

**MINUTES**  
**EMPLOYEE BENEFITS COMMITTEE**  
**May 21, 2009**

**Members Present**

Darryl McCullough, Chair  
Dick Bennett  
Debbie Copp  
Karan Glickman  
Donald Harrison

Frank Lawler  
Sue-Anna Miller

**Members Absent**

Barbara Abercrombie  
Debra Bemben  
Joann Dean  
Alisa Dougless  
Brenda Freese

Steve Livesey  
Simin Pulat  
Robert Roswell  
Will Wayne

**Ex Officio Members**

Barbara Abercrombie  
Julius Hilburn  
Nick Kelly

The meeting was called to order by the Chair at 1:30 pm.

**I. Approval of Minutes**

A quorum was not present, so approval of the April 16<sup>th</sup> minutes was delayed until the next regularly scheduled meeting.

**II. Tulsa Faculty Member Appointment (Darryl McCullough)**

- In late 2008 it was proposed that because the Tulsa campus has grown broader in scope, the Tulsa campus based faculty representative to the EBC can be a faculty member appointed from either Norman or HSC programs.
  - The HSC Faculty Senate proposed either to expand the EBC by adding another seat for a Norman Faculty Member, or designating one of the Norman representatives as a Tulsa Faculty Member.
  - The Norman Faculty Senate made a recommendation to President Boren, based on the approval of their resolution at the December 2008 meeting.

- In January 2009 President Boren approved the recommendation as presented by the Norman Faculty Senate.
- Darryl informed the EBC that all parties are aware of the current status on this issue. It is unclear at this point who is to make the next move.
- The EBC has no desire to override the wishes of the Faculty Senate.

*Question:* Karan asked where we go from here?

*Response:* Darryl indicated that we could submit a recommendation to President Boren to “undo” the resolution.

*Comment:* Frank stated it may be best to simply recognize President Boren’s action and move forward.

### **III. Health Screening Update (Nick Kelly)**

- Nick told the group that during negotiations with BCBS, they agreed to provide \$500K over three years for health screenings. As a result, OU, in conjunction with BCBS, ran a successful health screening campaign which was held on all three campuses. On the Norman and HSC campuses the campaign ran concurrently with staff week activities. Highlights from the HSC and Norman campaigns are below. Because Tulsa’s campaign was week of May 11<sup>th</sup>, numbers are not yet available.
  - Screenings took approximately 20 minutes.
  - Employees were able to make screening appointments online.
  - Items checked:
    - Blood Pressure
    - Weight
    - Body Mass Index (BMI)
    - Glucose levels
  - Over 1,600 employees participated in the health screenings.
  - Of the 1,600 employees screened, 53 Critical Health Reports were submitted. Criteria for critical health reports is as described below:
    - Blood pressure – Systolic >180 and Diastolic >110
    - Total cholesterol >250
    - Glucose >200
  - Over 200 employees requested more information about weight loss.
  - Over 40 employees inquired about smoking cessation.
- The health screening campaign will be repeated next year around the same time. This will allow employees to monitor their numbers and create awareness of general health.
- The use of health screenings will be valuable in attaining the goal of creating a culture of wellness throughout the OU community. In addition to the health

screenings there will be a strong focus on smoking cessation, weight management, and exercise.

- It is anticipated that the returns from our wellness program will be in the form of better health for our employee's and reduced health insurance rates for all parties.
- Plans are underway for an event which will be focused on faculty members in the fall.

*Comment:* Julius informed the group that in addition to the \$500K provided by BCBS, each campus has committed \$100K per fiscal year for wellness initiatives. Additionally, there is a wellness advisory committee which is co-chaired by Dr. Gary Raskob and Dr. Bob Dauffenbach.

*Question:* Don asked if there are plans to open the Center for Healthy Living to employees free of charge.

*Response:* Julius indicated that he has not heard of any plans to make it free, however, it is currently less expensive for employees than for the general public.

*Comment:* Darryl stated he thinks the wellness program is great, but expressed concern that the potential exists for employees to become complacent if their numbers are within normal limits at the time they are screened.

*Response:* Julius told the group that communications are forthcoming for *all* employees regarding wellness incentives.

#### **IV. Record Keeper (Julius Hilburn)**

- There has been no significant progress since the April meeting. Discussions are ongoing with major vendors.
- Due to the complexity of this project there is no timeline for vendor selection.

#### **V. 2010 Renewal (Nick Kelly)**

- Nick informed the group that he received the first set of reports from BCBS which shows OU experience through March 31, 2009. At the time OU requires BCBS to provide the new rates, there will only be 4 to 5 months of claims experience available.
- Per our agreement with BCBS there is a 10% cap on the rate increase for the PPO.
- Renewal meetings will start early next month.
- It is anticipated that rates will be submitted for the September Board of Regents meeting.

*Question:* Darryl asked when rates will be proposed.

*Response:* Nick expects rates to be proposed in July.

*Comment:* Julius stated that BCBS will focus on the Medical Consumer Price Index, as well as OU's experience to date in their determination of renewal rates. Benefits will try to have rates to share with the EBC prior to President Boren submitting them for the Regent's agenda. He told the group that if there are any proposed changes to plan design, they will be shared with the EBC.

## **VI. Retiree Medical (Julius Hilburn)**

- The Retirement Options Committee met on May 6<sup>th</sup> and reached a consensus on recommendations for a final report. It is anticipated the final report will be issued to President Boren in early June. The report will be shared with the OU community at that time as well.

*Comment:* Darryl informed the group he will be out of town June 14<sup>th</sup> through late July.

*Response:* After a brief discussion the group decided to meet June 11<sup>th</sup> to share the findings of the Retirement Options Committee.

*Question:* Debbie asked if there will be a comment period after the report is released.

*Response:* Julius indicated there will be some method for comment when the final report is released. He further indicated that President Boren may solicit comments as well. Julius does not expect that President Boren will make a quick judgment; the earliest it is likely to go back to committee is September.

## **VII. Big XII Chief Human Resources Officer's Meeting**

- Each year there is a Big XII Chief Human Resources Officer's meeting, and this year it was hosted by OU. Julius gave the following highlights from the meeting:
  - Issues presented by the various institutions represented are common within the group.
  - Based on discussions with leaders from other institutions, it seems this region has fared better than others during the current recession.
  - All Big XII institutions represented at the meeting report working with reduced budgets.

## **IX. Other Business**

No new business.

### ***General Discussion***

The next meeting is scheduled for June 11, 2009. At this time there will not be a July meeting, unless material changes arise during negotiations with BCBS. If a July meeting is necessary a substitute chair will need to be selected, as Darryl will be out of town.

There being no other business, the meeting was adjourned at 2:30 pm.