

UNIVERSITY *of* ALASKA

Staff Alliance

Minutes

Tuesday, November 8, 2011, 10:00am-12:00noon – audio

Sites: Fairbanks Room 212A Butrovich
Anchorage Room 205 Bragaw Office Building
Other Various at member discretion; only one site per geographic location.

1. Call to Order and Roll Call

Voting Members Present:

Juella Sparks, Chair, Staff Alliance and Vice President, UAF Staff Council

Lisa Sporleder for Monique Musick, Vice Chair of the Staff Alliance and President, Statewide Administration Assembly

Melodee Monson, President, UAA APT Council

Craig Mead, President, UAA Classified Council

Pips Veazey, President, UAF Staff Council

Mary McRae Miller, President, UAS Staff Council

Gwenna Richardson, Vice President, UAS Staff Council

Erica Kurowski, Vice President, Statewide Administration Assembly

Staff

Pat Ivey, Executive Officer, System Governance

Kim Fackler, Admin Coordinator, System Governance

Guests

Tara Ferguson, Director Compensation, Human Resources

Jenny Grieve, Labor and Employee Relations Coordinator, Labor Relations

Anne Sakumoto, Director, Faculty/Staff Training & Development

Michelle Rizk, Associate Vice President, Budget

2. Adopt Agenda

MOTION: passed

“The Staff Alliance moves to adopt the agenda for the November 8, 2011 meeting as amended. This action is effective November 8, 2011.”

3. Approve October 11, 2011 Minutes

MOTION: passed

“The Staff Alliance moves to approve the minutes for the October 11, 2011 meeting as amended. This action is effective November 8, 2011.”

4. Chair’s Report

4.1 Board of Regents meeting November 2 report

4.2 Erica Kurowski, SAA Vice President reported. The Board of Regents approved the 3.5 percent FY13 staff salary increase. Regent Fisher was the lone regent that disapproved. He stated however, that he supports staff, but he did not believe that including the salary increase, would give Governor Parnell the hold-the-line budget that he had requested.

4.3 Board of Regents December 8-9, 2011, Anchorage: Deadline for submitting governance report for Dec BoR is November 14

4.4 Other Items of Concern

Chair Juella Sparks and SAA President Monique Musick met with Dr. Daniel J. Julius, Vice President of Academic Affairs and Research. The transition of the System Governance Office to Academic Affairs will occur on November 15, 2011. The System Governance Office had been under University Relations. Dr. Julius said that the transition will not affect access to President Gamble.

5. Guest and Public Comments

6. Policy and Regulation Review Status – Monique Musick Attachment 6.

7. FY14 Budget Guidelines and Calendar – Michelle Rizk Attachment 7.

Michelle Rizk answered questions about the budget process. A typical budget timelines was discussed.

8. Revitalization of the Staff Compensation Working Group

Members discussed shifting how Staff Alliance addresses compensation issues from a reactive approach to a proactive approach. This would involve more meetings of the Staff Compensation Working Group.

9. Employee Tuition Waiver Position Paper Draft – Craig Mead

9.1 Tuition Waiver Resolution-UAF Staff Council Attachment 9.1

MOTION: passed

“The Staff Alliance moves to adopt SA Motion 2011-9 Relating to Opposing Altering the UA Employee Tuition Waiver and Requesting Reconsideration of Proposed Changes to Tuition Waiver for Dependents. This action is effective November 8, 2011.”

SA Motion 2011-9 will be attached to November 8, 2011 minutes.

10. External Administration Committee/Council Reports

Due to limited time, Juella asked that only those members with critical items to report present their report.

10.1 Human Resources Council

Liaison: Monique Musick, mmusick@alaska.edu
 1st Alternate: Gwenna Richardson, gjrichardson@uas.alaska.edu
 2nd Alternate: Juella Sparks, jtsparks@alaska.edu

No report was given.

10.2 Business Council

Liaison: Craig Mead, ancim@uaa.alaska.edu
 1st Alternate: Pips Veazey, adveazey@alaska.edu
 2nd Alternate: Erica Kurowski, elkurowski@alaska.edu

No report was given.

10.3 IT Executive Council - ITEC – OIT Review

Liaison: Pips Veazey, adveazey@alaska.edu
 1st Alternate: Melodee Monson, anmam@uaa.alaska.edu
 2nd Alternate: Erica Kurowski, elkurowski@alaska.edu

Michelle Rizk said that ITEC will meet in December. Michelle Rizk will ask Karl Kowalski, Chief Information Technology Officer, to forward university technology consultant report.

10.4 Student Services Council

Liaison: Melodee Monson, anmam@uaa.alaska.edu
 1st Alternate: Monique Musick, mmusick@alaska.edu
 2nd Alternate: Gwenna Richardson, gjrichardson@uas.alaska.edu

No report given.

10.5 Tuition Task Force

Liaison: Juella Sparks, jtsparks@alaska.edu
 Alternate: Mary McRae Miller mmcrae1@uas.alaska.edu
 Alternate: Gwenna Richardson, gjrichardson@uas.alaska.edu

See 9.1 for Action.

