I. Call to Order

II. Introduction of Members

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P= Present   E= Excused

III. Approval of Agenda (pgs. 1-2)

IV. Approval of Meeting Summary (pgs. 3-5)

V. President’s Report (pg. 6)
Request for Live Distance Testimony at Board of Regents Meetings (pg. 7)

VI. Administrative Reports
   A. Chancellor Ulmer
      [http://www.uaa.alaska.edu/chancellor/faq/index.cfm](http://www.uaa.alaska.edu/chancellor/faq/index.cfm)
      Excused
   B. Provost Driscoll
   C. Vice Chancellor of Administrative Services Spindle
   D. Vice Chancellor of Advancement Olson (pg. 8)
   E. Vice Chancellor for Student Services Schultz (pgs. 9-10)
   F. Senior Vice Provost for Institutional Effectiveness, Engagement, and Academic Support Carter-Chapman

VII. Governance Reports
   A. System Governance Council (pg. 11)
   B. Staff Alliance (pg. 12)
   C. APT Council (pg. 13)
   D. Classified Council (pg. 12)
   E. Union of Students/Coalition of Students (pg. 14)
   F. Alumni Association
   G. Faculty Senate/Faculty Alliance
VIII. Old Business
   A. Presidential Search
      http://www.alaska.edu/bor/pres-search/UA-Presidental-Profile-11-5-09-FINAL.pdf
   B. Ad Hoc Service Committee Update
   C. Assistance Requests from Constituent Groups

IX. New Business
   A. January Meeting – January 14th, 2010

X. Information/Attachments
   A. Accreditation Update
      http://www.uaa.alaska.edu/accreditation/2010.cfm
   B. Recommended Changes to the Health Care Plan for FY11 (pgs. 15-19)

XI. Adjourn

January 2010 Agenda Items:
Ad Hoc Constitution and Bylaws committee
I. Call to Order

II. Introduction of Members

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III. Approval of Agenda (pgs. 1-2)

Approved

IV. Approval of Meeting Summary (pgs. 3-6)

On page 6, change H1NI to H1N1

Approved as amended

V. President’s Report

Welcome new members Debra Gritman from Classified Council and Julia Martinez from APT Council

VI. Administrative Reports

A. Chancellor Ulmer

http://www.uaa.alaska.edu/chancellor/faq/index.cfm

Governor Parnell on campus today. Announced plan to include $100 million dollars a year for 5 years in state budget for repair and restoration of state run facilities. $37 million a year would be allocated to the University of Alaska system, if passed

UA Scholar event very successful. Almost 700 people attended

B. Provost Driscoll

Email and Blackboard back on line

Gave brief explanation of what happened to the email and phone systems, emphasized that it was a very rare occurrence

C. Vice Chancellor of Administrative Services Spindle

Encouraged everyone to participate in Board of Regents meeting taking place in Anchorage later this month

Budget has not been approved by the BOR, they are hoping to approve it during a special teleconference on November 20th, if not, will be approved at the BOR meeting in Anchorage

Search committee will make a recommendation for the position of Chief of Planning and Construction later this week

UAA sports teams doing very well. Encouraged everyone to go out to the games

Annual Great Alaskan Shootout is happening at the end of the month

D. Vice Chancellor of Advancement Olson

Assistant Vice Chancellor Kristin DeSmith reporting

Played 2 of the 5 new UAA commercials that will be airing later this month and into the new year
E. Vice Chancellor for Student Services Schultz (pgs. 7-8)
   Written report included
   Registration for Spring semester opened Monday. Increase in credit hours resulting in more closed classes. Watching the numbers closely to ensure enough classes are offered
   Search committee for Dean of Students hosting 5 candidates on campus, hoping to fill position soon
   UA Scholars Reception went very well

F. Senior Vice Provost for Institutional Effectiveness, Engagement, and Academic Support Carter-Chapman
   Did not attend

VII. Governance Reports
A. System Governance Council
   Meeting next week. Will report in December

B. Staff Alliance (pg. 9)
   Written report included
   Please review Staff Health Care Committee memo attached to agenda
   Staff Alliance supporting increasing student workers wages

