

Members Present: Tina Altenhofen, Robert Alston, Cindy Ash, Chris Bowling, Tiffany Budd, Chris Charnegie, Ashley Coates, Sara Conwell, Vicki Cooper, Megan Cowherd, Rebecca Cox, Christopher Dolhancryk, Dave Groeschen, Mike Irvin, Erika Jay, Deanna Karam, Beth McCubbin, AJ Miller, Sue Murphy Angel, Krista Rayford, Felicia Share, Steve Slone, Terri Smith, Anita Southwick, Diane Wallace, Kimberly Wiley, Chris Witt

Guests: David Bauer, Janel Bloch, Natalie Gabbard, Grace Hiles, Bruce Smith, Lori Southwood

Members Absent: Mary Barry, Quentin Daniels, Melanie Hall, Brenda Maldonado, Amberly Nutini, Kimberly Sanders, Ryan Straus, Maryann Trumble

- I. Call to Order – 1:00pm
- II. Approval of July 12, 2018 minutes – motion to approve minutes as submitted made by Dave Groeschen and seconded by Steve Sloan; motion passed by voice vote with no opposition or abstention
- III. Human Resources Guests: Bruce Smith, Director of Benefits & Natalie Gabbard, Benefits Analyst
 - a. Presentation: Healthcare Utilization Report, 2017 Results
 - i. 2018-19 Budget Planning Goals: maintain the minimum increase, mitigate takeaways, coordinate with wellness initiatives, enhance current offerings, remain cognizant of employee salary changes
 - ii. Currently reviewing plans and rates; testing the open enrollment portal with IT/ Health Utilization Committee
 - iii. SG Questions:
 1. Will HMO cover Airrosti services? Currently reviewing
 2. Will NKU continue the Airrosti partnership? Yes, through clinics and Benefits Fair— they can only offer the educational piece in the state of Kentucky.
- IV. Liaison Reports
 - a. Board of Regents – Staff Regent David Bauer
 - i. No Report
 - ii. Next meeting: September 12 @ 1:00PM
 - b. Administrative Liaison – Chief Human Resources Officer Lori Southwood
 - i. **Report**
 - c. Faculty Senate – Budget Committee Chair Dr. Janel Bloch
 - i. First meeting is August 27; no current updates
 - d. Student Government Association – President Hannah Edelen / VP Matthew Frey
 - i. No Report
- V. President's Report
 - i. Parliamentarian Announced – Tina Altenhofen, Assistant to the Executive Director, CAI
 - ii. Picnic in the Park – The event was very successful. Thank you all!
- VI. Standing Committees:
 - a. Benefits – **report**
 - b. Constitution & Bylaws – no report
 - c. Credentials & Elections – no report

- d. Outreach – no report
- e. Policies – **report**
- f. Scholarship – **report**
- VII. University Committees
 - a. Benevolent Association – **report**
 - b. Food Service Advisory – no report
 - c. IT Advisory Committee – no report
 - d. Regent’s Distinguished Service Award – **report**
 - e. Sustainability Strategy Work Group – no report
 - f. Transportation – no report
 - g. Wellness – **report**
- VIII. Ad-Hoc Committee
 - a. Roundtable Discussion – **report**
 - i. SG Feedback:
 - 1. Evaluation of last year’s format?
 - a. Positive feedback
 - 2. Encourage colleagues to submit questions
 - 3. Timeframe for report: Why should I submit a question if I don’t receive an answer?
 - a. Answers are posted on the website. We will notify SG when the information is live.
 - 4. What if staff have follow-up questions? The link is still active, so people can continually submit questions
 - 5. Does Parking Services (as an example) see the repetition of the same question? No, they only receive the edited question.
 - a. Suggestion: Reference the repetition; e.g., “We received this question five times.”
- IX. Old Business
 - a. Bullying/Harassment Definitions (Lori S.)
 - i. Lori will send information
 - b. Tobacco and Smoking (Erika Jay)
 - i. No Update
- X. New Business
- XI. Announcements
 - a. Parking Passes are ready to pick up at Parking Services
 - b. Traffic Flow will change in Kenton Garage over the next few months
 - c. [Student Conduct Board](#):
 - i. Trainings begin on September 6
 - ii. Request additional information from Robert (Bob) Alston alstonr1@nku.edu.
 - iii. Must renew every year (both baseline and sexual harassment trainings)
- XII. Adjournment - motion to adjourn made by Chris Whitt and seconded by AJ Miller; motion passed by voice vote with no opposition or abstention; meeting adjourned at 2:06 pm

