

Members Present: Robert Alston, Tina Altenhofen, Cindy Ash, Mary Barry, Chris Bowling, Chris Charnegie, Ashley Coates, Sara Conwell, Vicki Cooper, Megan Cowherd, Rebecca Cox, Dave Groeschen, Mike Irvin, Brenda Maldonado, Beth McCubbin, AJ Miller, Sue Murphy Angel, Amberly Nutini, Emily Rudd, Kimberly Sanders, Felicia Share, Steve Slone, Anita Southwick, Ryan Straus, Lou Stuntz, Diana Wallace, Kimberly Wiley, Carolyn Willhoit, Chris Witt

Members Absent: Tiffany Budd, Quentin Daniels, Erika Jay, Deanna Karam, Krista Rayford, Terri Smith

Meeting Guests: Dave Bauer, Janel Bloch, Adam Caswell, Natalie Gabbard, Grace Hiles, Amanda Johnston, Amy Pieper, Frank Robinson, Bruce Smith, Lori Southwood

- I. Call to Order at 1:00PM
- II. Approval of February 14 minutes motion to approve minutes as submitted made by Steve Sloan and seconded by Chris Witt; motion passed by voice vote with no opposition or abstention
- III. Approval of March 14 minutes motion to approve minutes as submitted made by A.J. Miller and seconded by Kimberly Wiley; motion passed by voice vote with no opposition or abstention
- IV. Guests:
 - A. Bruce Smith, Director of Benefits, HR; and Natalie Gabbard, Benefits Analyst, HR
 1. **KERS and Benefits Updates**
 - B. Adam Caswell, Assistant Vice President, Government, Corporate, and Foundation Engagement
 1. **Kentucky Employee Retirement System (KERS) Update**
 - C. Frank Robinson, Director, Norse Advising; Amy Pieper, Associate Director, Norse Advising; Amanda Johnston, Peer Coach, Norse Advising
 1. **Norse Advising Presentation**
- V. Liaison Reports
 - A. Board of Regents – Staff Regent David Bauer - **report**
 1. Schedule of meetings:
 - a) <https://inside.nku.edu/president/regents/schedule.html>
 - B. Administrative Liaison – Chief Human Resources Office Lori Southwood - **report**
 - C. Faculty Senate – Budget Committee Chair Dr. Janel Bloch - **report**
 1. Schedule of meetings: <https://inside.nku.edu/facultysenate/schedule.html>
 - D. Student Government Association – President Hannah Edelen / VP Matthew Frey
- VI. President's Report – Sue Murphy Angel
 - A. President's Spring Forum: April 18 @ 11 AM in SU Ballroom
 1. Reception in Alumni Hall at 10:30 AM
 - B. Current Admin Survey Numbers: 817 accessed site; Extended survey a week and increased participation by 30%; 315 evaluations were finalized
- VII. Standing Committees:
 - A. Benefits – no report
 - B. Constitution & Bylaws – no report
 - C. Credentials & Elections – **report**
 - D. Outreach – no report

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- E. Policies – **report**
 - F. Scholarship – no report
 - VIII. University Committees:
 - A. Benevolent Association – **report**
 - B. Food Service Advisory – **report**
 - C. IT Advisory Committee – no report
 - D. Regent's Distinguished Service Award – **report**
 - E. Sustainability Strategy Work Group – no report
 - F. Transportation – **report**
 - G. Wellness – **report**
 - IX. Ad-Hoc Committee
 - A. Roundtable Discussion – no report
 - X. Old Business
 - XI. New Business
 - A. Include follow-up items at bottom of minutes
 - B. Have we ever surveyed SC members?
 - 1. Ex.: What do you think is SC's overall purpose? How do we improve? How was our experience serving? Etc.
 - 2. Bob A. will help develop this survey
 - XII. Announcements
 - A. Aurora Fire Department Station 500: Friday Fish Fry
 - 1. 5950 Dutch Hollow Road, Aurora, IN
 - 2. \$12, all you can eat
 - XIII. Adjournment - motion to adjourn made by Dave Groeschel and seconded by A.J. Miller; motion passed by voice vote with no opposition or abstention; meeting adjourned at 2:45

Bruce Smith, Director of Benefits and Natalie Gabbard, Benefits Analyst KERS and Benefits Updates