C. APT Council (pg. 10)
   Written report included
   Had a joint meeting with Classified Council this month
   APT council members working on goals for the year

D. Classified Council (pg. 9)
   Written report included
   Held joint meeting with APT Council this month
   19 of the 23 members of Classified Council are working on a committee this year

E. Union of Students/ Coalition of Students
   Elections for Spring took place this week
   Coalition of Students:
   Support of student wage increases
   Working toward need based financial aid. Endeavoring to work with Governor’s current plan to include need based aid

F. Alumni Association
   No Report

G. Faculty Senate/ Faculty Alliance
   Written report included
   Working to find a less obtrusive week to schedule yearly fire drills
   Faculty Senate approved three academic policies, can be found in FS written report
VIII. Old Business
   A. Presidential Search
      http://www.alaska.edu/bor/pres-search/UA-Presidential-Profile-11-5-09-FINAL.pdf
      Profile is posted at above website
      Will be advertising the position soon
   
   B. Ad Hoc Service Committee Update
      Still looking at mid March for the Day of Service
      Next meeting Tuesday, November 17th @ 2:30 in PSB 212. Volunteers welcome to attend

IX. New Business
   A. Assembly 09-10 Goals – Tabled from October meeting
      Motion:
      Remove motion currently on the table regarding goals
      Passed Unanimously

   B. Assistance Requests from Constituent Groups

   C. IDEA Information- Kim Perkins
      Data from past three semesters presented to group
      Explained differences between old SDIS and current IDEA systems

   D. IDEA Demonstration- John Petraitis
      PowerPoint presented
      Explained how forms are linked together and importance of faculty filling out the FIF
      and students taking time to complete surveys
      Discussion ensued about possible incentives for students to raise response rate
      Views from Faculty, Staff and Students were heard

   E. IDEA information gathered by USUAA- Ryan Buchholdt
      Unable to attend

   F. Board of Regents-Public Testimony
      Meeting in Anchorage on Monday, November 30th and Tuesday December 1st
      Opportunities for public testimony, encouraged everyone to testify
      The members voted to support a resolution to be presented by the Assembly President at
      the BOR meeting. The resolution will be drafted by Peter Finn before the meeting with
      opportunity for feedback

X. Information/Attachments
   A. Ton in Ten, Peanut Butter and Jelly Drive. November 9th - 19th.
   B. Accreditation Update
      http://www.uaa.alaska.edu/accreditation/2010.cfm
   C. Staff Health Care Committee pharmacy recommendations (pgs. 11-13)

XI. Adjourn

December 2009 Agenda Items:
Ad Hoc Constitution and Bylaws committee
Welcome to our new member Judi Spry from the Department of Residence Life, who is representing Classified Council, and to Julia Martinez of University Advancement, representing . Julia was a recent member of the Assembly, and Judi was an alternate who attended several meetings last year. Many thanks to Judi, Julia, and to Deb Gitman for being willing to jump in mid-year.

UAA was well represented at public testimony sessions at the Board of Regents meeting on UAA campus on November 30th and December 1st. Community members strongly advocated for a new sports center, students and engineers spoke in favor of new engineering facilities, and students and staff asked for policies of non-discrimination based on sexual orientation. I presented the resolution for the Assembly on distance testimony passed at the last meeting on November 30th. I thank Peter Finn for his excellent writing. The resolution is included with this month’s agenda. There was little reaction to the presentation from the board itself, but President Hamilton warned the board that such an option could easily get out of hand, requiring an extra day at each board meeting.

I met Jon Dehn, the President of the UAF Faculty Senate at the BOR meeting and discussed the issue with him. I sent our resolution to him to forward to the Governance Coordinating Committee, the counterpart of our Assembly. I contacted Jonathan Anderson of UAS, who forwarded our resolution to UAS Staff Council President Cynthia Rogers and UAS Student Body President Tyler Preston. Jonathan also scheduled consideration of our motion for the next Faculty Senate meeting January 22nd.