Healthcare Utilization Report

2017 Results



Demographics

- Male/Female ratio changed from 48/52 to 47/53 (not significant).
- Current average age of **36.8 decreased** by less than one year.
- Majority of our members are enrolled in HDHP 2500 (**49.966%**).
 - **12.2%** of individuals met the \$2,500 in-network deductible.
 - **9.0%** of individuals met the \$3,425 in-network out-of-pocket maximum.
- Females ages 26-59 healthcare spend accounts for **35.6%** of the total cost, while representing **28.9%** of membership.

Prevention: Best Step to Member Health

- Prevention service rate **increased 0.3%**.
- Clinical program participation rate of **80.5%** is higher than the Humana target of 80%.
- NKU members receiving preventive services is **18.4%**, higher than Humana National Book of Business.
- Preventive service rates increased from prior period for adult preventive office visits, flu shots and child immunizations.
- **70%** of members receiving preventive service health alerts were fully compliant.

Spend & Utilization

- Overall plan spend **decreased by 0.5%**. Medical spend **increased by 0.6%** and pharmacy spend **decreased by 3.5%**.
- PCP utilization **increased 2.9%** from prior year.
- Plan/Member cost share % is 86/14.
- Top 3 most expensive clinical conditions account for 25% of our total spend.
 - **Musculoskeletal**
 - **Malignant Neoplasm**
 - **Digestive**
- Number of Large Claimants (\$50k) on the plan **decreased by 3 members**.
- Large Claimants account for **46.2%** of spend this period, which is **up 0.9%** from prior period.

Aetna EAP: Resources *for* Living

- Overall utilization **increased 2.9%**.
- NKU members use **increased by 4.9%**.
- Website sessions **increased 26.8%**.
- **68.9%** of all clinical cases closed without referral to a behavioral health specialist, saving the member and NKU money.

Airrosti Rehab Center

- Program initiated for 2018 PY as a means for non-invasive treatment injury/chronic pain resolution with no imaging, Rx drugs or surgeries.
- NKU and members can potentially see significant cost savings as a result.
- Most cases can be resolved in under 4 visits.
- Survey Results:

	Q1 2018	Q2 2018
Reported resolution to injury	75%	71.4%
Prevented further medical treatment	100%	86%
Would recommend to family and friends	100%	100%
Felt more knowledgeable & comfortable preventing & managing pain	100%	100%
Utilize techniques learned on a regular basis	50%	50%

Livongo: Diabetes Management

- Program implemented PY 2018.
- Easily monitor blood glucose daily.
- Participation in the program provides free, unlimited test strips and a connected meter.
- Provides a valuable record of readings for your doctor.
- Real-time support from coaches.
- Employee satisfaction is extremely high.



Pharmacy

- Our members are **higher than average utilizers** of the pharmacy benefits.
- The number of prescriptions filled PMPM of 0.98 is higher than the Humana National Average of 0.92.
- Mail-order utilization is currently at **4%**, which is **below the Humana target rate of 7%**.
 - The goal is to drive members to mail-order where appropriate for greater savings for maintenance drugs.
- Our Generic Dispensing Rate (GDR) **increased 2%** from the prior period and is similar to the Humana National Average.
- Every 1% increase in GDR results in approximately \$1.56 PMPM savings.