Natalie Gabbard: Benefits Overview - PowerPoint presentation included below

Staff Congress Questions and Comments

- Dave B: 2/18 avoided surgery through Airrosti; did the other 16 have surgery?
 - No, the identified 2 were very close to surgery
- Anita S: There is an Employee Engagement and Wellbeing committee? Can SC have a liaison?
 - Yes

Bruce Smith: Humana Update

- Humana & HSA update (continued from March 14 SC meeting)
 - Cincinnati Public Schools also experienced HSA issues
 - NKU has looked at alternatives in the event these problems occur again
 - As of last week, no known HSA issues other than an online issue → participant needed to register for the new HSA account
 - Prior to the change, participants could use one website for account and HSA info; now users must toggle between two different websites
 - Any issues: Call/ email Bruce Smith: smithb83@nku.edu
- Prescription Drug Bid up for renewal in 2020
 - Bid Examples: Humana, CVS, MedBen, Express Bids
 - Considerations: financial arrangement, overall access, and rebates
 - Selection committee will review in May with Mercer → decision by June 10
 - Humana may have the highest score and be retained
- Point Solutions: NKU utilizes 18/27 best practice methods for administering benefit programs. Benefits constantly reviews available options.
 - Example: Livongo. Diabetic employees are strongly recommended to participate. Physicians and patients alike give positive feedback.
- Innovation Day: Benefits met with Cincinnati Public schools to look at different vendors
 - Livongo: weight management program
 - Robin Care: For patients newly diagnosed with cancer, to navigate the treatment journey. Also for caregivers. Will review aggregate cancer claims numbers to see if it is feasible to offer to NKU
 - SimpleTherapy: Online alternative to physical therapy. Prevention and recovery from muscle and skeletal issues
 - Grand Rounds: Many of these programs coordinate with Grand Rounds, which is a "second-opinion program"
- Health care budget planning: Benefits will look at 2018 results and trends to develop new budget
 - Work with budget office and Mercer
 - Look at plan designs & see what else NKU can offer
 - Determine rates for 2020
- Timing Issues & House Bill announcement

- Reviewing communication programs, tools, etc. to help educate regarding benefits under KERS retirement → ALL ON HOLD

Staff Congress Questions and Comments

- We are still receiving UMB updates—is this incurring NKU charges?
 - Will look into
- Any updates on over-the-counter purchases using the new HSA Mastercard?
 - SC claim: Since the update, we can no longer use it for these purchases
 - Users must now submit for reimbursement
 - Why did this change?
 - It's not a change in what is approved and what is not; the process allowed purchases to go through that should have required documentation
 - Is there a difference in vendors?
 - SC example: The Mastercard was not accepted at Kroger for an OTC allergy purchase, but then it was accepted at Walgreens
 - Benefits will look into this
- When should we look at exemptions?
 - Payroll changes can be made online

Adam Caswell, Assistant Vice President, Government, Corporate, and Foundation Engagement Kentucky Employee Retirement System (KERS) Update

Historical overview of KERS & NKU

January: Formulated a consensus document with other higher education entities w/ five pillars:

1. Place all new KERS-eligible employees into TIAA
2. Give existing employees an option. This would be a one-time election.
3. How much does NKU owe? Provide NKU a true actuarial analysis
 - a. Current number is not based on what NKU owes; it is based on statewide numbers. This is not accurate since it does not capture NKU's relatively recent growth.
 - b. It would include a 4-6 million dollar overpayment from NKU
4. Provide NKU the chance to pay it off
5. Freeze the rates to provide NKU time

Next Phase: KY House and Senate

- Worked with Representative James Tipton, Chair of Budget Review Subcommittee on Higher Education
- When the House Bill passed, it was not perfect
 - Issue: Interest rates, but still manageable

- Senate: Did not provide regular communication. They passed their version of House Bill 358. Looped in all of the other agencies: quasi-state government entities (like mental health)
- Tier 1 and Tier 2 were still given options, but Tier 3 participants were not given an option
- The bill then went back to the House
- March 14: Last day before 2 week recess. This would leave one day to override vetoes
- Tried to find a resolution

March 28: Bill looked similar to President Vaidya's email summary w/ 3 options:

1. By Dec 31, 2019, NKU BOR could elect that NKU remain in KERS—would be subjected to the 84% contribution rate
2. Leave KERS with a lump sum payment
 - a. Estimate 200M, depending on interest
 - b. Favorable liability
 - c. Within the lump sum option, not all participants would be out of KERS
 - i. Tier 1 and 2 - still have the option to stay in
 - ii. Tier 3 - no option
3. 25 years with liability
 - a. Financing terms are so negative that it is not an option for NKU
 - i. Tier 1 and 2 - still have the option to stay in
 - ii. Tier 3 - no option

Governor Bevin vetoed the bill. Why?

