BOARD OF REGENTS
HUMAN RESOURCES COMMITTEE

November 22, 2004

The Board of Regents Human Resources Committee held a telephonic meeting on Monday, November 22, 2004, in accordance with §21.8 of the Iowa Code. The meeting was not held in person because it was not practical to have the Regents assemble in one location for this brief meeting. Public access was provided at the following locations:

Board of Regents Office, 11260 Aurora Avenue, Urbandale
University of Iowa, Danner Conference Room, Gilmore Hall, Iowa City
Iowa State University, 1750 Beardshear Hall Conference Room, Ames
University of Northern Iowa, Seerley Hall Room 18, Cedar Falls
Iowa School for the Deaf, Superintendent's Office, Council Bluffs
Iowa Braille and Sight Saving School, Old Main Room 102, Vinton

Persons in attendance (not all-inclusive):

Committee members: Sue Nieland (Chair), Amir Arbisser (arrived at 5:00 p.m.); Robert Downer (excused at 5:15 p.m.), David Neil, John Forsyth (ex officio).

Others: Owen Newlin, Greg Nichols, Tom Evans, Marcia Brunson, Susan Anderson, Carol Bradley, Barb Boose, Barb Briggle, Sue Buckley, Richard Saunders, Judy Hermsen, Steve Nelson, Bill Hesson, Linda Bergquist, Linda Everett, Heidi Nobling, Ann Madden Rice, Diana Leventry, Jim Henderson, Kevin Ward, Margaret Pickett (excused at 5:14 p.m.), Mark Chidister (excused at 5:14 p.m.), Tim Cook (excused at 5:14 p.m.), Nick Bambach (excused at 5:14 p.m.), Tom Schellhardt (excused at 5:14 p.m.), Jeanne Prickett (excused at 5:14 p.m.), Luann Woodward (excused at 5:14 p.m.), Dianne Utsinger (excused at 5:14 p.m.).

Regent Nieland called the meeting to order at 4:34 p.m.

Health Insurance Summaries, Enrollment and Rates

Associate Director Brunson stated that Committee members had been provided with information on the health insurance plans offered at the Regent institutions, as requested.

Regent Neil posed the following questions:

- How is prescription drug coverage handled at each of the universities?

- Who administers the University of Iowa plan?

- Under which University of Iowa plans are employees under the SEIU contract covered?

Senior Assistant Director Saunders responded that prescription drugs are covered under the major medical benefits of the University of Iowa's two CHIP programs. Drug cards are provided under the managed care programs. He stated that Wellmark is the carrier for all of the University of Iowa's plans. SEIU contract-covered employees may participate in any of the four University's health insurance plans.

Associate Vice President Pickett stated that Wellmark administers Iowa State University's current-year PPO and indemnity plans covering faculty and P&S staff. Health Alliance is the carrier for the HMO plan. Pharmacy plans are administered within each of those health plans for the current year. For the plan year beginning February 1, 2005, a separate pharmacy benefit manager will be utilized, which is anticipated to result in $1.5 million to $2 million in savings. She noted it was for that reason that Iowa State University's premium increases were lower for the 2005 plan year.

Director Bambach stated that the University of Northern Iowa has two insurance plans for faculty and P&S staff, both of which are managed by Wellmark. He said there is a deductible of $100 per contract year for prescription drugs in the indemnity plan, after which the coverage is at 90%.

Regent Neil said it appeared there were wide-ranging benefit levels across all three universities. He suggested that, at a later time, the Committee may wish to consider condensing the universities into one risk pool to further spread the costs.

Regent Downer stated that Regent Nieland and he had discussed that matter last month and were in agreement with Regent Neil's suggestion. Combining the university employees into one health insurance pool should be considered.

Executive Director Nichols pointed out that the focus of the human resources staff in the next two to three months would be collective bargaining. He said the Committee could direct the Board Office to construct proposals to streamline health insurance coverage for further discussion at a future Committee meeting.

There was consensus of the Human Resources Committee members to proceed in the direction that had been suggested.