In 2010, Anchorage hosts a BOR retreat in January as well as a regular meeting June 3rd and 4th and a meeting on the budget on November 2nd.

During the holiday season it is good to give thanks. I am grateful for all of you and the work you do. Thank you for your service!
Request for Live Distance Testimony at Board of Regents Meetings

SPONSORED BY: University Assembly (representing students, faculty, and staff at UAA)

WRITTEN BY: Peter Finn

DATE: November 12, 2009

WHEREAS: The ability to testify at meetings of the board is essential for students, staff, and faculty to voice their legitimate concerns; and,

WHEREAS: The Board of Regents currently does not accept live testimony unless it is given in person; and,

WHEREAS: It is impossible for the board to visit every campus in a single year; and,

WHEREAS: Live testimony is far more effective than written or recorded testimony; and,

WHEREAS: It is inefficient and expensive for students, faculty, and staff to travel to board meetings in order to provide live testimony; and,

WHEREAS: Most small campuses cannot afford to send representatives to testify on critical issues; and,

WHEREAS: The board has the right and ability to accept live distance testimony at all of its regular meetings; and,

WHEREAS: The technology for live distance testimony is common and reasonably accessible at every campus; and,

WHEREAS: Students, staff and faculty have all expressed a strong desire to see the board accept live distance testimony at its regularly scheduled meetings.

THEREFORE BE IT HEREBY RESOLVED
That the University of Alaska Anchorage Assembly requests that the Board of Regents adopt a policy of accepting live testimony from students, staff and faculty who cannot be physically present at meetings.

THEREFORE BE IT HEREBY FURTHER RESOLVED
That a copy of this resolution be forwarded to the University of Alaska Board of Regents, Coalition of Student Leaders, Faculty Alliance, Staff Alliance, and System Governance Council.

Deborah Narang
Chair

12/8/09
Date
December 2009, Advancement report to University Assembly

Development
• This semester’s Phonathon program comes to a close setting another fundraising record. More than $80,000 was raised in gifts and pledges from alumni.
• Annual giving is also connecting with alumni via electronic messaging to share progress and pride of the University and invite them to give back to their alma mater. To date, more than 1,100 alumni have chosen to make a charitable gift to UAA this academic year.
• If you have yet to make your annual gift to UAA, Advancement will be open select hours over the holiday break to facilitate gift processing prior to Jan. 1, 2009. Hours will be posted in the coming week.

University Relations
• New Accolades has been delivered to mailboxes and inboxes. Additional hard copies available from Advancement by calling 786-4847.
• Three more commercials will be airing this week: Carol Comeau, Kevin Hostler and Gloria O’Neill. This great new branding effort will continue for an 8-week run in the new year as well.
• New CAS newsletter is fresh off the presses. Hard copies are available by calling 786-4847.
• This weekend (Friday night’s 10 pm news on channel 11) Dr. Jennifer Burns’ work on marine mammal habitat requirements will be featured.
• UAA’s December article in the Anchorage Daily News will run on Dec. 13 and will highlight UAA’s nursing capstone project.

Alumni Relations
• The Seawolf Connections pilot mentoring program conducted its culminating event this November. This first-ever introductory mentoring program for UAA students began in early 2009 to bring UAA’s first-year college experience students together with UAA alumni. The program offers important relationship and networking support, which are meaningful to students and alumni. Thirteen mentors and their student protégés were instrumental in starting the program and were recognized at the Nov. 20 luncheon.
• The School of Engineering hosted a community and alumni celebration event on Nov. 5, and it was huge success. Over 150 alumni, engineering students, faculty and community members attended. Chancellor Ulmer, UA Regent Wickersham, Dean Rob Lang and state representatives shared points of progress about the School. Alumni and students enjoyed the opportunity to network and renew many friendships.
Academic & Multicultural Student Services Division

- The Advising and Testing Center hosted 15 students from Holy Rosary High school to participate in a career exploration seminar.
- Native Student Services co-hosted a telecast and luncheon for the National Day of Healing for Survivors of Suicide.
- Upward Bound presented a scholarship portfolio workshop for 13 students.
- Educational Talent Search high school students participated in the Food Bank of Alaska Thanksgiving Blessing; 20 students volunteered and completed 60 volunteer hours.
- Disability Support Services is conducting an evaluation of American Sign Language Interpreting on campus from the perspective of students who use ASL interpreters, faculty teaching courses in which interpreting is provided, and the interpreters themselves. Results will be used to identify areas in which improvement could be made as well as areas of strength.