- One reason: How the bill affects the quasi entities
 - Any entity that goes over 30 days without payment: all employee pensions would be frozen and transferred out of the system
 - The complexities of our system would prevent this issue, but consider rural KY agencies with limited resources
- Moral issues addressed by governor
- Still included questions regarding Tier 1 & 2

What happens next?

- Adam is 99.9% confident that the 84% contribution rate (11M dollars) will NOT be applied to NKU
 - Why? There are other universities that would shut down; health departments would shut down
- There is a special session scheduled before July 1
- Probably Direction: Clean-up, discussion over tiers, how it impacts staff, etc.
- Adam Caswell's final note: I've spent 2 years studying pensions. There is something new every day. I do not pretend to have all the answers.

Staff Congress Questions and Comments

Could someone file a motion to override the veto?

Adam: No, with session adjourning, all bills filed in that session are part of previous session. They can refile the same bill and try again

What can we do in the meanwhile?

- Example: NKU's approach to equity funding and the new performance model
 - DONE BY the Advocacy of NKU employees!
 - NKU has not tried to engage on advocacy for this because it is so personal and relates to personal best interests. Employees have to do what is best for their retirement plans
 - The best action is to talk to legislative representatives
- Suggestion: Provide a common language for NKU employees to approach representatives
 - Adam: This is an option

What is your view of long-term viability of KERS?

Adam: You hear a lot of rhetoric about the system collapsing, but my personal opinion is: I still have belief; there is a lot of optimism. There are even better reforms since 2012.

Does it seem likely that Tier 1 and Tier 2 will have options?

Depends on the bill, but it seems like an option

Does the liability pay for the people who stay in?

Will give NKU a window of time where the overall population will be analyzed

Are we moving forward with the same budget in mind?

Budget was approved by BOR this last session. NKU did not budget for 13M; if NKU is faced with that issue, a regrouping will occur

Would it be beneficial to NKU to offer buyouts to Tier 1 and Tier 2 employees who decide to remain in KERS?

Any standing decisions have to include total cost analysis

Could we incentivize the transition?

Has not been considered

How viable is the pension plan?

For some, it could be a soft landing, and could be a better plan overall. It's personal – timing, how many years of paid in, etc. This is why NKU will develop the tools and resources so employees can determine the incentive to leave/remain in KERS

If employees aren't paying into KERS, how can it payout?

Once you are vested, and once you have funds in KERS, it is your benefit that you will receive payout

What about current health insurance benefits?

The only changes have been tier to tier, and tier 1 a and tier 1 b. That will not change

I'm almost at 20 years. How do you calculate highest 5 years?

Whenever you stop, it is the top 5. Another Note: 17 years – have the ability to reach 100% healthcare if participant remains and works 3 additional years

We have talked about changing the scheduling of health benefits because of KERS. Do we not have to do that?

Reality: benefits have to be determined by the end of the year

Adam Caswell is happy to meet one-on-one for any other questions

Frank Robinson, Director, Norse Advising **Norse Advising Presentation**

- Amy Pieper, Associate Director
- Amanda Johnston, Peer Coach

Norse Advising: <https://inside.nku.edu/norseadvising.html>

- New Strategic Framework and pillars for student success
 - Completion & Academic Advising
- Website Updates
 - Included Services
- Academic Advising varies across colleges
 - Colleges, such as COB, have a centralized professional advising center
- NORSE Services For:
 - Undecided
 - Generally not sure vs Undecided Business
 - Students who don't meet regular admissions standards
 - Pathfinder Program: This program requires students to complete multiple steps to help them be successful.
 - Examples: monitored study tables, taking UNV 101, attending workshops, and meeting with their advisors and peer coaches.
 - Students who don't meet admission requirements for specific programs, such as Nursing majors
 - Non-degree seeking students
 - School-based scholars students: high school students who take college courses through NKU
 - Majority take the courses at a high school, but many come to NKU
 - Donovan Scholars: KY resident, aged 65+
 - Chase 3+3: Accelerated law program; undergrad and law in 6 years
 - Drop-in Advising
 - In-house: 3 full-time, professional advisors
 - New Initiative: First-Year Advising
 - Centralized
 - Health Professions is a pilot program
 - Best Practice being implemented by other institutions
 - Network Advising