Executive Director Nichols stated that institutional personnel had heard the discussion and would be prepared for a concrete discussion of this endeavor at a future meeting.

Regent Neil said there may be a need to seek outside expertise to help determine whether there is savings in merging the universities into one risk pool.

Associate Vice President Pickett stated this matter was studied approximately 10 years ago. At that time, the conclusion was that there were economies of scale within the universities' existing plans. The critical factor at that time was provider networks and who could provide the best discounts. For example, at Iowa State University, the market is dominated by one very large clinic.

Executive Director Nichols stated that, the study that was conducted approximately 10 years ago will be provided to the Committee to facilitate discussion of this topic at a future Committee meeting.

ACTION: Regent Nieland stated the Committee received the report, by general consent.

Executive Session

Regent Nieland stated the Committee had need to meet in closed session pursuant to Iowa Code §20.17(3) to conduct a strategy meeting of a public employer for collective bargaining.

MOTION: Regent Neil moved to enter into closed session. Regent Downer seconded the motion, and upon the roll being called, the following voted:
AYE: Downer, Neil, Nieland.
NAY: None.
ABSENT: None.

MOTION CARRIED UNANIMOUSLY.

The Committee having voted at least two-thirds majority resolved to meet in closed session beginning at 4:49 p.m. on November 22, 2004, and adjourned therefrom at 5:35 p.m. on that same date.

Adjournment
The meeting adjourned at 5:35 p.m. on November 22, 2004.

Thomas Evans MRB
Thomas Evans
Director, Human Resources

Gregory S Nichols
Gregory S. Nichols
Executive Director

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BOARD OF REGENTS, STATE OF IOWA
Iowa State University
Ames, Iowa

Human Resources Committee
Memorial Union
Sun Room

December 15, 2004 – 2:30-3:30 p.m.

Persons in attendance (not all-inclusive):

Committee members: Sue Erickson Nieland, Chair; Amir Arbisser, Robert Downer, David Neil, Jenny Rokes, President John Forsyth (ex officio)

Call to Order, Introductory Comments

Regent Nieland called the meeting to order at 2:30 p.m.

HR 1. Approval of Minutes (September 14, 2004)

MOTION	Regent Neil moved that the September 14, 2004 minutes be approved. Regent Downer seconded the motion. **MOTION CARRIED UNANIMOUSLY**

HR 2. Draft Committee Work Plan

Director Evans explained the Committee Work Plan is updated to reflect the agenda items for the December meeting, and projects items for consideration by the Committee at meetings in March and June.

MOTION	Regent Neil moved that the Work Plan be accepted. Regent Rokes seconded the motion. **MOTION CARRIED UNANIMOUSLY**

HR 3. Annual Report on Diversity

Associate Director Brunson presented two reports required by statute, the Annual Affirmative Action Report and the Annual Report of Minority and Women Educators Enhancement Program. Following acceptance by the Board, the reports will be forwarded to the appropriate state agency.

The Affirmative Action Report summarizes projects and progress in creating a diverse work force for the year beginning October 1, 2003. The report provided a number of charts comparing FY 2004 to the previous year. Information was also provided with comparison data from five and ten years ago.

The Minority and Women Educators Enhancement Program was established by the Iowa General Assembly and efforts have been made to increase the number of women and number of minority faculty at the universities.

As required by statute, the universities have provided information relating to the cost of the Affirmative Action Programs. Total expenditures for all three Regent Universities are just over $1 million for FY 2004.

Representatives of the Affirmative Action offices at the universities presented summaries of the reports as follows:

Carla Espinoza, Director of Equal Opportunity and Diversity, Iowa State University, stated that the most important thing the University does is prepare students to be world citizens. Becoming a successful world citizen requires knowledge and experiences of diverse people from different ethnic and cultural backgrounds and unique points of view, which are molded from varied educational exposure, unique lifestyles and life experiences. It requires the ability to communicate effectively, work collaboratively and think creatively and critically. Institutions of higher education have a responsibility to provide access and opportunity within each of these contexts, in order to prepare students to thrive and succeed in this vastly complex world.