Upcoming events:

- Spring HOWL DAYS, January 7. Call New Student Orientation for registration information at 786-1224.
- 2009 Fall Associate of Arts Graduation Recognition Reception sponsored by the Advising and Testing Center, January 8, 11:00 a.m. to 2:00 p.m., UC 112.

Enrollment Management

- International Student Services has implemented a Facebook ad campaign to recruit international students from non-sister cities. The campaign is ongoing with 483 fans on the ISS Facebook site, as well as visibility of over 750,000 unique impressions.
- Implementation of Federal Direct Student Loans for 2010 spring semester is progressing.
- Facilities Scheduling will begin working on a campus-wide initiative to develop a uniform set of policies and procedures for the scheduling of common spaces across the University.

Student Development Division

- The Student Health and Counseling Center provided 225 vaccines to the Athletic and Residence Life populations.
- The 2010 Drug Free Schools Report is being prepared.
- USUAA swore in 14 new senators in December: Ten students were elected into senate positions through the fall 2009 general election and an additional four students completed the petition process to fill currently open spring seats. This marks the first time in 4 years USUAA has successfully filled all open fall senate seats through the general election process.
- The Northern Light produced the Shootout Guide for the annual tournament and distributed 2,000 copies at the Sullivan Arena.
- The Student Union had its first flash mob. Approximately one dozen students and staff members did a short flash mob dance to the excitement of occupants of the Student Union.
- Career Services Center collaborated with Allied Health Sciences and Alaska Center for Rural Health to host the annual Health and Social Services Expo. This event was geared to students majoring or interested in social work, nursing, human services, psychology, health care, public health, or public administration.
- The Student Health and Counseling Center experienced a 189 increase of daily patient visits from November 2008 to November 2009.
- Student Union co-sponsored a free H1N1 vaccination clinic with the Municipality of Anchorage Health Department. Nearly 500 vaccines were given in the first hour and a half. Final numbers are pending information from the MOA.
- Alaska Native Rural Outreach Program Coordinator, Karla Booth, collaborated with writing instructor, Don Reardon, and Book of the Year Coordinator, Christina Gheen to host Seth Kantner, author of *Shopping for Porcupine*.
- The Aviation Living Learning Community held their annual Aviation Week, with multiple tours of local businesses and opportunities to interact with future employers and current faculty members.
- The USUAA Travel Board awarded $5,000 to 15 students in support of various travel including a student presentation at the National American Geophysical Union Conference, an Engineers without Borders orphanage-building project in Cameroon, Africa, and participation in the Model United Nations Conference at Harvard University.
- Three students are the recipients of 2009 Fall UAA Leadership Honors: Josh Resnick, Savannah Hamilton, and Jennifer Piffarerio.
- The annual USUAA Thanksgiving Feast provided meals to 388 students, faculty, staff, and community members.
- Career Services Center collaborated with the Alumni Association to host the Seawolf Connection 08-09 Final Luncheon.
- The Out Club hosted suicide prevention training focusing on the GLBT community.
- UAA Concert Board Special Projects Fund is working on a new process to expand the application window and streamline applications. Students would have the ability to apply for funding throughout the year. The new process is currently being developed with the hopes of a spring 2010 launch.
- Seven students were recipients of the 2009 Fall Seawolf Awards. Four students were recognized for their outstanding leadership to the UAA community. Three students were recognized for their commitment to community service and its impact on the UAA community. All seven students will be awarded a 12-credit student leadership tuition waiver for the 2010 spring semester.
- The Student Health and Counseling Center provided several health education activities throughout November which included: stress reduction informational booths, influenza immunization clinic, breast self-examination education, and a Smoke Out exhibit.
- **Student Code of Conduct statistics:**

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<td>SCC – 10 Drugs</td>
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Upcoming events:
- Nikki Giovanni, poet and author, January 21, 7:30 p.m., Williamson Auditorium.
System Governance Council  
Met November 16, 2009  
1:00-2:39PM

The Chair reported on being involved with the Council and the importance of meeting with administrators. There was discussion regarding the Presidential search.

