

MBM  
Mlele  
9/20/01

**MEETING OF THE STUDENT SENATE**

**THURSDAY, SEPTEMBER 20, 2001**

**11:30 A.M. - 1:30 PM**

**25 Law Building--Twin Cities Campus  
305 Selvig Hall--Crookston Campus  
Kirby Student Center Garden Room--Duluth Campus  
Behmler Hall Conference Room--Morris Campus**

This is a meeting of the Student Senate. There are 44 voting members of the Student Senate. A simple majority must be present for a quorum. Most actions require only a simple majority for approval. Actions requiring special majorities for approval are noted under each of those items.

**1. ANNOUNCEMENTS**

**2 minutes**

**2. MINUTES FOR APRIL 19, 2001**

**Action  
(2 minutes)**

**MOTION:**

To approve the Student Senate minutes, which are available on the Web at the following URLs. A simple majority is required for approval.

[http://www1.umn.edu/usenate/student\\_senate/010419stu.html](http://www1.umn.edu/usenate/student_senate/010419stu.html)

**CAROL WELLS, CLERK  
UNIVERSITY SENATE/TWIN CITIES CAMPUS ASSEMBLY**

**3. UNIVERSITY SENATE/TWIN CITIES CAMPUS ASSEMBLY  
BYLAWS AND RULES AMENDMENTS**

**Information for the Student Senate  
(See Items on the University Senate docket)**

**4. STUDENT SENATE CHAIR REPORT**

**(5 minutes)**

**5. STUDENT SENATE CONSULTATIVE COMMITTEE CHAIR REPORT**

**(5 minutes)**

**6. CAMPUS REPORTS**

**(5 minutes)**

**7. ABTS DIRECTOR'S REPORT**

**(5 minutes)**

**8. COFFMAN UNION RENOVATION UPDATE  
(5 minutes)**

**9. OLD BUSINESS**

**10. NEW BUSINESS**

**11. ADJOURNMENT**

MBM  
M66

9/20/01

Item 20 "New Business" of the September 20, 2001 Senate/Assembly Agenda

**RESOLUTION**  
**Action by the University Senate**  
**(5 minutes)**

**MOTION:**

To approve the following resolution:

The Senate of the University of Minnesota extends its sympathy and condolences to the families and friends of the victims of the September 11 terrorist attacks. Further, the Senate condemns any criminal acts or harassment committed against all ethnic, religious, or minority groups.

**JOSEPH MASSEY, CHAIR**  
**SENATE CONSULTATIVE COMMITTEE**

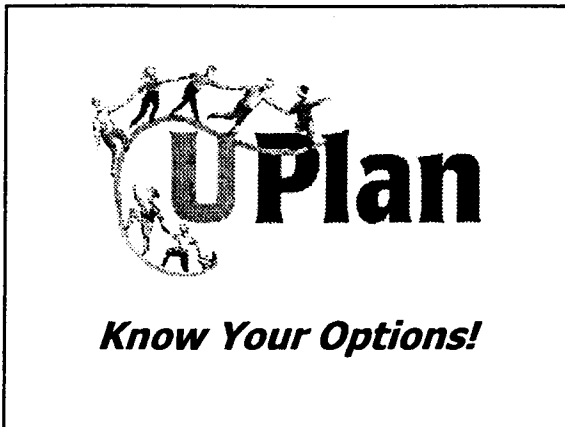
MBM  
Mile  
9/20/01

Item 20 "New Business" of the September 20, 2001 Senate/Assembly Agenda

**RESOLUTION**  
**Information for the University Senate**

"The Senate Committee on Educational Policy expresses great sorrow for the tragic events of September 11, 2001. It also encourages the members of this academic community to turn our considerable talents to exploring the meanings of this experience and to working toward a more tolerant world in which such a tragedy is less likely."


Adopted unanimously September 12, 2001.



### Welcome to the UPlan!

---

» The UPlan offers new medical options for University employees



### The Process

---

» As you are aware, on June 8, the Board of Regents approved a new structure to provide health care benefits for University employees.