- Full-time professional advisors who work 4 days a week at colleges across campus, but provide 1 day at Norse Advising
- They also serve as liaisons, which helps undecided advisors learn about programs
- Peer coaching: Amanda Johnston, Peer Coach
 - Works with students in Pathfinder program
 - Perceived as less intimidating for students
 - Mike Irvin is the new supervisor: An open Peer Coaching position is posted through student job website and will be open through Tuesday at midnight
 - Have interested students reach out to Mike Irvin: irvinm1@nku.edu
- Master Advisor Program: Professional development for faculty and staff
 - <https://inside.nku.edu/norseadvising/master-advisor-program.html>

Staff Congress Questions and Comments

- Nontraditional student calls and wants to return to school after x amount of years
 - Refer to Sara Conwell, Adult Students (ALPS)
- Hours
 - Currently open until 6
 - Fall: Move to traditional NKU hours
 - If a student has after-hour needs, Norse Advising will proceed on a case-by-case basis.
 - Can offer phone appointments and Skype

Board of Regents – Staff Regent Dave Bauer

- Agendas, Materials, and Minutes: <https://inside.nku.edu/president/regents/board-agenda-and-minutes.html>
- April 8: Approved *Success by Design*, NKU's three-year strategic framework

Administrative Liaison—Chief Human Resources Officer Lori Southwood April 2018 Staff Congress Meeting Report-Outs

Business Operations and Auxiliary Services:

- Nothing to Report

Chief Financial Officer:

- FY20 budget recommendation and tuition & fees approved by Board at the March 20th meeting
- Spring President Open Forum planned for April 18th
- Divisions FY20 budget - training on budget software/budget load late April/May 2019
- Preparing financial services RFP over next 60 days

- Continue to refine housing strategy to construct new residential facility and renovate some of the other halls. Commonwealth currently under renovation and expected reopen for Fall 2019. New resident hall expected to be constructed by Summer 2021.
- Continue negotiations with Fairmount for phase 2 of the US27 development.

Facilities Management:

- Mark Jones, who was the interim Director of Construction and project manager responsible for HIC has left the university and joined an architectural firm. In the interim, responsibilities for the HIC project have been assumed by Steve Nienaber, while overall responsibility for the design and construction group has moved over to Mary Paula Schuh. The organizational structure for Facilities Management is currently under review to explore opportunities for a more effective model.

Human Resources:

- Shift Differential
- As of April 1, W-2 reprints are being done daily.
- **Wellness Updates**
 - Register online at wellness.nku.edu under upcoming classes and events.
 - Monday Mile Group Walk will continue through April 29 - meet at CRC front desk at noon, will walk outside if weather permits, those that want to stay inside can walk on the indoor track.
 - Tuesday Sahaja Yoga Meditation practice will continue through April 29 at 12pm in UC 335.
 - Two free opportunities to get CPR/AED training and certification with the American Heart Association: 9am-11am, April 10 in UC 135 and April 11 in SU 109. Space is limited.
 - TIAA Financial Wellness Series Part III, Tomorrow in Focus: Saving for Your Ideal Retirement - April 17, 12-1pm, SU 104
 - Rescheduled from March 28: Mindfulness Series Part III, Mindfulness-Based Practices for Emotional Balance by Dr. Jennifer Sharp - April 18, 12-1pm, SU 104
 - Lunch and Learn with Airrosti, Managing Shoulder Injuries, Conditions and Pain - April 25, 12-1pm, SU 104
 - Final First Friday Foam Rolling Clinic with Airrosti - May 3, 12-12:45pm, CRC Auxiliary Gym
 - Employee Engagement and Wellbeing: Radical Candor Sessions with Carly Rospert of Mayerson Academy were very popular and received great feedback. These sessions are being scheduled for individual departments. Entire session takes 1.5 hours or can be split into 2, 1-hour sessions. Contact Kim Baker (bakerk7@nku.edu) by email to schedule a session.
 - Are there any wellness related topics or services you would like to see in next academic year? Contact Kim Baker with suggestions at bakerk7@nku.edu.