There was a report on the Board of Regents meeting schedule and that the budget needed to be approved at the November 30/December 1 meeting at the latest.

There was discussion about the possibility of surveying legislators as had been completed in the past.

Various groups gave reports, the content of which has been reported to this body by other members of the groups (Faculty, Staff, Students and Alumni).

Joe Hayes was elected Chair of the group for the coming year.

The next meeting will be held on December 14, 2009.

Respectfully submitted by Melodee Monson
Board of Regents
The Regents met on the Anchorage campus last week for the first time in over a year. During the meeting, UAA’s Assembly President presented a resolution to the Regents requesting that the Board allow public testimony via audio or video at the other campuses during their meetings. There was great turnout during public comment from students, faculty, staff, and community members. The Regents also seemed more interested in dialog with people speaking than I’ve seen before.

Classified Council
The Classified Council had a very busy meeting in December, brought on by a number of major developments in the few days before our meeting. We spent a significant portion of our meeting discussing the recommendations for changes to our health care plan that the Staff Health Care Committee had agreed upon the previous afternoon. We also heard a great presentation from the woman in charge of our Campus Diversity & Compliance office about the programs they offer, as well as about how we can increase diversity in our council and in attendance at our events.

We established members to serve on a joint committee with the APT Council to evaluate the possibility of combining UAA’s staff councils.

We are planning our annual chili feed this Friday, December 11th. This is an opportunity for us to reach out to our constituents and help them to understand the purpose of staff governance. We have a number of executives serving as celebrity judges during the contest portion of our event.

Staff Alliance
The Staff Alliance December meeting will fall too late to meet the Assembly report deadline. Russell or I will provide a verbal report during the Assembly meeting.

Staff Health Care Committee
The Staff Health Care Committee submitted our formal response to the initial recommendations for health care plan design changes from Caremark at the beginning of November. We met on December 2nd to discuss the options that remained on the table for the JHCC to approve in December. The JHCC met on December 7th, so I expect Gwenna can provide an update here. I forwarded the draft document describing the recommended changes to the Alliance and SHCC on the 7th. Overall, I think the SHCC is significantly happier with the plan design changes that are likely to be implemented than we were a month ago. In particular, I am pleased to see that the more draconian penalties have been removed, and that in several cases we have added actual incentives to encourage good health behaviors.

Planning and Budget Advisory Council
PBAC held its introductory meeting in November, where we discussed the status of the operating and capital budgets, how accreditation recommendations will fit into the work of the Council, and the results of the visit by the strategic resource allocation consultant earlier this fall. We meet again on December 18th.
UAA APT Council Report to UAA Assembly, December 2009
Russell Pressley, UAA APT Council President & UAA Assembly Member

**UAA APT Council**
The subject of compensation has been an ongoing concern of APT council members at previous meetings. On December 3, 2009, Beth Behner (Chief Human Resources Officer of Statewide), Jeannine Senechal and Tara Ferguson (Statewide Compensation) met with the APT Council telephonically to update us on new proposed policies and procedures centered around compensation. They were able to answer a host of questions and alleviate a lot of concerns of the assembly members.

**Board of Regents**
Several members of the APT Council attended the Board of Regents meeting on November 30th and December 1st. We even had a couple of members provide public testimony to the regents as well. It was encouraging to see the number of faculty, staff, students and community members who came to the meeting to advocate on behalf of the University.
UAA Assembly Report

December 8, 2009

Over the last month, the Coalition of Student Leaders has ramped up its advocacy efforts and has managed to make progress on several issues.

