Chair David Miller called the meeting to order and the following issues were discussed:

**Parental Leave** – The committee’s recommendation has been presented to the Faculty Affairs Committee and David Miller will present to the Senate at their October 15th meeting.

**Dental Plan** – Brent Bowditch presented a proposal to include the dental plan as part of the medical plan to the Faculty Affairs Committee and how it relates to overall medical health.

**Benefits Enrollment** – Brent Bowditch gave the following update regarding the enrollment process and what’s new for 2008:

a) A confirmation statement summarizing current benefits (core and flexible benefits) is being sent to faculty/staff instead of a personal report as in the past.

b) A newly designed enrollment form has three simple steps to follow. If faculty/staff do not want to contribute to a Flexible Spending Account and are not making any changes to their medical, short-term disability or personal accident insurance benefits, they do not need to return the form. Their same coverage will continue for 2008.

c) Arnett Managed Care has been purchased by UnitedHealthcare and is no longer a managed care program. As a result, there is a new nationwide network of providers and no need to work through a primary care physician for a specialist referral. The list of participating providers can be found at the following website: [www.myuhc.com](http://www.myuhc.com). Because of the expanded network, this plan is now available to Purdue’s regional campus employees. Current faculty/staff participating in Arnett Managed Care will receive a letter regarding the name change, etc.

d) Enrollment information will be sent to faculty/staff on October 26 and the deadline to enroll is November 9. Many information sessions are also scheduled.
**Healthcare Dashboard** – Brent Bowditch distributed this document to committee members indicating data that is available regarding medical claims, enrollment in the various plans, claims distribution, utilization, etc.

**Healthy Purdue Overview** – Mindy Paulet distributed a document and discussion included:

a) Participation in the Healthy Purdue program increased by 529 from 8,991 in 2006 to 9,520 in 2007. Faculty/Staff that participated in a Health Risk Assessment in 2006 received $150 and will receive $250 in January for achieving the “Apples” criteria.

b) Faculty/Staff that participated in coaching increased substantially from 760 in 2006 to 2,623 in 2007. Areas of coaching included smoking, weight, stress, etc. The impact of coaching resulted in bringing risk levels down which helps lower medical costs. Per member per year cost on various risks indicated “lower risk” costs approximately $2,000 less than “higher risk”.

c) Impact on disability – Mindy reported statistics that indicated 8% of employees missed 10 or more days from work in the past 12 months because of illness or injury; 6% had health problems that significantly limited quality or quantity of their work in the last 12 months; and 27% reported ongoing problems with one or more of the following that interfered with their daily activities: back pain, wrist problems, neck pain or eye strain. Members asked if this included pregnancy and family medical leave absence – Mindy will find out and report back.

d) Purdue would save approximately $47 million annually if able to cut health risks.

e) Members discussed the impact of Healthy Purdue - whether Purdue is taking the right approach (too broad based), cost of the program vs. the results, etc. Brent Bowditch stated that it takes at least 3 years of data to determine whether the program is a success – 47 studies have indicated positive results.

**Web Site Feedback** – Brent Bowditch suggested having a column in *Inside Purdue* responding to questions on the web site. Regarding the $38,000 medical tier, Brent will get data on having multiple tiers or a continuous increase in premiums with salary and will forward on to FCBC and the Health Plan Advisory Committee for consideration. Dental benefits continue to be a top priority on the web site. Many positive comments regarding Healthy Purdue were also received.

**Next Committee Meeting:** Tuesday, October 30, 2007 – 3:00 p.m.  
Room 298, Physics

Minutes Recorded By: Michele Salla