IT:

- Nothing to Report

University Advancement:

- On May 2, NKU will publicly launch Further, Faster: The Campaign for NKU with a goal of raising over \$75 million to support student success through access, completion, and career and community engagement

- This summer, the Office of Alumni Relations working with the Office of Admissions will be hosting Senior Send Offs in Louisville, KY and West Chester, OH. Area NKU alumni will host and "send-off" local high school graduates as they start NKU in the fall of 2019. These will occur in early August.

Faculty Senate – Budget Committee Chair Dr. Janel Bloch

New Offerings:

- BA in Japanese
- Certificate in Business Analytics

Updates to Faculty Summer Winter Compensation Policy was approved

- Main change: Used to prorate payments of classes with fewer than 15 students. The change eliminates prorate when a summer course has fewer than 15 students. If the dean or chair decides the course should run, then the instructor will receive full amount

Credentials & Elections Committee

Date: March 20, 2019

Present: Tina Altenhofen, Beth McCubbin, Emily Rudd, & Lou Stuntz

Absent: Brenda Maldonado

Guest: Grace Hiles

Highlights to be shared:

- Tina, Beth, Emily, and Lou continued to work on our Committee Goals for FY2019-20 and review and made suggestion to the SC Elections Recommended Timetable for FY2019-20.
- Handed out SC Election voting flyers to committee members to post across campus.
- Grace will put in a request for all the digital signs in SU and across campus post the Election/Voting information.
- Tina will submit a request to post the Election/Voting information in This Week on 4/15/2019 and 4/22/2019.

Update: SC Election Announcement

- All staff who have been employed since January 12, 2019 are eligible to vote
- Election/Voting open 8:00 am April 12, 2019 and run through 4:30 pm April 26, 2019

Next Meeting: 04/17/2019 2:00 pm, AC105

Policies Committee

Meeting Minutes

Date: 3/27/2019, 2:00 PM, AC 615

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

Absent: *None*
Guests: *None*

Highlights to be shared:

- Rachel Green did not have any new policies to bring to our attention this month. She will most likely have some for us at our next regularly scheduled meeting.
- We finalized our discussion and our review of the policies Rachel brought to our February meeting and we submitted our questions and comments to Rachel. The next step will be that these policies will enter the public comment period.
- Through our discussion the idea was brought up to develop a rubric which could be used to analyze policies in the future. Conversations will continue about the best way to go about this.

Other Discussion:

- We will add developing a rubric for future Policies committees to our goals.

Next Meeting: 4/24/2019, 2:00 PM, AC 615

Benevolent Association

- The Spring Soup and Dessert Bake Off raised \$753 and received 688 hours.
- The winners of our soup and bake off were:
 - Soup: Beth Hickey with Chicken N Dumplings
 - Chili: Shawn Nordhein with Family Chili
 - Dessert: Tammy Knochelmann with Triple Chocolate Cheesecake

Staff Congress Questions and Comments

- The gym is a great space!
 - The overall energy is better

Food Service Advisory

4.3.19 Food Advisory Notes

- **Dining Past Events**
 - One Million Acts of good
 - 50 donated to NKU Fuel
 - 60 donated to Cline and Crossroads Elementary
 - 90 donated to First Baptist Church food pantry
 - Over all Chartwells accounts, 22,000 Matterboxes were filled. 169,600 individual food items, 100 campuses participated and estimated 5,000+ volunteers.
 - Farmer Worker Awareness Week - #icareaboutfair campaign and students guess weight of tomato case
 - Mardi Gras
 - Associate and Student Appreciation day
 - Wing Bar
 - Reds Opening Day Menus
- **Dining Future Events**
 - Fish Fridays! Starting March 22nd enjoy beer battered fish at Travel Wagon.