First and foremost, Our thanks go out to President Hamilton and the Board of Regents for including a $0.50 increase to the student worker pay grid in the budget request. We also give our thanks to the Staff and Faculty Alliances for their support on this issue and we are grateful for all the work student leaders have put in to making this happen. Our thanks also go out to the Board of Regents for taking steps toward accepting distance testimony from student governance leaders on each campus.

The remaining Coalition priorities at the moment are creating effective financial aid for Alaska's students that will direct benefits to those with financial need, increasing the quality and quantity of distance education opportunities for students while making courses with distance education elements easier for instructors, improving student access to the Board of Regents meetings, and insuring that every student government is active and working so that no UA student is left without a voice.

This is the third year that students have been pushing for the creation of the Alaska Achievers Incentive Program to help Alaska's most promising students with financial need, and with the Governor drawing significant attention to the issue, this is the best opportunity we have had to make progress. The entire Coalition is heavily focused and working hard on this issue. Two particularly notable examples are the ASUAF gubernatorial forums which included discussion on financial aid and the annual USUAA luncheon for legislators which was focused almost entirely on financial aid. All the campuses are committed to making this the year we succeed.

Thank you all for making this a productive semester!

Happy Holidays!

Peter Finn
Date: December 7, 2009  
To: Members of the Joint Health Care Committee  
From: Kristen Russell, Fall River Consulting Group LLC  
Re: Suggestions and Motions Developed at 11/20/09 Meeting for Consideration at 12/7/09 Meeting

**Background**

Since the beginning of the 2010 Fiscal Year, the UA Systemwide Benefits Department has facilitated a number of presentations to the JHCC by Blue Cross, Caremark and WIN for Alaska for the purpose of identifying cost savings through plan design modifications. In addition, at the recommendation of the JHCC, UA engaged Fall River Consulting Group LLC, an external consultant, to do a holistic review of the performance of UA health and wellness plans.

The Fall River analysis, in conjunction with the information from Blue Cross and Caremark, indicates that unless there is prompt and substantial intervention, the cost of the UA Choice plan could double over the next 7 years from $60 million to $120 million. Such an outcome would be untenable for the University and all employees. The goal is to make changes that will reduce utilization and improve the risk profile of the population, so that all employees benefit over time by lower premiums and ensuring the University can continue to contribute at such a strong level to the employee health plan.

I facilitated a group discussion with the JHCC during a two day meeting held November 5 and 6, and a follow up meeting on November 20. The JHCC discussed a range of possible interventions during those meetings. I have taken notes of the group’s discussions and have summarized the consensus opinions that developed during those meetings. As a result of that review, I am presenting the following actions for formal consideration by JHCC, so that the committee may provide a recommendation to the University. The items are in no particular order. I have provided a brief explanation of the committee’s rationale for each item, from my notes of the comments during the meetings.

**Recommendations**

1. **Retain a consultant who can provide quarterly updates to the JHCC about plan costs and utilization patterns.** The involvement of a knowledgeable consultant will help to ensure the regular and consistent reporting and analysis of data, allowing the JHCC and other groups to work more proactively with the University on plan issues.

2. **Retain a consultant who can conduct a Return On Investment (ROI) analysis of the wellness programs.** A consultant with expertise in determining ROI will provide JHCC and University management with useful feedback on the performance of the current wellness programs and will aid decision-making regarding changes to that program.

3. **Modify the eligibility provision of UA Choice to require a 30 day waiting period prior to the effective date of health care coverage for all new employees (this would include re-hired employees who have had over a one year break in coverage). This change would go into effect 7/1/10.** This change will permit more time for newly hired employees to receive orientations, complete their selection of benefits, and will greatly simplify
administration of the plan for the University, Premera, Caremark and VSP. The waiting period will also protect the plan to some extent from job applicants who seek UA employment primarily to obtain immediate health coverage because of a current condition.