Pharmacy

- Drug costs increase markedly as we move up through the tiers.
 - Fortunately, most scripts come from the lower tiers.
 - **87.2%** of scripts are in Tiers 1 and 2.
- This period we have had **254** specialty drugs.
 - The number of specialty drug prescriptions **decreased 9%**, while the average plan paid per specialty prescription **increased 10%**.

Benchmarking- Demographic & Enrollment

NKU'S HDHP ENROLLMENT IS GREATER THAN BENCHMARK

ACTIVE PLAN	INDICATOR (Compared to benchmark)	NKU	HIGHER EDUCATION	1,000-4,999	MIDWEST
% Female	●	51%	57%	47%	46%
Average age	●	46	46	43	43
Average salary	●	\$57,350	\$68,295	\$66,677	\$58,848
Medical enrollment by plan	●				

Benchmarking – Employee Cost Share

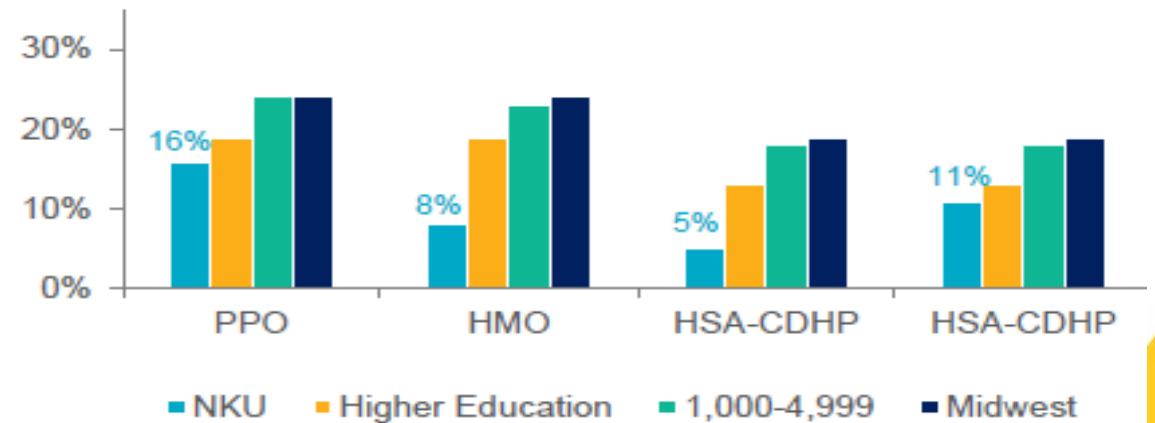
**NKU'S CONTRIBUTIONS ARE GENERALLY LOWER THAN BENCHMARK.
EMPLOYEE COST SHARE IS ON PAR WITH BENCHMARK.**

Monthly employee \$ contributions:

% employee cost share:

