

Year 2002-03

**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty, Staff and Student Affairs Committee

February 13, 2003

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Thursday, February 13, 2003 at 3:00 p.m. in the East Committee Room, 600 McNamara Alumni Center.

Regents present: David Metzen, presiding; Robert Bergland, Dallas Bohnsack, William Hogan, Richard McNamara, and Maureen Reed.

Staff present: President Robert Bruininks; Chancellor Donald Sargeant; Executive Vice President and Provost Christine Maziar; Senior Vice President Frank Cerra; Vice Presidents Kathryn Brown, Carol Carrier, Robert Jones, Kathleen O'Brien; Interim Vice President David Hamilton; Executive Director Ann Cieslak; Provost David Carl; and Associate Vice President Donna Peterson.

Student Representatives present: Gretta Hanson and Allison Rhody.

CONSENT REPORT

A motion was made and seconded, and the committee voted unanimously to recommend approval of the Consent Report, which included the following:

- Promotion to associate professor with tenure for Dr. Richard Hsung, Department of Chemistry, Institute of Technology, effective the 2003-04 academic year.

BOARD OF REGENTS POLICY: PROTECTION OF INDIVIDUAL HEALTH INFORMATION

Senior Vice President Cerra summarized the proposed new policy, Board of Regents Policy: Protection of Individual Health Information. The policy is necessary to comply with the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and applies to all faculty, employees, trainees, students, and volunteers who have access to protected health information. Cerra noted that the University is in the process of implementing its HIPAA compliance program, which includes training for individuals covered by HIPAA and establishing administrative procedures for implementing the proposed Board

policy.

In response to a question from Regent Bergland, Cerra summarized the various costs associated with complying with HIPAA. He added that over time, changes implemented as a result of HIPAA will reduce costs and improve service at the University.

A motion was made and seconded, and the committee voted unanimously to recommend approval of Board of Regents Policy: Protection of Individual Health Information.

FACULTY DEVELOPMENT: ENHANCING TEACHING THROUGHOUT THE CAREER

Vice President Carrier introduced Victor Bloomfield, Interim Dean, Graduate School; Karl Smith, Associate Professor, Civil Engineering; and Joyce Weinsheimer, Director, Center for Teaching and Learning Services, who led the discussion. Weinsheimer, Smith, and Bloomfield summarized the University programs in place to address challenges faced by faculty and graduate students at different points in their teaching career. A copy of the presentation is on file in the Board Office.

Weinsheimer highlighted the emerging trends in college teaching, indicated the components of good teaching, and identified the groups of individuals responsible for promoting student learning at the University. Bloomfield described efforts to assist international teaching assistants with oral proficiency, and Smith discussed aspects of the Early Career Teaching Program. Weinsheimer noted that feedback from participants in the various University teaching and learning enhancement programs has been positive. Faculty appreciate the opportunity to connect with their peers and reflect on teaching strategies.

Weinsheimer posed two policy issues for future consideration:

- How else might the University foster a culture of excellent teaching throughout the faculty career at this research institution?
- How else might the University support faculty in their efforts to promote student learning at the University of Minnesota?

Noting that the presentation focused on Twin Cities programs, Carrier indicated that future discussions would include efforts on the coordinate campuses.

Regent Metzen commented on the importance of these programs to improve teaching and learning and suggested that they should be a priority as the University considers its budget.

EMPLOYEE HEALTH CARE BENEFITS UPDATE

Vice President Cerra introduced Dann Chapman, Director of Employee Benefits, who led the discussion.

Chapman stated that the University has completely separated from the state's benefit plan with the addition of dental, disability, life, and other insurance benefits under the University's umbrella beginning in January 2003. He noted some of the

challenges for the University's employee health care benefits program (UPlan), and reviewed current benefits, medical plan providers, and enrollment data. A copy of the presentation is on file in the Board Office.

Chapman summarized the UPlan's budget performance for calendar year 2002, noting that while paid claims were higher than expected, the plan also has higher reserves than anticipated. Overall financial performance was 6.4 percent better than projected. Costs for the 2003 plan year are expected to rise 9.7 percent above the 2002 budget.

Cerra compared the UPlan health care benefits to other benchmarks, including those offered to employees of the state of Minnesota, Hennepin County, and Big Ten institutions. In many instances the University's offerings are more generous than the benchmark, with the University paying a higher percentage of an employee's health care costs. Cerra also cautioned that if the UPlan eventually requires all employees to pay part of the health insurance costs, the insurance might need to become an optional benefit, rather than a mandatory requirement. Currently, the University pays the entire cost of an employee's health insurance premium, if they select the low-cost provider.

Cerra estimated UPlan cost increases of 14.7 percent and 16.3 percent for the 2004 and 2005 plan years, explaining that the projected increases assume no action to reduce costs. To reduce and limit insurance costs Cerra suggested the following: wellness and health status improvement programs, utilization management, and managing to health insurance benchmarks. He added that the University has not implemented a wellness plan yet, but additional activity in this area is expected during 2003.

Cerra closed the presentation by raising the following policy questions:

- Should there be changes in covered services?
- Should there be a greater shift of costs to employees?
- Should the UPlan move to a single pharmacy benefits manager?
- What is the best balance among health benefit changes and other benefit changes for all employee groups?
- How can the UPlan develop an effective model for educating employees to better manage utilization of health care?

Regent Reed commented on the impact that rising health care costs have on the growth of wages for employees and on the University's flexibility to pursue its mission. She added that it is important to explore various ways to reduce health care costs and provide value to employees.

In response to a question from Regent Metzen, Carrier noted that the University intends to communicate and consult broadly with employees regarding potential changes in health care and other benefits.

INFORMATION ITEMS

Vice President Carrier noted two recent personnel appointments, which were included in the docket materials.

The meeting adjourned at 4:35 p.m.

ANN D. CIESLAK
Executive Director and
Corporate Secretary

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