- Diversity and Inclusion week is April 8th-12th. Use #WeBuildInclusion on social media and tag @nkudining. Activities with dining associates and students. Please pay attention to the entrance tables in the SU food court and in residential to participate.
 - Monday – We Build – Watch Compass Group Faces of Success Video on social media. I am/we are poster board.
 - Tuesday – We Build People – Provide us with your favorite family recipes and we may feature it!
 - Wednesday – We Build Culture – Pick up a Be the Change Challenge Cards.
 - Thursday – We Build Community – Pick up a card to write motivational messages on and share with everyone!
 - Friday – We Build Inclusion – Pick up a thank you card and hand out to anyone that you want to show appreciation too: dining associates, friends, family, co-workers, teachers.
- Stop Food Waste Day – April 24th. Stay tuned for more information.
- April 24th – proposed housing photoshoot from 11am-3pm in the East Village. Reach out to Rochelle Shields if interested in participating.
- May 1st – last food advisory meeting SU106
- May 2nd – feast for finals at Norse – Harry Potter themed.
- Superfood of the month is Leafy Greens.
- National Unicorn Day.
- **In Attendance**
 - Pat Hannan, Chartwells RDM
 - Celeste Manning, Chartwells (NKU Dining) Marketing Director
 - Kimberly Wiley, Staff Congress
 - Orville Thomas, ACR Representative
 - Brynn Cahal, SGA Representative

Regent's Distinguished Service Award Report

2019 Regent Distinguished Service Award Winners!

Kimberly Wiley, Assistant to the Vice Provost, Grad Ed, Research & Outreach

Amanda Meeker, Associate Director for Student Services & Programs, Career Services

Ann Harding, Academic Coordinator, Nursing

Transportation Advisory Committee Meeting (TAC)

Northern Kentucky University, AC615

March 2019

- A. Reports:
 - 1. Parking Services:
 - a. Food for Fines program April 1, 2019 – April 12, 2019
 - b. Kenton Garage will go offline beginning May 13th and remain closed until August.
 - 2. Campus Planning:
 - a. Nunn Dr. round-a-bout repairs scheduled this summer.
 - b. Discussion regarding Clara Rd. connecting to Nunn Dr. This road will run alongside phase 2 of Rt 27 project.
 - 3. Police Department:
 - Nothing to report.

4. SGA comments/concerns:
No one from SGA present.
5. Operations and Maintenance:
 - a. Assessment of surface lot conditions and recommendations for repairs will be made soon.
6. Northern Kentucky University Sustainability:
No one present.
7. Staff Congress:
No one present.
8. Old Business:
9. Campus Housing:

Closing of Kenton Info

- Concern that it will be closed over graduation
 - Will close the Monday after Spring Grad
- Only garage that will be closed during the summer

Wellness

Upcoming Wellness events that take place after April 11:

- Monday Mile Group Walk will continue through April 29/meet at CRC front desk at noon, will walk outside if weather permits, those that want to stay inside can walk on the indoor track
- Tuesday Sahaja Yoga Meditation practice will continue through April 29 at 12pm in UC 335
- TIAA Financial Wellness Series Part III, Tomorrow in Focus: Saving for Your Ideal Retirement/April 17, 12-1pm, SU 104
- Rescheduled from March 28: Mindfulness Series Part III, Mindfulness-Based Practices for Emotional Balance by Dr. Jennifer Sharp/April 18, 12-1pm, SU 104
 - Update:
 - Changed to April 18
 - 12:30-1:30PM, SU 104
- Lunch and Learn with Airrosti, Managing Shoulder Injuries and Pain/April 25, 12-1pm, SU 104
 - Change of topic: Low back pain – preventing injury
- Final First Friday Foam Rolling Clinic with Airrosti/May 3, 12-12:45pm, CRC Auxiliary Gym
- Employee Engagement and Wellbeing: Radical Candor Sessions with Carly Rospert of Mayerson Academy were very popular and received great feedback. These sessions are being scheduled for individual departments/teams. Entire session takes 1.5 hours or can be split into 2, 1-hour sessions. Contact Kim Baker (bakerk7@nku.edu) by email to schedule a session.
- Are there any wellness related topics or services you would like to see next academic year? Contact Kim Baker with suggestions.

