

Staff Council Newsletter



IUPUI
STAFF COUNCIL
CELEBRATING 30 YEARS
1979-2009

Staff Council

... YOUR Voice!

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*Healthcare Cost
Containment Report
and response from
the Staff Council*

*Chartwells health
inspection*

IU Committee on Healthcare Cost Containment

On February 11, 2009, President Michael McRobbie formed a committee to "identify ways to contain health care plan costs while continuing to deliver high-quality health care to employees and their families on all IU campuses." Many groups were asked to review the report found at <http://www.indiana.edu/~uhrs/blueribbonhealth.html> and make recommendations on behalf of those they represent.

The Staff Council Executive Committee reviewed the report and issued a response on your behalf. Please see pages **three and four** for the complete response to Dan Rives, Associate Vice President for Human Resources.

Rives has stated the following in response to a few questions from staff:

- It is **not** accurate that the Healthcare Cost Containment committee's report includes a recommendation that "all employees who have insurance through IU would be required to be seen" at IU Healthcare Clinics; the actual report is located at: <http://www.indiana.edu/~uhrs/blueribbonhealth.html>
- Once the University decides to advance any of the Committee's recommendations, specific benefit provisions will be developed and communicated to all full-time employees, with an opportunity to provide comments

Continued on pages 3 and 4.

Do you have questions about what happened to the Blue Preferred POS insurance and why it is changing to the Blue Access Plan?

Write to the following email and answers will be provided:
enews@indiana.edu.



[[HTTP://HHCWEBFOOD.MCHD.COM](http://hhcwebfood.mchd.com)]

Rumor or Fact??

Did Chartwells fail a recent health inspection?

Rumor! Not True!

At the October 21, 2009, Staff Council meeting, a Council Member asked if it was true that Chartwells failed a recent health inspection. At meeting time, Lee Stone, Chair of the Staff Affairs Committee, stated that he was not aware of this, but would follow up.

Chartwells did not fail a recent health inspection.

The link below is to the Marion County Health Department's food inspection site and contains their inspection records with any violations or citations:

<http://hhcwebfood.mchd.com/>

We hope this helps put an end to this rumor.

The Staff Council Newsletter is published on Friday. Articles or items for inclusion may be submitted to Karen Lee at klee2@iupui.edu. Deadline for submission is Thursday at 5:00 p.m. Let's spread the word about Staff Council! Permission is not needed to forward the Newsletter to others.

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Karen Lee

Editor

IUPUI STAFF COUNCIL RESPONSE TO THE IU COMMITTEE ON HEALTHCARE COST CONTAINMENT COMMITTEE REPORT

IF YOU HAVE A CONCERN REGARDING THE
REPORT OR THE STAFF COUNCIL'S RESPONSE,
PLEASE CONTACT THE STAFF COUNCIL
THROUGH THIS WEBFORM:

[HTTP://WWW.IUPUI.EDU/~SCOUNCIL/CONTACT/FEEDBACK.HTML](http://www.iupui.edu/~scouncil/contact/feedback.html)

1. System of Care in Partnership with Clarian Health & the Indiana Clinic

- Under considerations page 5, “cost-savings measures require a sufficiently large population pool to generate a substantial return, some proposals most effective in the Indianapolis & Bloomington markets where 89% of IU employees eligible for health benefits reside.” - ***What about the other 11% of IU employees?***
- Obtain comparison assessments from other insurance companies such as WellPoint/Anthem – Page 7, “Preferred Provider Networks such as WellPoint/Anthem offer preferential pricing of services, as much as 60% off billed charges.” ***Could IU negotiate greater savings with WellPoint/Anthem?***
- While the Clarian presentation received the highest rating (page 15) among Committee members this option requires a large investment of IU funds, restructuring and creation of necessary entities to bring this to a reality. – ***Does IU have the funds? A large investment of funds & resources could certainly negatively impact current budgetary resources? What are the savings of this option versus WellPoint/Anthem or another medical plan?***
- “Cost-effectiveness would be maximized if there was only one ACO.” (page 17) - ***Can IU operate with one ACO under the current administrative fiscal system? If IU cannot, two ACO's would definitely make any savings virtually non-existent.***
- ***It has been expressed that there was concern from the start that President McRobbie wanted the commission to focus on what we already have with Clarian. Is this truly more cost efficient or have we eliminated competitive price bidding? Where were the presentations from other health care groups? Have we put all our eggs in one basket?***
- Concern has been expressed about the privacy of staff health issues and the preference for the employer not to have knowledge or access to health information. Staff are interested in protecting their privacy with regard to health issues. There is fear that this plan would not only make the employer the health insurance provider, but also the doctor.
- Staff would prefer to avoid the possibility of faculty who they work with on a professional basis becoming a part of their health care team. It is important that they receive treatment from their primary care physician rather than another doctor from the health care team who may work with them professionally.