10.6 Joint Health Care Committee Attachment 10.6

Voting Member: Melodee Monson 2011-2013,

UNIVERSITY of ALASKA

Staff Alliance

SA Motion 2011-9

MOTION: Relating to Opposing Altering the UA Employee Tuition Waiver and Requesting Reconsideration of Proposed Changes to Tuition Waiver for Dependents.

“The Staff Alliance moves to agree in full with the UAF Staff Council Resolution Opposing Altering the UA Employee Tuition Waiver that is attached. Staff Alliance also requests that the proposed changes to the Tuition Waiver Benefit for Dependents be reconsidered. This action is effective November 8, 2011.”

Rationale for this action:

In addition to the problems with regards to Satisfactory Academic Progress (SAP) rules for financial aid, Staff Alliance would like to point out additional specific problems that add restrictions and unnecessary rules to a benefit that is highly valued by staff. Some problems that Staff Alliance members have identified include:

- 1) SAP will not cover 500-level (CEU) courses
- 2) SAP will not cover academic year-long courses
- 3) SAP requires a student be admitted to a degree, but SAP states that dependents using a tuition waiver don't have to be admitted. Lack of a declared degree makes some of the rules unenforceable.

Signed: 
Chair, Staff Alliance

11/29/11
Date

For UA President's Use:

Check one: Approved Modification Recommended Disapproved

Signed: _____
President, University of Alaska Date

President's Comments on Recommended Modification or Disapproval:

Resolution Opposing Altering the UA Employee Tuition Waiver

In response to calls to alter the University of Alaska Tuition Waiver program, the UAF Staff Council reviewed available research concerning the program for signs of abuse, waste, and relative importance to the University of Alaska Staff.

WHEREAS, Regents policy 04.01.010 includes providing “for continuing opportunities for training and development” as part of the Human Resources Mission Statement; and

WHEREAS, in response to Representative Anna Fairclough, the University of Alaska Statewide Planning and Institutional Research Office conducted an Employee Education Benefit Analysis that examined FY06 through FY10; and

WHEREAS, this research found that “providing an employee education benefit is a customary practice in both public and private higher education institutions”; and

WHEREAS this research found that the overwhelming majority of all higher education institutions, including 50% of all public institutions, provide educational benefits to their employees; and

WHEREAS, this research found that the tuition waiver benefit only accounts for “approximately 6 percent of the total UA student population” and that “persons using the UA Employee Tuition Waiver had a successful completion rate of 80%”; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it “attracts and retains staff/faculty” and “sustains a competitive position in relation to other universities”; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it “provides required work-related training and skill upgrades without additional training costs”; “provides financial support to educational delivery” and “keeps training dollars at the university”; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it “increases the university’s human capital and encourages skill development”; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it “expands staff understanding of the university’s mission and programs”; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it provides staff contact among both faculty and students”; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it is "consistent with Board of Regents' position on the value and commitment to higher education"; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it "keeps students/dependents in-state"; and

WHEREAS, the University of Alaska customarily provides tuition waivers to a number of other groups: including citizens 65 and older and qualified participants in the UA Scholars program; and

WHEREAS, the University of Alaska Staff have seen significant increases in Healthcare benefit costs, layoffs, the loss of step-increases and other significant downward economic pressures since FY 2007;

THEREFORE, LET IT BE RESOLVED:

The UAF Staff Council finds no statistically significant failure of courses that creates the need for change to the UA Employee Tuition Waiver benefit according to the FY06 - FY10 data provided and does not support altering the employee tuition waiver for non-represented staff as described in May 3rd, 2011 email message.

LET IT BE FURTHER RESOLVED:

The UAF Staff Council considers the employee tuition waiver a valued benefit for non-represented staff of UAF and will engage in further research, as this issue requires.

LET IT BE FURTHER RESOLVED:

The UAF Staff Council supports further data-driven review of this benefit and a cost/benefit analysis of the proposed changes to the UAF Tuition Waiver program, and

BE IT FINALLY RESOLVED, that at this time, the UAF Staff Council requests that the University of Alaska Board of Regents reject any changes to the UA Tuition Waiver.

JOINT HEALTHCARE COMMITTEE
DECEMBER 21, 2011
AUDIO/VIDEO CONFERENCE

The agenda and attachments for the meeting are available at <http://www.alaska.edu/benefits/joint-health-care-committ/12-21-2011/>. The University of Alaska 1st Quarter Fy12 Utilization Review – 7/1/2011 – 9/30/2011 can be found at <http://www.alaska.edu/benefits/joint-health-care-committ/11-16-2011/> under the *Utilization Review Q1* report

The meeting opened with 12 members present. Also present were Cyndee West, Erika Van Flein, Timothy Armbruster and David Hinckley. The agenda was approved as changed. Changes included moving Chair comments to the end of the meeting and adding motions to the agenda. The previous meeting's minutes were approved.