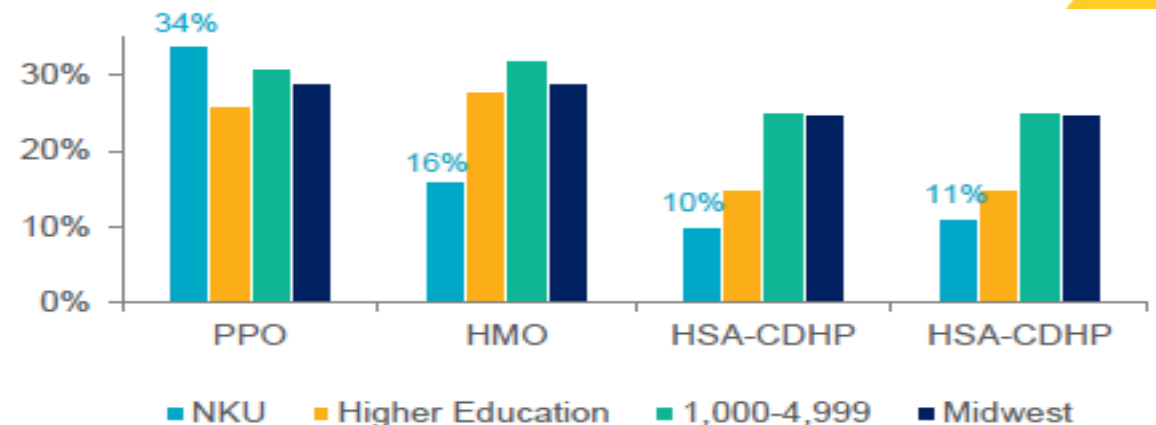
Individual

Plan Type	NKU	Higher Education	1,000-4,999	Midwest
PPO	\$106 ●	\$129	\$140	\$130
HMO	\$47 ●	\$116	\$128	\$136
HSA-CDHP	\$64 ●	\$69	\$83	\$87
HSA-CDHP	\$26 ●	\$69	\$83	\$87



Family

Plan Type	NKU	Higher Education	1,000-4,999	Midwest
PPO	\$664 ●	\$465	\$470	\$422
HMO	\$282 ●	\$437	\$484	\$457
HSA-CDHP	\$234 ●	\$231	\$318	\$316
HSA-CDHP	\$123 ●	\$231	\$318	\$316



Benchmarking - Spousal Surcharge

	Northern Kentucky University	Higher Education 500+	1,000-4,999 Employees	Midwest 500+
Medium Monthly Spousal Surcharge	\$25	\$100	\$100	\$100
Average Monthly Non-Tobacco Incentive	N/A	\$43	\$43	\$38

Benchmarking - Dental

Kentucky Schools – Dental			
	Employee Paid	Employer Paid	Shared
Northern Kentucky University			✓
Eastern Kentucky University			✓
Morehead State University			✓
Murray State University	✓		
Western Kentucky University			✓

Data unknown for University of Kentucky, University of Louisville and Kentucky State University

Mercer Survey – Benchmarking			
	Higher Education 500+	1,000-4,999	Midwest 500+
Require Contribution – Individual	84%	84%	86%
Require Contribution – Family	88%	87%	89%

Benchmarking - Dental

2,341 members continuously enrolled 1/1/17 thru 12/31/17

Healthy

41%

953 members

7% below peers

These members had
preventive care only

Serious

14%

339 members

17% above peers

These members had
preventive care &
treatment

No Visit

28%

643 members

8% above peers

These members had
no dental claims



Benchmarking – Dental



46 Children have *not* seen a dentist in last 2 years

105 Children have *not* seen a dentist in the last year

325 Adults have *not* seen a dentist in the last 2 years

Benchmarking - Vision

Kentucky Schools – Vision			
	Employee Paid	Employer Paid	Shared
Northern Kentucky University	✓	✓	
Eastern Kentucky University	✓		
Murray State University	✓		
University of Kentucky	✓		
Western Kentucky University			✓

Data unknown for Morehead State University, University of Louisville, and Kentucky State University

Save the Date

- Benefits Fair – Wednesday, October 10
- 2019 Open Enrollment – Noon on Thursday, October 25 – Sunday, November 11

THANK YOU!



Administrative Liaison – Chief Human Resources Officer Lori Southwood August 2018 Staff Congress Meeting Report-Outs

Business Operations and Auxiliary Services:

- Restoration/renovation of Parking Lot G is going well and on-time. Barring any unforeseen problems, it should be open for the Fall 2018 semester.
- Restoration/renovation of Starbucks continues and is going well. The reopening is planned for August 13th.
- Au-bon-Pain located in the Health Innovation Center:
 - Have run into a few construction problems but hope to be open for the first day of classes for the Fall semester.
- Parking Services' 2018 – 2019 parking purchase is now available for Faculty and Staff. If there are questions please check the website or call the Parking Services office.

