Bea Pressley, (925) 946-9786, beapressley@mac.com

Academic Emeritus Senator's Report

I yield the floor to President Morishita. Sherman Lewis, Emeritus Senator

Leroy M. Morishita, A University Ready to Soar

September 21, 2015. Excerpted from 8 pages. <http://www20.csueastbay.edu/news/2015/09/09212015.html>.

... This year marks our 58th year... we have... over 120,000 graduates...

I want to extend a special welcome to the 31 new tenure/tenure track faculty members who are joining the CSUEB family. We have now hired 100 new faculty since I became your President. ...

... the President's Cabinet

Carolyn Nelson, Interim Provost and Vice President for Academic Affairs

Debbie Chaw, Interim Vice President for Administration & Finance/CFO

Julie Wong, Vice President for Student Affairs

Tanya Hauck, Vice President for University Advancement

Dianne Rush Woods, University Diversity Officer

Derek Aitken, Chief of Staff...

... Even though we closed admissions on November 30, we received a record number of freshman applications and this year's entering class is

our largest in history – more than 1,700. In addition, we enrolled the largest numbers of transfer students ever –

We remain committed to maintaining a community free of sexual assault and violence...We have hired a Title IX Coordinator, Ms. Terri Labeaux, and we have trained Deputy Title IX Coordinators across campus. We also entered into a MOU with Bay Area Women Against Rape (BAWAR) and have a confidential advocate to talk to and advocate for survivors, and those impacted by sexual assault. A search committee for the faculty/staff ombuds position... hopes for a filled position by winter. We have also launched a Title IX website which outlines policies, reporting procedures, resources, and training... In an effort to raise awareness and prevention, we have implemented on-line training to create and foster a working environment free from all forms of violence and harassment, offered to all faculty and staff, as well as to our student population...

[W]e have initiated a data warehouse project with the goal to make institutional data more accessible, user friendly, and with increased functionality. With broad based input we have completed admission and financial aid dashboards. These and future dashboards will allow us to obtain the information necessary for critical analyses and decisions. We will make these

excise tax on overly costly employer-sponsored health plans. The so-called "Cadillac tax" will take effect in 2018. Health plans to which the employer *and employees* contribute more than \$10,200 for an individual or \$27,500 for a family annually will be subject to a 40% excise tax on the amount over \$10,200 or \$27,500. The excise tax will be paid by the plan/employer, not the participant.

Here's the interesting part. Before 2018, the excise tax thresholds will be adjusted by a specified formula called "CPI + 1" (Consumer Price Index-Urban + 1 percentage point). After that, they will be indexed to general price inflation (the CPI-U), not to medical cost inflation. The average increase in the CPI-U from 2001 to 2014 was 2.2%. That compares to a 3.7% rate for medical cost inflation. If healthcare inflation continues to outpace general inflation, as it almost certainly will, the Cadillac tax will apply to more and more plans.

The IRS issued Notice 2015-16 containing its thoughts on the Cadillac tax in February and invited comments by May 15, 2015. It received 245 responses. The U.S. Chamber of Commerce pointed out that instead of applying only to a small subset of very generous plans, as intended, the Cadillac tax will be much more pervasive (to 30057004Blue8B)-2(%)3(. T)4(ha)-3(t comyx53.l] TJETBThoug)10(htsn7)7(by Maally)-005

Could it also reduce the quality of care? It seems unlikely to do so, because the U.S. health care system is so inefficient. The most expensive programs have room to provide the same quality at a lower cost. Also, the amounts involved from the excise are too tiny to make much difference in the huge sums the U.S. spends on health care. The U.S. spends far more for worse care than the advanced countries. See <http://internationalcomparisons.org/> for statistics.

Is the tax fair? Hard to say. If the excise does not kick in its bit, the funds have to be found elsewhere, and it is difficult to know how this will work. The tax would be paid by plans/employers, but the beneficiaries are mostly upper income executives, but the individuals don't pay, but the Affordable Care Act has new fees and taxes whose incidence is not clear to me. Is that clear? I hope not.

Congress had to wrestle with the high cost of some plans, the need for efficiency, and finding funds, and decided the risk of less quality was low relative to the inefficiency of high cost programs and the need to finance the system.

/Sherman Lewis

Obituaries

Ruthy Stephan maintains <http://www20.csueastbay.edu/oaa/memorial/index.html> honoring deceased tenured and tenure-track faculty.

Vernon Kam, Professor Emeritus of the Department of Accounting and Finance, deceased April 9, 2015. He began his career at CSU, Hayward (East Bay) in 1969 and retired in 2000.

Rudolph B. Saltzer, Professor Emeritus of the Department of Music, deceased April 13, 2015. He began his career at CSU, Hayward (East Bay) in 1965 and retired in 1979.

Peter A. Fowler, Professor Emeritus of the Department of Mathematics and Computer Science, died May 17, 2015. He began his career at CSU, Hayward (East Bay) in 1968 and retired in 1999.

Note from Emily Stoper: Shirley Hartley, Professor Emerita of Sociology, passed away on July 2, in Hawaii. She was a fine sociologist, a gifted teacher and a truly wonderful person.

ERFA Postscripts editor Sherman Lewis
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