A motion was presented to make a change in the financial information received by the committee. After discussion regarding cost reporting vs cost projections, the cautions and risks of quarterly reporting showing spikes in usage that may even out over a yearly report, and using vendor information vs InfoLock information, the motion was amended and passed. The motion is:

The University of Alaska Joint Health Care Committee recommends the University of Alaska Chief Human Resource Officer to direct Lockton Dunning Benefits Consulting to include employee deductibles, co-insurance and co-pays in all future cost reporting (quarterly) of the UA Choice Health Care Plan. Each cost report shall include employer contributions, employee contributions, deductibles, co-insurance and co-pays.

A second motion regarding co-pays at walk in clinics in Fairbanks was proposed. There was discussion regarding other organizations who use co-pays, costs vs cost savings, usage and how such a plan would work. The motion passed after being amended. The motion is:

The University of Alaska Joint Health Care Committee recommends the University of Alaska Chief Human Resource Officer to direct Lockton Dunning Benefits Consulting to investigate primary care walk-in clinic visit rates in Fairbanks, Alaska.

Before moving on to the Tobacco Surcharge update Don Smith announced Erika Van Flein is the new Statewide Benefits Director.

Erika announced the University will not be moving forward with the tobacco surcharge. The University will continue to offer smoker cessation programs. The University will also be implementing a restriction on hiring smokers as soon as administratively possible. For example, the UAK Jobs site will have to be changed and a question on tobacco use added to the university's employment application. Answering in the affirmative would prevent the applicant from passing the initial screening of the hiring process. This is a step toward smoke free campuses. The change does not affect current employees or their dependents, only future employees.

IHP Holiday Screening update:

The holiday screening was successful. As a result WIN has opened up more IHP sessions. There are currently 344 IHP in Anchorage, 336 in Fairbanks and 57 in Juneau. Anchorage is over goal, Fairbanks in under goal and Juneau is at goal. Totally there are 737 IHPs statewide, which is 87% of goal. IHPs will be promoted in Fairbanks again in January. There is an anticipated 50-60 session available for rural campuses in February.

Lockton Quarterly Utilization Review

Large claims have decreased from first quarter FY11 to first quarter FY12. This also shows in length of inpatient hospital stays decreasing. Outpatient visits and Services have gone up slightly, but are still below Premera norm. Paid claims per service have decreased, but this is probably due to deductibles being used. Emergency room paid claims visits have decreased, although visits have increased, but are still below the Premera norm. Large claims have stabilized. Last year large claims were 42.6% of total claims. This year they are 22%. Last year there were 10 large claims (over \$100k). This year there are 7. Some of the large claimants from FY11 have dropped from the plan or have had diagnosis change. Musculoskeletal issues are still the number one diagnosis, and this is common everywhere. Neoplasms (cancers) dropped from number 2 to number 6.

The number of pharmacy claims has decreased 4.9% while mail order prescriptions have increased 52.3% as compared to first quarter in FY11. The total gross cost increased – this is due mainly to specialty drugs. Generic rates increased 4.7% to be 68.1% of prescriptions. After discussion on how drugs become generic, and what makes a specialty drug, it was recommended that Caremark do a presentation to the Committee on generic drugs and the generic process.

300K Subcommittee report

There is no formal report, but two topics were discussed. The first regarded group wellness funding submissions. The old form had been posted on the website. The current year's form has been posted and the one submission received by the committee has been returned to the submitter with instructions to resubmit on the current form.

The second topic dealt with motions from the October face-to-face meeting. One motion was about individual reimbursement for wellness expenses, and we have not heard about any action to date concerning that issue. Under Beth Behner, the motions did not need to be forwarded in writing. With the change in HR leadership, JHCC motions are now to be forwarded in writing to the acting CHRO.

The JHCC Charter subcommittee had no report

The JHCC branding committee has not met, but will be considering modifying motions regarding branding logos. The "swoosh" logo needs to be approved by Public Relations before being used, and Public Relations branding guidelines need to be used. Don Smith would also like to sit on the Branding subcommittee. It is Lockton's impression the brand would be used for wellness communications.

Motions passed at the October meeting were again brought up:

- 1) WIN will administer a 50/50 reimbursement that would include individual awards: Since there has been no action on this motion, it may be too late to implement.
- 2) All Get the Point prizes will be cash cards. Two-month prizes will be in the amounts of \$25, \$35, \$45, and \$55, and four-month prizes would be \$50, \$75, \$100, and \$150, depending on the tier attained.
- 3) Get the Point will have a survey that participants will need to complete at the end before they will be awarded their incentive prize in order to obtain feedback on the programs desired objectives.
- 4) Biometrics in GTP will be from verified sources (WIN or through a doctor).
- 5) Infolock will track biometric data for 3 years.

Chair Comments – The Chair brought up the fact the health plan handbook on the web needs to be updated. Erika said it was being worked on and would probably be completed after the break. The Chair also mentioned positive feedback regarding the PatientCare presentation in Seattle.

Best Doctors will be relaunched in January by the vendor.

The committee again congratulated Erika and looked at the time for the January meeting. The meeting will be still held at the same time as it fits members' schedules.

The next meeting will be January 18, 2012

The Vendor Summit will be in Anchorage on February 8 & 9.

The March Numbers Meeting and Cost Projections will be in Fairbanks on March 1 & 2.

Respectfully submitted by your JHCC representatives.