- The University moved to self-fund its health coverages and contract directly with health administrators for preferred provider networks, claims administration, pharmacy, etc.

### The Process

---

*(continued)*

- A permanent Employee Benefits Advisory Committee will be appointed
- The Administrative Working Group (AWG) will continue oversight of the program
- A new director for Health Programs was hired on July 2

### UPlan Design

---

» The UPlan is designed to meet four main objectives:

- manage health care benefits
- promote employee health
- hold down health care cost increases
- tailor health benefits to meet the needs of University employees
  - Example: Same-sex Domestic Partner benefits

### Negotiations

---

» At this time, pending full collective bargaining with representatives of our union employees, the UPlan only affects nonunion employees. The University will continue to bargain in good faith with unions about health insurance coverage.

## Open Enrollment

- Open Enrollment will be held from October 16 - November 15.
- Every eligible employee and early retiree (age 64 and under) needs to complete a new application to choose a UPlan medical option for 2002.
- Benefit Fairs are scheduled for:
  - October 23 (St. Paul campus)
  - October 24 (Minneapolis campus)
  - November 1 (Duluth campus)

## UPlan 2002

- The University will continue its dental, disability, life, and long-term care insurance benefits through SEGIP for 2002.
- The UPlan will manage these benefits beginning January 1, 2003.
- Active employees (including those age 65 and over) will participate in one of the UPlan options.
- Retirees, covered by Medicare Parts A and B, will continue their coverage through SEGIP.

## UPlan Options

- HealthPartners Classic
- Choice Plus
  - Choice Plus - Duluth
- PreferredOne National
  - PreferredOne Regional
- Definity Health

## UPlan Base Plan

- The University Base Plan is determined by either your county of work or county of residence.
- The employee's zone determines the employee's appropriate Base Plan.

## Base Plans within Zones

- Twin Cities and Central Minnesota zone:  
HealthPartners Classic
- Outer Metropolitan zone:  
Choice Plus
- Duluth Area zone:  
Choice Plus - Duluth
- Greater Minnesota zone:  
PreferredOne Regional

## Bi-Weekly Employee Cost (TC and Central MN zone)

	Employee Only	Family Rate
HealthPartners Classic	\$0	Less than \$20
Choice Plus	I: \$0 II: under \$10 III: under \$20	I: under \$20 II: under \$40 III: under \$65
PreferredOne	Approx. \$50	Approx. \$140
Definity Health (Options 1 and 2)	Less than \$15	Less than \$50

### Bi-Weekly Employee Cost (Outer Metropolitan)

	Employee Only	Family Rate
HealthPartners Classic	\$0	Less than \$20
Choice Plus	\$0	Less than \$20
PreferredOne	Approx. \$50	Approx. \$140
Definity Health (Options 1 and 2)	Less than \$15	Less than \$50

### Bi-Weekly Employee Cost (Duluth Area)

	Employee Only	Family Rate
Choice Plus	I: \$0 III: under \$10	I: under \$20 III: under \$40
PreferredOne	Approx. \$50	Approx. \$140
Definity Health (Options 1 and 2)	Less than \$15	Less than \$50

### Bi-Weekly Employee Cost (Greater Minnesota)

	Employee Only	Family Rate
PreferredOne Regional	\$0	Less than \$20
PreferredOne National	Approx. \$50	Approx. \$140
Definity Health	Less than \$15	Less than \$50

### Employer Cost

	Employee Only	Family Rate
University Contribution	Approx. \$125	Approx. \$300

### Pre-tax Benefits

---

- Contributions to the medical plan options are taken on a pre-tax basis automatically
- Flexible Spending Accounts: enroll in the Health Care Reimbursement Account to help you save on taxes and pay for eligible out-of-pocket expenses required under all plans.

