

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty, Staff and Student Affairs Committee

December 8, 2005

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Thursday, December 8, 2005 at 2:33 p.m. in the East Committee Room, 600 McNamara Alumni Center.

Regents present: Dallas Bohnsack, presiding; Clyde Allen, Peter Bell, David Larson, and Patricia Simmons.

Staff present: Senior Vice President and Provost Thomas Sullivan; Senior Vice Presidents Frank Cerra and Robert Jones; Vice President Carol Carrier; Executive Director Ann Cieslak; and Provost David Carl.

Student Representatives: Tiffany Varilek and Steve Wang.

BOARD OF REGENTS POLICY: EMPLOYEE GROUP DEFINITIONS

Vice President Carrier presented the proposed new Board of Regents Policy: *Employee Group Definitions* and noted the committee had reviewed the policy in June 2005 and November 2005. She reported that the new policy will supersede the following Board of Regents policies:

- Board of Regents Policy: *Academic Professional and Administrative Staff*;
- Board of Regents Policy: *Civil Service Personnel*;
- Board of Regents Policy: *Faculty and Academic Staff*; and
- Board of Regents Policy: *Student Employment at the University*.

Carrier explained that the new policy defines all employee groups at the University for which there exists an employer-employee relationship. She referred the committee to information in the docket materials that explains how the language from the four superseded policies is incorporated into the new policy or into administrative policies and procedures.

The committee voted unanimously to recommend adoption of Board of Regents Policy: *Employee Group Definitions*.

EMPLOYEE HEALTH CARE BENEFITS UPDATE AND FACULTY & STAFF WELLNESS INITIATIVES

Senior Vice President Cerra introduced Director of Employee Benefits Dann Chapman to inform the committee of the structure of the University's health care benefits plan (UPlan) for 2006 and provide future cost projections, as detailed in the docket materials. Chapman reported on the following:

- The 2006 UPlan has moved from a two-tier to a four-tier rate structure to better reflect marketplace standards;

- The potential savings from moving to a single pharmacy benefit manager is \$1 million or more in 2006;
- The total cost of the UPlan is projected to rise by 7.7 percent in 2006;
- Wellness initiatives are a priority because 43 percent of UPlan claim costs have been associated with conditions that have a preventable or manageable component.

In response to questions from committee members, Cerra attributed a lack of employee interest in health care savings accounts to a culture where sick individuals simply want the best care at the provider of their choice. Chapman added that providing incentives for health care savings accounts may have the negative effect of driving underutilization of care. In response to a question from Regent Simmons, Cerra reported that outcome data for some of the wellness programs will be available within two years.

STUDENT MENTAL HEALTH: ISSUES & INITIATIVES

Vice Provost Gerald Rinehart introduced Dr. Edward Ehlinger, Director of Boynton Health Service, and Dr. Gary Christenson, Director of Mental Health for Boynton, to provide the committee with information on mental health issues facing University students on the Twin Cities campus, as detailed in the docket materials. The presenters noted the following:

- Due to such issues as financial pressures, the loss of previous support networks, and increased access to alcohol and drugs, college students are particularly prone to mental health problems;
- Nationally, 27 percent of 18-24 year olds have a diagnosable mental illness.
- In 2004, 16.2 percent of students on the Twin Cities campus had been diagnosed with depression in their lifetime and 7.4 percent were currently taking medications for mental health issues.

Christenson also summarized the mental health services available to students on the Twin Cities campus.

In response to questions from Regents, Ehlinger reported that students are provided with counseling on mental health issues during orientation. Christenson observed that although it is not currently an admission requirement, a mental health assessment of all incoming students would provide assistance in identifying potential mental health needs.

CONSENT REPORT

A motion was made and seconded, and the committee voted unanimously to recommend approval of the Consent Report, which contained the following item, as detailed in the docket materials.

- Appointment of the following individuals to the University of Minnesota Rochester Advisory Committee:
 - Arnold W. Bigbee
 - J.D. Clausen
 - Joseph A. Gibilisco
 - Carol Kamper
 - Ancy L. Morse
 - Marilyn D. Stewart

- Don Sudor
- George B. Thompson
- Thomas R. Viggiano

INFORMATION ITEMS

Vice President Carrier referred the committee to the Information Items contained in the docket.

The meeting adjourned at 4:20 p.m.

ANN D. CIESLAK
Executive Director and
Corporate Secretary