Their ability to satisfy the responsibility is based on individual commitment. They aren't purely an amorphous institutional perspective, they are individuals. These are department chairs, college deans, unit managers and individual employees who contribute to the entire tone and content and commitment to diversity. It creates an attitude that makes the recruitment and retaining of minorities and women something that should be lauded.

Leah Gutknecht, Assistant to the President for Compliance and Equity Management, the University of Northern Iowa, stated that the university has put forth efforts similar to ISU's in an effort to maintain a diverse workforce. Each individual hiring situation is looked at on an individual basis, in order to make as many affirmative hires as possible in order to maintain diversity on campus.

She noted that during the period this report covers, hiring was at a minimal activity level because of funding.

Charlotte Westerhaus, Director of Equal Opportunity and Diversity, University of Iowa, noted that the University of Iowa, based on the efforts of Office of the President, the Provost and also Finance and Operations, the university has been quite successful increasing a number of women and minorities in the ranks of faculty, staff and professional staff.

She added that diversity will also be a headline issue in the new Strategic Plan, which is being led by the Provost. The Plan will include an entirely new updated section, with indicators for success. She is a member of the committee working on the Strategic Plan.

The University of Iowa also has plans to establish a Charter Committee, specifically dealing with the issue of diversity, as it is of the utmost importance as they move forward as an educational institution.

Following implementation of the Strategic Plan, there will be a special task force on diversity that will be headed by Provost Michael Hogan.

President Forsyth had an overall observation that one measures increases in diversity over a period of time, not in a specified time frame. If one looks at this over the ten and five year periods of time, there has been significant increases in diversity. As the speakers have pointed out, it is very difficulty to do that in a period of time where reductions in resources have played such a part. If you look over the last five year period of time, it hasn't been the best period of time in the history of the institutions, resource-wise, yet there has been an increase in diversity. He feels this team, the institutions and the leadership should be commended, because it is starting to become a way of life, as opposed to a system of counting numbers and reporting to the Board of Regents.

HR 4. Phased Retirement Cost Benefit Analysis

Associate Director Brunson indicated this item was prepared in response to questions raised by President Forsyth at an earlier Human Resources Committee meeting.

The memo outlines the costs of and funds available for reallocation through the Phased Retirement Program in the past two years. Funds realized from this program have been used for a variety of purposes such as faculty salaries, visiting faculty, and equipment. Each university feels this program is a valuable management tool.

President Forsyth commented that he thought this was an outstanding report. It is clearly a valuable program that provides a return on investment. The report answered all of his questions, and he expressed his appreciation for the efforts of the institutions and Board Office.

HR 5. Update University of Iowa College of Pharmacy Incentive Plan

Associate Director Brunson stated when the Committee approved the Pharmacy Incentive Plan it requested a follow up report when evaluation criteria had been developed. Jordan Cohen, Dean of the College of Pharmacy, explained the criteria that had been developed. President th thought the report was very well done. It was what the Committee asked for, they approved it and expected the College to come up with very good measures that they could measure from and feels they did exactly what the Committee asked.

HR 6. Executive Session Collective Bargaining

Regent Nieland said the Committee has need to meet in closed session, pursuant to Iowa Code Section 20.17(3) to conduct a strategy meeting of a public employer for collective bargaining. A 2/3 majority of the Committee must vote to enter closed sessions.

MOTION	Regent Downer made a motion that the Human Resources Committee enter into a closed session. Regent Neil seconded the motion **Aye: Nieland, Downer, Arbisser, Rokes, Neil** **Nay: None** **Absent: None** **MOTION CARRIED UNANIMOUSLY**

The Committee having voted by at two-thirds majority resolved to meet in closed session beginning at 3:45 p.m. on December 15, 2004 and adjourned therefrom at 4:50 p.m. on that same date.

Thomas Evans, Director
Legal Affairs and Human Resources

Gregory S. Nichols, Executive Director

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