### Features of the Base Plans

---

- \$5 office visit copay
- No deductibles
- 100% coverage:
  - Preventive Care
  - Hospital Care
  - Outpatient Surgery
- Prescription Drugs:
  - \$10 copay for formulary
  - Out-of-pocket maximum of \$500/\$1000

## Features of the Base Plans

*(Continued)*

### ➤ Emergency Care:

- \$50 copay in-network
- 80% of first \$2,000 out-of-network

### ➤ Urgent Care:

- \$5 office visit copay
- 80% of first \$2,000 out-of-network

## Features of the Base Plans

*(Continued)*

### ➤ Annual Out-of-pocket Maximum:

- \$2,500 for individual/\$4,000 for family

### ➤ Lifetime Maximum:

- Unlimited for in-network services

## Features of Choice Plus and PreferredOne Options

Office visit copay	\$10 (Choice Plus) \$15 (PreferredOne)
Preventive Care	Same as Base Plan
Hospital Care	\$200 admission copay
Outpatient Surgery	\$75 outpatient copay
Prescription Drugs	Same as Base Plan

## Features of Choice Plus and PreferredOne

*(Continued)*

Emergency and Urgent Care	Same as Base Plan
Annual Out-of-pocket Maximum	Same as Base Plan
Lifetime Maximum	Same as Base Plan
Out-of-network Deductible (PreferredOne plan)	\$2,500/\$4,000
Out-of-network Lifetime Maximum	\$500,000

## Personal Care Account (Definity Health Plan)

### ➤ The Personal Care Account is

- contributed by the University
- rolled over to next year's calendar year

## Features of Definity Health

In-Network Care	100% after deductible
Out-of-Network Care	70-80% after deductible
Personal Care Account	(contributed by University)
Option 1	\$500/\$1,000
Option 2	\$1,000/\$2,000
Deductibles	
Option 1	\$1,250/\$2,500
Option 2	\$2,000/\$4,000



## Features of Definity Health

(Continued)

Annual out-of-pocket maximums

Option 1	\$2,500/\$5,000
Option 2	\$4,000/\$8,000

Lifetime Maximum \$2,000,000

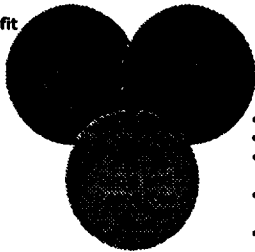
## Definity Health Overview

- New approach
- Flexibility
- Access to healthcare information

## Definity Health Components

Three components that work together to meet your personal healthcare needs.

- U of M benefit dollars
- Rollover
- No copays



- Preventive care at 100%
- Comprehensive coverage
- Track your account
- Find a provider
- Consider treatment options
- Consult a nurse, pharmacist or doctor
- Look up healthcare prices

## How Definity Health Works

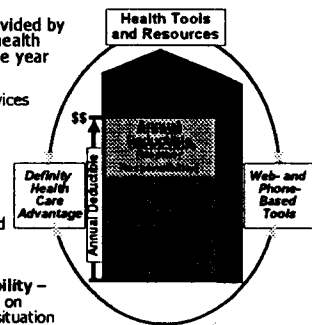
Members use the PCA — provided by their employer— to pay for health care expenses throughout the year

- Covers traditional services
- May cover non-traditional services
- Unused balance rolls over at year-end

Preventive Care expenses are covered 100% to encourage healthy lifestyles

Healthcare expenses that exceed the PCA are covered under Health Coverage

Member Responsibility — cost-sharing depends on personal choice and situation



## U of M Definity Health Designs

### Health Coverage

- Choice of deductible options
- Preventive care covered 100% in network

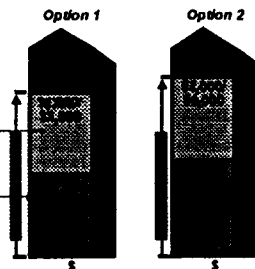
### Member Responsibility<sup>2</sup>

### PCA Allocation

- Pays first
- Eligible expenses apply toward deductible

### Employee Contributions

- <sup>1</sup> In-network/CLU of network.
- <sup>2</sup> Assumes in-network services with full balance of PCA applied toward annual deductible.