Chief Financial Officer:

- Budget Office working on finalizing FY19 budget. Budget office plans to begin monthly budget meetings with budget officers across campus this Fall to discuss issues, ideas, and other relevant topics.
- Continuing to work with Fairmount on US 27 development. Agreement in principal with St. Elizabeth on the Site 1B medical office building ground lease. Ground lease should be signed soon. We will be beginning negotiations soon on Site 1A with Fairmount.
- Agreement in principal on the financial terms of the UK College of Medicine at NKU campus. Expect to sign the lease very soon.

Human Resources:

- Kim Baker, our Wellness Director is partnering with the Institute for Health Innovations and WWW.SAHAJAYOGAMEDITATIONCINCINNATI.ORG to provide free meditation training for stress management to faculty, staff and students on August 22 in the HIC (flier is attached).
- Debbie Patton, faculty in Respiratory Care (CHP) and Kim Baker, University Wellness Director, will be providing individual tobacco cessation support this fall to faculty, staff and students. They are both certified in the Fresh Start Tobacco Cessation program offered through the American Cancer Society. The program consists of 4, 1-hour sessions, typically presented in a group format, to guide and support those that want to quit smoking.
 - This format was offered in a group setting on four (4) Mondays last fall and spring, but did not get much response. We are hoping that the one-on-one, by appointment approach will be more appealing, allow more flexibility in scheduling, and in turn, support more of those interested in quitting.

IT:

- IT will staff tables in the academic buildings the first 2 days of classes from 8:00 a.m. – 4:30 p.m. (all week for HIC).
- IT will staff a table in Norse Commons to assist students during freshman move-in day on August 16th.
- IT Help Desk and Norse Tech Bar will be open extended hours for move-in day.

Benefits Committee Updates

- NKU Annual Enrollment is scheduled for October 25 – November 13
- The Benefits Fair, “Rock Enroll”, is scheduled for October 10
- Based on feedback from a survey last year, the benefits team will be providing employees with a benefits book this year
- With “NKU employee’s entire well-being” in mind, the team is working to provide additional workshops to attend

Policies Committee Meeting Minutes

Date: 7/25/2018, 2:00 PM, AC 615

Present: Meg Cowherd, Steve Slone, Quentin Daniels, AJ Miller, Ryan Straus, Mike Irvin

Absent: None

Guests: None

Highlights to be shared:

- We discussed an item that was brought to our attention concerning the policy defining a retiree from NKU. We’ve brought this policy to the attention of Human Resources/Rachel Green and she is going to add it to a list of policies that she is going to examine and bring to our attention this year.

Other Discussion:

- We held general discussion concerning the direction of our committee this year.

Next Meeting: 8/292018, 2:00 PM, TBA

Scholarship Committee Meeting Minutes

Date: n/a

Present: Amberly Nutini, Cynthia Ash, Dave Groeschen, Mary Barry, Robert Alston

Absent: n/a

Guests: n/a

Highlights to be shared:

- Our first meeting will be held on September 4th in SU 105 at 10:30am
 - Items to be discussed are:
 - Scholarship deadlines
 - Added essay prompt for staff congress scholarships
 - Creating a new rating system for reviewing applications

Benevolent Association Committee Meeting Minutes

Date: 07/17/2018
Present: Emily Jackson, Maureen Krebs, Lori Smith, Amberly Nutini
Absent: Erika Jay, Tammy Knochemann, Beth McCubbin, Janet New, James Parker, Joy Ruehl, Erin Smith, Lori Smith, Christa Witt
Guests: n/a

Highlights to be shared:

- The committee met to discuss the November Soup and Dessert Luncheon. Committee members selected different tasks to research and coordinate in the pre-planning phase, as well as, day of events.
 - Emily and Maureen, co-chairs
 - Marketing/Supplies – Maureen
 - Judging/Holiday Market – Emily
 - Set up/Raffle Prizes – Amberly
 - A date has not been selected. Still working with President Viadya's availability. Most likely the 2nd Wednesday in November.

