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.**