## Choice Plus<sup>SM</sup>

Managed by Patient Choice Healthcare, Inc.

## Buyers Health Care Action Group (BHCAG)

- 1988 - Founded by a group of leading Minnesota employers
- BHCAG's Mission
  - Improve health care quality
  - Increase provider competition based on what consumers value
  - Increase consumer knowledge and responsibility for personal health care decisions
  - Enhance the efficiency of health care delivery



## BHCAG Plan Sponsors

- JM Company
- American Medical Systems
- Barry-Wehmiller Group
- Bemis Company
- Cargill, Inc.
- Carlson Companies
- Ceridian Corporation
- Dayton's Commercial Interiors
- General Mills
- Honeywell
- Jostens, Inc.
- Land O' Lakes
- Marshall Field's
- Mervyn's California
- Minnesota Life
- Musciand Group, Inc.
- Park Nicollet Health Services
- Rivertown Trading Company
- Rosemount, Inc.
- Ryder Systems, Inc.
- SUPERVALU, INC.
- Target Corporation
- Target Stores
- TCF Financial Corp.
- Tennant Company
- The Pillsbury Company
- U.S. Bancorp



## Choice Plus Goal

- More providers to choose from
- Gain increased flexibility
- Build provider competition
- Help members become wiser consumers



## What is a Care System?

- Care System = clinics, hospitals, specialists and other health care providers who agree to work together on behalf of Choice Plus members
- Primary care clinic choice determines Care System
- Each Care System has its own "access procedures"



## Care Systems

- 24 Care Systems
  - 130 Hospitals
  - 570 Primary Care Clinics
  - 3,700 Primary Care Physicians
  - 6,700 Specialists
  - 10,400 Total Physicians
  - Includes 100% of Twin Cities area hospitals and 95% of the physicians



## Benefits with Self-Referrals

- OB/GYN
- Mental Health
- Chemical Dependency
- Routine Eye Exams
- Urgent Care



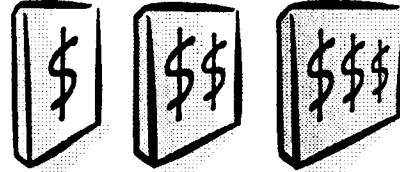
## Clinic Selection

- Different clinics/care systems for each family member
- Change clinics within the Cost Groups up to once a month

Choice Plus

## Cost Linked to Care System

Cost Group I    Cost Group II    Cost Group III



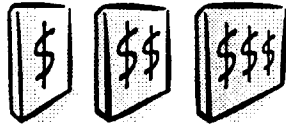
Lowest Cost

Highest Cost

Choice Plus

## Determining Your Monthly Contribution

Cost Group I    Cost Group II    Cost Group III



Lowest Cost

Highest Cost

Family's highest cost group sets your cost for the year

(If your employer assigns cost group differentials)

Choice Plus

## Choice Plus Cost Groups

### Cost Group I (\$)

CareNorth Health System  
Children's Physician Network  
Dakota Community Health Network  
Family HealthServices Minnesota  
MeritCare Health System  
Park Nicollet Health Services  
St. Croix Valley Healthcare

Choice Plus

## Choice Plus Cost Groups

### Cost Group II (\$\$)

Access Quality Care System  
Fairview Physician Associates  
Hennepin Faculty Associates  
Minnesota HealthCare Network

Choice Plus

## Choice Plus Cost Groups

### Cost Group III (\$\$\$)

Allina Care Systems  
(Allina Medical Clinic and ANW Physician Hospital Organization)  
Aspen Medical Group  
Fairview Red Wing Health Services  
HealthEast Care System  
Mayo Clinic Rochester and Mayo Health System  
North Memorial Care System  
St. Mary's/Duluth Clinic Health System  
University of Minnesota Physician Care System

Choice Plus

## Choice Plus Quality Awards

- **Gold Award** - Recognizes the top performing Care System in quality of care
- **Silver Award** - Recognizes the next highest performing Care System
- **Special Recognition** - Care Systems who performed exceptionally well in one area, are awarded special recognition for those accomplishments.



