University of Colorado Denver
AMC Faculty Assembly
Academic Office 1, 7th Floor Board Room, L15-7000
Anschutz Medical Campus (AMC)
September 28, 2010
11:30A -1:30P

Minutes

Attending: Rod Nairn, David Thompson, Lilian Hoffecker, Jerry Perry, Rob MacLaren, Angela Brega, Jim Woolum, Mary Weber, Marie Hastings-Tolsma, Marguerite Childs, Stuart Schneck, Glenda Tate, Jim Woolum, Mike Glode, David Port, Brian Brada, Jerry Perry

11:30A David Thompson, Chair
- 11:38 AM Called to order
- Marie Hastings-Tolsma & Angela Brega standing in for Paula Meek & Jill Norris
- Approval of August minutes—unanimously approved

11:40A Roderick Nairn, Provost
- Health & Wellness—Jerry Scezney will be at the next meeting with video
- AED’s: Turnquist in facilities is getting this done. Detailed analysis going on that held up emergency response team, but we’ve told them to go ahead. Identified the need for 47 units with at least one in every building (downtown buildings too), 5 in university police vehicles are already in use. Budget for equipment has been set at $110,100, training budget of $5000 for first come, first served volunteers. Budget of $20,000 for maintenance, inspection, replacement, and certification.
- There have been many discussions regarding space on this campus, how we’ll make the best use of the space when pharmacy moves to new building—looking at February now.
- Discussions continue regarding ISIS. There have been a variety of issues, but a lot more is working than not. There are a variety of groups working on solving remaining bugs.
- Marguerite Childs: at meeting last week we’ve asked folks to document issues, solutions, etc. so we’ll have a centralized answer format. Those with answers: Fran Osterburg, Pete Wolf, Brad Potter, etc.
- Published first institutional effectiveness report. Thanks to everyone who contributed. We’ll try to make this a yearly update on strategic plan and related issues.
- Graduate School Dean, we did finalize that recruitment. November 15th first day. Strong group of finalists.
- Self-study first complete draft out for everyone to look at. All faculty, staff, student government have access to view. October 4 deadline for feedback. Have been getting feedback already. We’ll make revisions and roll out another draft: timeline is projected for a finished draft by December 1, polished draft by Jan 1, Feb 1 deliver it to HLC.

11:50P David Thompson, Chair
- Executive Council—from Boulder, issue related to NTTF has been long time coming. Instructors and Senior Instructors are responsible for doing many educational activities on our campuses. Talking about closing the Journalism school makes them nervous as they’re all at-will employees. Been referred to Personnel and EPUS committees. Should there be some means by which instructors/senior instructors could obtain tenure? Very large discussion (probably not a timely discussion in light of
diminishing resources) and would require large changes in Regents Rules. Could impact this campus as well since we have NTTF also. In these discussions independent university counsel has come up since there’s conflict of interest for faculty/admin.

- UCCS has been looking at dependent tuition waivers. They’re allowed to use 9 credit hours to give to eligible dependent (spouse, child) for undergraduate education only. HR is looking at how other campuses do tuition waivers. 32 families participated, 292 hours were used, and viewed very favorably, cost about $53,000. At UCCS ONLY UCCS could use those resources. Limiting factor…available on a space available basis. Can only take the class if there’s room.

- Tenure training course is up and running—new faculty come in and website explains how to achieve tenure.

- ISIS—one of the people will be coming to talk to Faculty Council next month.

- Interesting story from Boulder—scholarship for faculty/staff—funded in part by vending machine revenue. When revenue dropped Pepsi actually donated some money to help scholarship fund.

- UCD Governance—Pres. Benson & Chancellor Wartgow will have an open forum November 3 at AMC

- Child Care Center groundbreaking has happened; due to open next May

- Health & Wellness groundbreaking has occurred; due to open 2012

- Faculty Performance ranking change: put it out to all of the schools, heard from CON, CSPH, SOP—unanimous in support. Wait to hear from other schools. CON wanted more information.

12:00P Larry Drees, Chair, University Benefits Advisory Board (UBAB)

- Stuart Schneck is AMC representative to UBAB

- Larry Drees has been a staff member on Boulder campus for 20 years. Has served on UBAB for 6 years, starting 2nd year as chair.

- UBAB was created after the University had some challenges with self-funding in late 90’s. Self-funding effectively went bankrupt. Report done by consultants--- recommendations for full-insure, and what kind of input faculty/staff would have on these issues. Their report recommended that faculty/staff were too big to be consulted, which is why UBAB was created. 1 exempt, 2 classified, 4 faculty is the current make-up of UBAB. President’s Office decided to revamp in 2008—new administrative policy statement term limited UBAB to 2 4-year terms. Stuart Schneck has started his 2nd 4 year term. Staggering of positions. Effectively there were no time limits in original make-up. Elected or appointed? Recommended by councils/assemblies forwarded to President’s Office. AMC FA needs an alternate. We vote, goes to Faculty Council to be approved, then off to UBAB.