4. **Increase in the co-pay by $5 at retail for preferred (Tier 2) and non-preferred (Tier 3) name brand prescription drugs and increase the co-pay by $10 for mail order.** Caremark and Fall River have consistently stated that UA’s generic utilization rate is less than optimal and just a 1% increase in the generic utilization rate can help UA Choice save $75,000 a year. Also, Fall River recommends reconsidering the $800 OOP limit sooner rather than later as very few plans have an OOP limit in addition to a copay as catastrophic protection on pharmacy. *Note: in the final version, the JHCC approved increasing the out of pocket limit for prescriptions to $1000. It was reported that fewer than 24 people on the health care plan (out of about 4000 using prescriptions at a given time) reach the current out of pocket, so this will affect very few people.*

5. **Eliminate the Dispense as Written provision and implement the Performance Step Therapy program.** The Dispense as Written provision currently allows any member to have their doctor write “DAW” on a brand name script and avoid a penalty for not using a generic drug. In order to create better incentives, the committee believes this penalty should apply to all members EXCEPT those for whom a medical necessity appeal is made by the doctor to Caremark to receive a 12 month exception. Performance Step Therapy will ask members to try a generic (Tier 1) or preferred (Tier 2) brand name drug first; prior to receiving a non-preferred (Tier 3) (an expensive brand name drug) in one of 12 targeted categories. Again, a medical necessity exception is available. *Note: in the final version, this language will be modified to clarify which prescriptions will be affected by this change. This will only affect non-preferred brand (Tier 3) prescriptions, and only in 12 targeted categories within the tier.*

6. **Implement Caremark’s no cost items communication programs.** Caremark’s no cost communications will educate and motivate employees and their dependents to review with their provider which medications are right for them.

7. **Implement Caremark’s Specialty Guideline Management program.** Although the savings from this change will be modest, this program is primarily focused on quality of life issues for members. It is designed to assist employees, dependents and their medical provider with issues that arise from the treatment of their condition.

8. **Modify plan coverage by implementing a plan year maximum of 26 visits per year/per enrollee for Chiropractic care and 26 visits per year/per enrollee for Physical and Massage Therapy, with a recertification process for enrollees requiring additional treatments beyond this limit.** The high utilization rates presented to the committee by Fall River and Premera demonstrated a need for greater management of this benefit. The JHCC should also pursue the possibility of instituting a higher copay for visits beyond 26, if Premera can administer such a benefit.

9. **Adjust the employee contribution rate on the Deluxe Plan to more closely represent the value of the plan.** Both Premera and Fall River’s data demonstrated that employee rates for those selecting the Deluxe plan need to be adjusted to better reflect the high costs of this plan.

10. **Implement a Value Based Benefit programs that coordinates with the disease management vendor’s programs.** Both the health plan and individuals benefit when those
with chronic conditions remain current with their drug regimens. As a first step, the JHCC would like to see co-pays waived for generic and the cost of name brand medications set at $5 for qualifying employees and dependents who actively participate in the disease management program.

11. **Authorize WIN for Alaska to share Health Risk Assessment and bio-metric data collected by WIN with the disease management vendor.** This step would be premised on employee knowledge and consent. Confidentiality and security of this information would be strictly maintained. JHCC believes that by allowing health care professionals in UA’s disease management (DM) program to access this information, there would be greater ability to identify employees who could benefit from the DM programs.

12. **The University needs to boost its leaders’ involvement in and support for Wellness activities.** A leadership conference is recommended, along with periodic meetings of leaders that would focus on the importance of Wellness efforts and their role in supporting this UA system initiative. The purpose of the conference would be to demonstrate to University executives, including Chancellors, Vice Chancellors, Vice Presidents, Provosts, Deans and Department heads the additional impact their active and open support of the wellness programs could have on overall employee health, productivity, employee charges and the budget. For example, the lack of meeting space has presented limitations on the growth of the Individual Health Planning (IHP) sessions offered as a part of the current wellness program. Meeting space is within the control of campus departments and this situation will not be solved unless senior management takes a more supportive role in prioritizing the need for space to hold these sessions.

13. **Open up IHPs to employees located at rural campuses if sessions offered at the main campuses are not filled by January 1, 2010.** JHCC supports the use of video and telephonic to offer IHP sessions to the rural campuses. JHCC agrees with Fall River’s conclusion that the IHPs need to reach more employees, and ideally, spouses/partners as well. Emphasis should be placed on trying to reach more high risk individuals.