## Pharmacy Program: Express Scripts

- Includes Walgreens, Snyder, Cub, Target, Walmart, plus numerous community and national pharmacies
- Mail order option: [www.express-scripts.com](http://www.express-scripts.com)
- Formulary to be included, in late fall, on [www.choiceplus.com](http://www.choiceplus.com)
- 24 hours per day, 7 days per week customer service line available, at

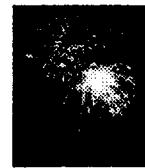
1-888-518-2589



# PreferredOne

## Key Player in Shaping Health Care Management

- Founded in Minnesota in 1984
- "Complete Choice"
- We're "Fresh & Flexible"



PreferredOne

## An Extensive Network

- Contracted with 94% of Twin Cities metro hospitals (*physicians, hospitals, clinics and specialists*)
- Includes many border state providers
- Network used by over 700,000 people

PreferredOne

## An Open-Access Network

- "Freedom to Choose"
- No need to select a Care Team or Primary Care Clinic
- No need to get a referral to see an in-network specialist
- Out-of-network benefits available

PreferredOne

## Key Health Care Systems

- Fairview Health System
- North Memorial Clinics
- Allina
- Aspen Medical Group
- Children's Hospital and Clinics
- EastMetro Family Practice/  
MinnHealth Family Physicians
- HealthEast
- Hennepin Faculty Associates
- North Clinics
- Park Nicollet



## Key Health Care Systems

- Altru (Grand Forks)
- Affiliated (Willmar)
- CentraCare Clinic (St. Cloud)
- Dakota Clinic (Fargo)
- Heartland (Fargo)
- MeritCare (Fargo)
- Mayo Health System
- Mankato Clinic
- St. Cloud Medical Group
- St. Mary's/Duluth Clinic



5

## Benefit Coverage: PreferredOne National Network

For all zones:

- In-network coverage in Minnesota, using PreferredOne network
- In-network coverage outside Minnesota, when traveling or on sabbatical, using Beech Street network:  
[www.beechstreet.com](http://www.beechstreet.com)
- Out-of-network coverage, when using any other provider



## Benefit Coverage: PreferredOne Regional Network

For Greater Minnesota zone only:

- In-network coverage in Minnesota, using PreferredOne network



## Express Scripts Pharmacy Services

- Includes 98% of pharmacies nationwide
- Pharmacies: Walgreens, Cub, Kmart, Snyder, Target, Wal-Mart, Thrifty White, plus numerous community pharmacies
- On-line and mail-order pharmacy Service (2 co-pays for 3-month supply)
- 24-hour customer service phone line



UNIVERSITY OF MINNESOTA

HealthPartners Classic

HealthPartners

We want to be your health plan.

### A Tradition of Health



- A University of Minnesota health care provider for more than 40 years
- Long, rich history of partnerships in medical education and health care research

 HealthPartners.

*We want to be your health plan.*

### HealthPartners Classic



- Same network as current plan with the addition of University medical providers
- Each family member can choose a different clinic
- Clinic can be changed monthly
- Addition of \$5 dollar office copay for non-preventive services

 HealthPartners.

*We want to be your health plan.*

### Improved Access to Care



- Direct Access Mental/Chemical Health with larger network
- HealthPartners Medical Group Clinics: Same-Day Appointments and Direct Access to Specialists
- Direct Access Chiropractic Network
- Nationwide Pharmacy Network, including all major local chains

 HealthPartners.

*We want to be your health plan.*

### Possible Considerations

Some of the factors in determining your UPlan medical coverage may be:

- Will you have covered dependents living outside Minnesota?
- Which UPlan options include your preferred physician, clinics or hospital?
- Will the Base Plan meet the anticipated health care needs of your family?

