

## **Proposed Changes to the IU Health Engagement Program**

IFC Fringe Benefits Committee  
December 17, 2010

The IFC Fringe Benefits Committee endorses the vision of the Blue Ribbon Committee of having a healthy IU workforce including family members at the lowest cost possible.

The IFC Fringe Benefits Committee is aware that **two goals** need to be met:

- A. Ensure that IU employees and spouses/partners take measures that allow for the prevention, diagnosis and/or treatment of disease at an early stage.**
- B. Reduce health cost expenses for IU.**

The following **Action Steps** are proposed:

### **1. Institute proportional medical premiums**

If medical premiums must be raised, rates should be determined by % of income (not pay bands) as a principle of fairness. A minimum cap can be included (e.g. the premium will be X% of income but no less than \$15/month).

### **2. Discontinue current IU Health Engagement Program**

The current Health Engagement Program should be discontinued. It is too complex; has caused confusion among many employees, who don't understand what is expected of them; has raised concerns related to privacy, biometric targets and appropriateness of tests; was designed and implemented without input from faculty and staff; relies on a punitive rather than rewarding system.

### **3. Create a modified IU Health Engagement Program with broad participation**

Establish a new university-wide committee composed of faculty, staff and administrators from a wide variety of disciplines to redesign the IU Health Engagement Program. Committee members are expected to assess faculty and staff concerns and contributions via surveys, focus groups etc. *Any proposed Health Engagement Program will require final approval by both faculty and staff councils on all campuses.*

Items this university-wide committee may want to consider:

- a.** Provide health education across IU to employees and their families using a variety of resources to teach and encourage behavior change.
- b.** Establish a system of incentives to utilize health care resources in the most effective manner.

*Examples of potential incentives:*

- Employees will be rewarded for having a Primary Care Physician (PCP). Employees and their spouses who are seen by a PCP on a regular base and provide evidence for latter will receive a reduction in medical premiums. Note: The PCP would not share any personal information related to health status and/or treatment plans with IU or IU-affiliated parties.
- Encourage employees/spouses without healthcare provider to undergo biometric screenings on campus followed by medical consultation available at no cost to discuss biometric findings. Consultants would also encourage and help employee/spouse identify a PCR and schedule an appointment.
- Tobacco use: Renew the tobacco-free wellness program, which rewards employees with \$10/month paid into a flex spending account.

#### **4. Create an ongoing culture of support for health and wellness.**