14. **Contract with a vendor for a monthly healthcare/wellness newsletter that can be posted on the web, emailed to employees and sent home to each employee in print form.** JHCC agrees with Fall River’s conclusions that employees and dependents need more communications about life style issues and how to be a better health care consumers. Also, these communications need to be sent via as many modes as possible and targeted at spouses as well as employees.

15. **Conduct further analysis of the concept of “medical tourism.”** The cost and access to health care in Alaska is a problem and to address it, JHCC would like to see the Systemwide Benefits Department present its ideas for a medical tourism program.

16. **Send an annual mailing to each employee containing a list of currently enrolled dependents whom the employee has enrolled in the health plan.** The committee discussed the recommendation of hiring a vendor to do a full dependent eligibility audit. However, for current employees, JHCC would rather see an annual mailing used for verification of enrolled dependents. As part of that mailing there needs to be a clear statement of the employee’s responsibility to notify the University of ineligible dependents and the actions the University will take if an employee fails to notify UA when dependents become ineligible or misstates the eligibility status of covered dependents.
17. **Require proof of a dependent’s eligibility as of July 1, 2010 for all new employees, ex-employees re-enrolling in the plan and when life events occur that cause dependents to be added to the plan.** JHCC is of the opinion that this action, in conjunction with an annual mailing used for the verification of eligible dependents, should minimize the number of ineligible dependents on the plan.

18. **Authorize WIN for Alaska to begin additional messaging (email and mail only, no calls) to members with high risk scores, to encourage them to sign up for IHPs and to participate in additional health screenings, etc.** JHCC is of the opinion this action will help reach more employees who have not sought needed health care or who are in need of lifestyle changes.

19. **Switch Disease Management vendors from Premera/Healthways to Caremark/Accordant effective 7/1/2010.** The JHCC has reviewed a full comparison of the two vendors and an analysis of DM offerings by Fall River. Due to more favorable pricing, better and more timely reporting and the ability to access real-time pharmacy data, it is expected that Accordant can deliver more value to the University.

20. **Expand the requirements for the $100 Wellness Incentive.** The JHCC recommends that the $100 incentive amount now provided for each member who completes the HRA, should have additional requirements: that the employee be willing to undergo a biometric screen, and consent to have both the HRA and the biometric information released to the DM vendor. Currently, an employee or covered spouse/partner each receives $100 just for completing the Health Risk Assessment. JHCC is of the opinion that the current incentive does not yield enough in terms of employee engagement.

**There are several other ideas discussed during the earlier meetings that the JHCC does not support recommending at this time:**

A. Adding a $25 per pay charge to the employee for having his/her spouse or partner on UA’s health plan, if that person has other available health care coverage. This would be enforced on the honor system with caveat language stating that if false information is provided it could result in the denial of claims. While JHCC considered this suggestion, the committee does not support it.

B. Fall River presented to JHCC a number of programs that would entail using incentives for outcome based wellness behaviors. The committee is not ready to take action on those at this time.

C. The committee does not recommend the hire of a vendor to conduct a dependent eligibility audit at this time. Recommendations # 16 and # 17 above are viewed to be sufficient protection against ineligible dependents.

D. Possible pharmacy plan designs, using either coinsurance in place of co-pays and/or a highly incentivized mail order design, were considered. The committee does not recommend these changes right now, but agrees they may need to be looked at in the future.

E. Plan changes such as eliminating the deluxe plan, or creating a new plan tier using Health Reimbursement Arrangements (HRAs) and Health Savings Accounts (HSAs) were discussed and considered by the JHCC. The committee does not want to eliminate the deluxe plan in FY11, although the plan cost needs to be better matched to value. (See #9 above) Also, HRAs may
be attractive in the future, but HSAs will be unworkable as long as the medical and pharmacy claims adjudication are performed by separate vendors.

I hope you find this listing useful and look forward to our further discussions of these issues at the December 7, 2009 meeting.

Sincerely,

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