Next Meeting: TBD

Regent's Distinguished Service Award (RDSA) Meeting Minutes

Date: 08/07/2018, 2:00-3:00 pm, GH340
Present: Tina Altenhofen
Absent: N/A
Guests: Ophelia Marks, HR

Highlights to be shared:

- Worked on the RDSA Call for Nominations timeline
- Renaming the RDSA categories
- Ophelia is asking for the Regent that will be on the RDSA committee
- Committee members are:
 - Regent - TBA
 - Staff Congress Representative – Tina Altenhofen
 - 2018 Winners – Connie Kiskaden & Sheila Rubin
 - 3-4 more committee members will be added

Other Discussion:

- Need to add at least 3-4 more committee members. Currently, Ophelia and I are working on a list of names for potential committee members
- Discuss with the SC Executive Team and Committee Chairs on any changes that SC would like to see to RDSA process and ceremony

Next Meeting: TBD

Wellness Updates

Kim baker is taking a different approach and focus this academic year and promoting 'Wellness Wednesday' activities and events...

- I am working on organizing and developing seminars/workshops addressing stress: stress management and resiliency, a "communication" in the workplace series (effectively resolving conflict, giving constructive feedback, self-awareness, etc. all things that can make work stressful if not done thoughtfully). There will be 5-6 of these offered, all on Wednesdays throughout the semester – details to come.
- A representative from Livongo will be on campus Wednesday, September 5th to discuss the program. This is a free diabetes management program for employees and family members on an NKU plan that we started offering last semester. Free glucometer and strips provided.
- I have Airrosti Rehab Center booked for a lunch and learn on Plantar Fasciitis on September 12.
- Airrosti will be providing 4 - 45 minute clinics/classes in the CRC Auxiliary gym focusing on mobility and flexibility using the foam rollers, lacrosse balls and specific stretches. These will be held on the first Tuesday of every month beginning September 4. Free foam rollers will be raffled off at each class.
- The Annual Benefit Fair is on October 10 from 11am-3pm in the SU Ballroom. Benefit and Wellness partners will be on site to discuss services and programs.
- St. Elizabeth Cardiovascular Mobile Health Unit will be on campus Oct. 25 from 8am-12pm and October 30, 12pm-4pm. Registration/details to come. 4 non-invasive, pain-free screenings offered for stroke, aneurysms and cardiovascular disease, \$25 each screening, all can be done in 30 minutes. Details to come.
- St. Elizabeth Mobile Mammography Van will be on campus November 1 and 2 from 8am-4:30pm. Faculty, staff and students can register for mammograms. Registration/details to come.
- I am working on scheduling free blood pressure screenings and possibly a CPR/AED training and certification class in Sept/Oct

Roundtable Committee Meeting Minutes

Date: *08/06/2018, 10am, AC 106*
Present: *Sara Conwell, Megan Cowherd, AJ Miller*
Absent: *Tiffany Budd, Steve Slone, Ryan Straus*
Guests: *Grace Hiles*

Highlights to be shared:

- Roundtable event will be on Friday, November 9, 2018
 - 11am-4pm
 - Lunch will be in UC 135 and the event will take place in the UC Ballroom
 - The SU Ballroom was already booked for all dates submitted by the President's Office
- Timeline of Events:
 - Questions Open 9/1/18 and close 9/28/18
 - Roundtable Committee will review questions from 10/1/18-10/12/18

- Material submitted to the President by 10/15/18 to be distributed to his team for answers
- Working on getting marketing material to promote event as soon as we can, both print and digital
- Looking for SC input on how the layout of the event is conducted
 - Continue with how it went last year with committee members asking questions
 - All members of SC ask questions

Other Discussion:

- Committee members are encouraged to review previous Roundtable event questions to compare to questions submitted this year
- Any particular theme to the event?
- Grace will help to compile guest list as well as save-the-date and agenda

Next Meeting: *October 1st and October 10th (if needed) to review submitted questions*