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

**Parental Leave Policy** – A Parental Leave plan is being prepared by HR and will be presented to the trustees in June for implementation July 1st, 2008. Input was solicited by HR from FCBC, APPSAC and CSSAC.

**TIAA-CREF** – The question of high fees has been raised by a number of concerned faculty. These concerns were expressed at a regularly scheduled meeting with TIAA-CREF. They will be making a proposal for expanded choices with in TIAA_CREF. John Beelke stated that it is a possibility that Purdue might be going out for bid looking for other vendors to add to the TIAA-CREF offerings. A Task Force with co chairs of Distinguished Professor Mike Atallah and Jim Almond will review the issues and make recommendations for implementing new additions to the retirement options.

**Medical Plans** –

- There are concerns with providers dropping out of network without the patient’s knowledge and the patient’s being caught in the middle of treatment. David Miller suggested that email notifications be sent out to alert employees when doctors drop out of our network, when possible. A particular situation was the dropping of PHCS by the IU med center which includes the Simon Cancer center which would result in increased costs for patients in the middle of treatment. HR recognized that this is a problem and will resolve cases based on individual difficulties brought to their attention.
- Jim and Brent stated that the PHCS network was now not so competitive and that United Health Care was now the dominant network, UHC has also purchased Fiserv Health. It was stated that it was planned on July 1st to switch Incentive PPO and Purdue 500 plans to UHC with a 90 day period to allow people to transfer to new doctors where necessary. (This in fact was implemented) Jim stated that out of the top 40 providers only two were not currently in UHC. It was agreed that this change result in better health care options. It is possible that for 2009 only a single UHC plan would be offered.
Brent Bowditch provided a handout regarding health care concerns and future at Purdue University. The rising cost of health care remains a critical threat to the fiscal health of the institution. Purdue health care expenditures increase 9.2% annually. $108.6 million is being spent on medical, prescription and vision claims, $3.9 million on Administration and $4.1 million on Healthy Purdue.

Brent Bowditch stated the plans for new network and vendors will be going out for bid in 2010. Jim Layman discussed also the possibility of a hybrid insurance. The hybrid insurance would blend both co-pays and co-insurance into the plan design.

- Jim Layman discussed the introduction of an account-based health plan option in 2010. These types of plans are also known as consumer-driven or high-deductible health plans. Education efforts will begin soon emphasizing healthcare consumerism.

Topics will likely include:

- Understanding your Explanation of Benefits (EOB)
- How/when deductibles apply
- What it means when a physician “codes” your services and condition.

The overall goal is to teach staff how to be better consumers.

- The Current tier arrangement is being reviewed by our actuarial consultants and other alternatives will be considered. There is the likelihood that Healthy Purdue incentives will be used to lower health insurance premiums. Our current deductibles, co-insurance, and co-pay levels are also being reviewed.
- A review of Healthy Purdue for the past three years is being undertaken under the direction of Mindy Paulet in order to focus the program on specific successful programs. Healthy Purdue data has shown that Faculty are not as likely to participate. The question was raised, “What motivates Faculty to want to participate”?

Suggestions were:

- Shorten or Tailor the Health Path Questionnaire.
- Put together focus groups.
- Propose free ‘A’ parking.

Retiree Benefits - John Beelke met with Emeriti. The focus was on Retirees. Available now are trusts that employees and the University can dip into. Different plans and options could replace United Healthcare. Employees might even have the option of contributing a portion of their salary. If you leave the University the accumulative funds go with you. We should have data sometime this Summer. This would be made available to all University employees.

Future – John Beelke and Jim Layman will be the support contacts from HRS for the FCBC since Brent is leaving.

Website – There are now rather few comments/month mostly on items already being considered

Goodbye and Best Wishes – Brent Bowditch has taken a new position at Michigan State University. The committee thanked him for the very positive and productive collaboration that we have enjoyed over the last few years. The committee thanked Christine Lehmann for being a valued member for the past 5 years her enthusiasm and insightful comments will be missed

Election of a Chair for 2008-2009 – With only two faculty members present the election of a chair was postponed.

Minutes Recorded by: Pinnie Wallace