- Taken the University’s health benefits for bids, received different proposals from 5 or 6 companies. One of the things that kept coming up that maybe in this not-so-competitive environment are we getting the best deal? Is there savings we could get by going back to self-funding? Decision was made last year to pursue self-funding. Still too early to tell what the financial savings will be. How does this new structure impact the work of UBAB? UBAB is working with Jill and others to figure out what that structure looks like, ultimately who might be administering that plan. Haven’t gone through full cycle yet, so we’re not sure what it will look like.

- Challenges we’ve had in terms of managing prescriptions under the plan.

- University Pharmacy was asking for prior authorization from PCP for prescription. Given a 90 day script and only given 30 day supply.
• To whom do we send feedback? UBAB, PBS to one of the benefit counselors. Does not matter where feedback comes from; UBAB & trust are good at communicating.
• Anthem is our plan administrator, but we manage the plan.
• UBAB’s goal was as much as possible, to not make a lot of changes. Pharmacy was the biggest change to generate the most cost savings for members and university.
• UBAB before the trust—what proportion of your recommendations would be recognized? Stuart—I cannot think of any significant recommendation that has ever been turned down. UBAB reports directly to the President, no responsibility to report to any other group.
• Whether we’re managing directly or we hire administrator (Anthem) there are costs. Hiring management may be cheaper than having to start with the ground up structure at DU. We went 10-12 million in the hole in 1998 when we were trying to do it all ourselves.
• Tuition benefits increase from 6-9 hours came out of UBAB and supported a pilot program. Still UBAB’s hope to see that benefit extended out to all campuses. Full benefits review on the horizon.

12:30P Jill Pollock, Trustee

• The first self-funding did not go well—it was badly managed. Lack of processes. Brought out by 2 audits, one internal & one external (Lief Associates). In the 2007 study President Brown asked group to look at whether or not we should consider self-funding again—if so, how? We engaged an external consulting firm, Mercer. Worked with them for about 2 years. During that time we used several companies. Conclusion that self-funding is a good idea. Let’s wait one more year, see what numbers are, then make a decision. In April of 2009, the President in conjunction with Chancellor Wilson asked if it would be possible, we could move to self-funded status this year (July 1).
• We didn’t have much choice; you buy what’s offered. When you’re self-funded, we become the banker. Money comes in; we hold it in our treasury. Anthem administers claims, answers questions, and prepares reports. Looked at all plans under Anthem.
• 2 things you have to work on: legal & financial structure if you’re going to do it yourself. Did we want to change structure? Yes. Good legal reasons to do that and good financial reasons. Alternate forms of trusts on the recommendation of legal counsel. Chose voluntary employee VEBA trust. Went to division of insurance (we believe we are a governmental plan which gives us protection and removes us from some oversight), Went to department of labor. We are currently under Federal law.
• Why can we do self-funding now and not have problems like we did 10 years ago? We’ve involved internal audit, university counsel, risk management, etc. All legal documents will be online by the end of the year for all to look at. Made 4 major changes to the plans themselves (2 required federal –mental health parity) (for state law on adding spread spectrum autism benefits added in July) (eliminate Blue Preferred PPO) (capped enrollment in HMO Colorado) (one change to pharmacy—for employees who are in UA Net for 90 first day fill for maintenance drugs, has to be mail order. If you’re in Lumenos it doesn’t matter because you’re paying your co-pay)
• Over the next few months we’ll start with metabolic syndromes-national literature tells us that that’s where everything can begin for most of us. If we tackle that by plan design, encouraging people to take health risk assessment, be part of managed care coaching opportunity. But if we can do that, as the healthiest state, then we have the opportunity to lower health care costs down the line.
• First quarter review will be published (for the first time) in November.
• Other change—enhancement—in January there will be our first initiative around wellness and prevention-intro of health risk assessment tool. Literature on this tells us if we want to tackle prevention we have to start with a knowledgeable patient. Health risk assessment is between you and the computer. Structured way of answering questions about your own health and lifestyle.
• Does the new plan effect travel within the US and abroad?
• If you belong to UA Net (U Hospital) in past years you didn’t have coverage outside this arena. This year we did add a whole network that Anthem has that’s around the US and there’s a special provision for travel outside US.

1:00P School Reports deferred until next meeting

1:25P New business

1:30P Adjournment