2. IU Ambulatory Care Center

- This pertains to IU Bloomington constituencies. – ***Contact IU Bloomington's Staff Councils & request feedback.***
- The Ambulatory Care Facility, according to the Crowe Chizek report, will be located in Bloomington. ***Will we be able to use all the Clarian/Indiana Clinic facilities in Marion and the surrounding counties?***

3. Opt-Out Health Risk Appraisal & Coaching Programs

- Mandatory (opt-out) case management for chronic disease.. (page 16). – Under an “opt-out” program, individuals with an eligible chronic condition are automatically enrolled and receive program materials. ***Can staff choose to opt-out to disenroll? Since Indiana University students view and pay their bursar bills online via QuikPAY®, an electronic billing and payment system, what are the costs associated with producing & mailing the program materials regarding chronic disease management?***

4. Additional Administrative Options

- “Establish a limited retail network for dispensing prescription drugs at retail, for all campus locations; with greater discounts.” (page 19) – ***This strategy could create numerous potential issues with staff & faculty such as: inconvenience of getting to the on-campus pharmacy, especially after hours or on weekends; privacy, etc.***
- **Will mail-in, 90 day prescriptions be an option?**
- With regard to the pharmacy, there were questions regarding the term, “therapeutic substitution” and whether the pharmacist would have the authority to override the doctor’s prescriptions.
- “Aggressive utilization management of high cost, discretionary tests/procedures. Third-party review & pre-authorization of physician treatment plans.” (page 19) – ***This strategy could reduce IU’s attractiveness to faculty & staff recruits posing a problem for recruitment and retention.***
- Most staff would agree that everyone should take more responsibility for their health. There was a suggestion of the employee incentive of “supervised exercise” on company time. It would be more cost efficient if IU could cover the cost of a fitness membership rather than have employees working out on university time.

5. Measurement & Evaluation Working Group

- Under #2, controlling Healthcare Expenditures at IU. (page 20) “Funds to support this planning may have already been set aside in response to the Committee’s request for the AY 2009-2010 budget in May 2009.” – ***Have funds been set aside? How does this impact the current budgetary constraints?***
- Under #5 - Form and support a measurement and evaluation working group... (page 21) – ***IUPUI Staff Councils welcomes the opportunity to be a part of this group as would other IU Faculty & Staff Councils.***



Staff Council Meeting Dates

September 16, 2009 · 3:00 p.m. · Ruth Lilly Learning Center (Riley Outpatient Clinic)

October 21, 2009 · 3:00 p.m. · Ruth Lilly Learning Center (Riley Outpatient Clinic)

November 18, 2009 · 3:00 p.m. · Campus Center, Room 409

December 16, 2009 · 3:00 p.m. · Center for Young Children

January 20, 2010 · 3:00 p.m. · Campus Center, Room 405

February 17, 2010 · 3:00 p.m. · Campus Center, Room 409

March 17, 2010 · 3:00 p.m. · Campus Center, Room 409

April 21, 2010 · 3:00 p.m. · Campus Center, Room 405

May 19, 2010 · 3:00 p.m. · Campus Center, Room 409

June 16, 2010 · 3:00 p.m. · Campus Center, Room 405

Staff Council Awards and Scholarships

There are no awards or scholarships open at this time.



T-Mobile is one of numerous vendors offering a discount to IUPUI students and employees! Check T-Mobile's offer under "Cell Phones & Computers" on the Jagtag Perk site (see below).

For other PERKS using your Jagtag, check out the following:

<http://www.jagtag.iupui.edu/discounts/jagperks.aspx>



Work/Life Lunch 'N Learn Workshop



Thinking About Adoption?



Types of Adoption

How To Select An Adoption Agency

Helpful Resources

Time to Ask YOUR Questions

Tuesday, October 27, 12:05-12:55 p.m.

University Library Room 1116

Register at:

www.hra.iupui.edu/hra/training/workshops.asp

FREE

IUPUI Staff, Faculty and
Students Welcome

For Details & to Register

Go to

[www.hra.iupui.edu/hra/training/
workshops.asp](http://www.hra.iupui.edu/hra/training/workshops.asp)

and follow the prompts. Please
direct any registration inquiries
to hrratnq@iupui.edu or Lynnell
Lindle at 274-8932.

Work/Life



Balance

A division of Human
Resources Administration

Guest Instructor:
Kate Creason, Children's
Bureau (a local non-
profit).

You may bring a brown
bag lunch.

In order to provide as many good resources as possible to participants, we will often acquire speakers and informational pieces from a variety of sources and will list Web sites of various companies/organizations. We do not endorse the persons/companies/organizations whose information we use or whose Web sites we list (though we have done some research to try to ferret out reputable organizations). We encourage you to be a wise consumer and do the appropriate research before using the goods/services/information of any of these companies/organizations/sites.