Perks Cards: Bookstore sells gift cards to other places



NKU Benefits

Staff Congress April 11, 2019

2018 Highlights



**NEGOTIATED DECREASE IN HUMANA
ASO FEES ; \$55,000 IN ANNUAL
SAVINGS**



**63.2% OF MEMBERS
RECEIVED PREVENTATIVE CARE; UP
4.5% FROM 2017**



**IMPLEMENTED LIVONGO FOR
DIABETES IN FEBRUARY 2018;
HYPERTENSION OCTOBER 2018**

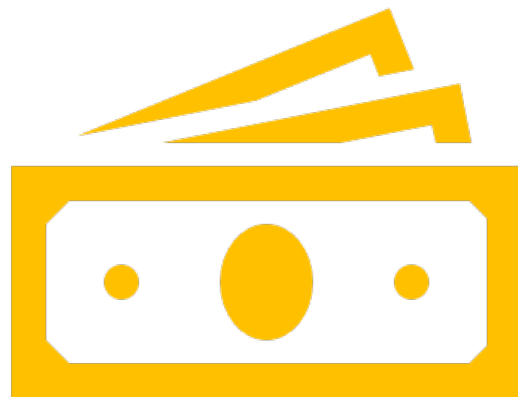
2018 Benefit Survey Results

NKU Employee Satisfaction Rates





Market consolidation
and expensive new
drug treatments are
driving cost



Plan designs shift
cost to employees
and some **struggle
to afford** healthcare
they need



Smaller networks
and incentives are
ways employers can
steer care to **quality
providers**



New solutions are
flooding the market
– but **employee
engagement** is low

Trends Shaping the Health Benefit Environment

Data from 2018 Mercer Survey

Engaged/Thriving Employees are Less Costly & More Productive



41% Lower health costs



31% Lower turnover



31% Higher productivity

What are we doing to lower cost and drive employee engagement?

- Mercer has 27 best practices for cost savings/control/engagement; **NKU uses 18** out of 27
- Point Solutions – **Livongo for Diabetes & Hypertension, Airrosti, Humana Care Management**
- Telemedicine – **Doc on Demand**, new video behavioral health
- Narrow Network – **HMO**
- Benefits **Education** – website, presentations, newsletter
- Partnering with **Wellness & Employee, Engagement and Wellbeing** to offer education on holistic health

Livongo 2018 Results

- NKU experienced a 1.1pt decrease in A1c levels in 2018
- Health risks associated with high A1c levels:
 - Death from diabetes
 - Heart attacks
 - Microvascular complications
 - Peripheral vascular disease
 - Internal organ functions



What NKU members say about Livongo

"Helpful, convenient, informative, encouraging, positive"

"Because of monitoring my blood sugar, I have seen it drop to normal ranges. As with my blood pressure."

"Satisfying, good, consistent, helpful, trustworthy"

"I keep closer tabs on my blood glucose levels, which helps me keep it lower."

"It gently encourages me to do more for 'me'"

"I truly love that we get weekly emails with important info and great info on how to improve our health."

Airrosti



Airrosti 2018 Results



18 cases



2 avoided surgeries; Low back, with a strained muscle diagnosis (estimated cost upwards of \$170K) and Knee, patellar tendinitis diagnosis (estimated cost \$40,000)



3.4 average visits per case



94% reported improved after last visit

2020 Planning

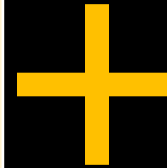
MANAGING COST

- Explore carving out pharmacy from Humana
- Evaluate stop loss
- Explore taking life & disability insurances to market



IMPROVING THE EXPERIENCE

- Consider additional point solutions
- Promote Doc on Demand video behavioral health program
- Evaluate health advocacy services
- Continue benefits education for new and current employees
- Continue holistic health education with Wellness and Employee Engagement & Wellbeing



OPTIMIZING DESIGN & ADMINISTRATION

- Evaluate plan designs
- Host Innovation Day (April 10th)
- Possible demographics study to understand employee needs

KERS Update

- Legislative updates – Adam Caswell
- Communication strategy – Bruce Smith

Questions?





[@NKUdining](http://DineOnCampus.com/NKU)

Past Events in March

Wing Bar

Student Appreciation Day

Reds Opening Day

Farmers Awareness Week



One Million Acts of Good



ellen & Cheerios One Million Acts of GOOD

Share your act of good using #OneMillionActsOfGood



Upcoming April Events



#WEBUILDinclusion