### Possible Considerations

*(continued)*

- Are you currently enrolled in the Health Care Reimbursement (flexible spending account) program?
- Will the Definity Health Personal Care Account (PCA) provide more flexibility in choosing health care and wellness services?

### Employee Benefits

- For more information, contact the Employee Benefits office at

**612-624-9090**

**and press option 2**

or visit our website at:

**<http://www.umn.edu/ohr/eb>**

MBM  
Meb  
9/20/01

Background Information on Academic Professional slate, Item 15 "Nominating Committee Membership" of the September 20, 2001 Senate/Assembly Agenda

Gerald Baldrige  
Research Associate  
Genetics, Cellular and Developmental Biology

Research Associate at the University since 1989; Represented the College of Agriculture on ASAC for four years, serving on the Representation and Governance Committee; Feels RA's are not sufficiently involved in University decision-making and could bring this important under-represented perspective to the committee.

Mary Ellen Shaw  
Associate Counselor-Advocate  
General College Student Services

Full-time academic adviser in General College, having held this position for 16 years; Currently serving the second year of a term on SCEP and a third year as a P&A Grievance Officer; Spent the past five years representing General College P&A staff on ASAC; Currently on the ASAC Communications subcommittee; Keenly interested in moving more P&A staff into active service in University committees.

Randy Croce  
Program Coordinator/Video Producer  
Labor Education Service  
Industrial Relations, CSOM

Worked at LES full-time for eleven years producing documentaries and other videos and teaching media classes; Current chair of ASAC; Served as the Carlson School representative to ASAC for three years and chaired the ASAC Representation and Governance Committee for two years; Vitally concerned with broadening the representation of P&A's at the University; Believes that the entire University will benefit when everyone involved in implementing policies is involved in deciding them.

Vicki Glasgow  
Librarian and Head  
Biomedical Information Service

Full-time at the University since 1981, PI/co-PI on two grants; Wants to serve because in two years as a member of ASAC, has become acutely aware of the breadth of knowledge, collective level of energy, and strong commitment to furthering the mission of the University exemplified by P&A staff; Would be proud to play a role in channeling a measure of that knowledge, energy and commitment to the work of the University Senate.

MBM  
M66  
9/20/01

**MOTION:**

That the Senate adopt the following set of principles governing non-public support for research at the University.

**Principles Governing Private Support of Research**

External support for faculty research and scholarship has become increasingly important in recent years, and will likely remain important for the foreseeable future. Faculty, departments and colleges should be encouraged to seek private support, as well as public support, for their research endeavors. Private support for research and scholarship at the University of Minnesota should be guided by these principles:

- Acceptance of private support should be the prerogative of, and according to the policies and procedures of, the University, not of the individual units or faculty;
- The University must exercise care when accepting funding from private sources that it is not unduly burdened to provide support for the infrastructure that the privately supported research will require;
- The University must exercise care in negotiating contracts with private entities to assure that academic freedom is preserved, particularly with respect to the faculty's right to interpret the findings and to publish new discoveries in an appropriate timeframe, with appropriate consideration of the sponsor's proprietary information, and with the faculty's right to choose the area of scholarship s/he wishes to pursue;
- The University must exercise care that the receipt of private funds does not adversely affect distribution of University resources or alter University priorities in areas that are not able to generate private support.

**COMMENT:**

The Senate Research Committee believes that these principles must be adhered to when accepting money from private sources. The Committee discussed over several meetings the potential implications for the University of Minnesota of private funding of university-based research. The Committee recognizes the importance and necessity of non-public research funding, especially in areas in which federal, state, or University sponsorship is not readily available, but also recognizes the need to preempt or at least mitigate conflicts and negative consequences that might accompany it. Any erosion of academic freedom and "disinterested inquiry" must be rejected, and public trust in the research process and products of the University, and in its adherence to its public mission, must be safeguarded.