



# UVa Staff Senate Monthly Meeting

September 17, 2015

**Welcome Senators, Alternates, and Guests!**



## September 17, 2015 Meeting Agenda

Location: Kaleidoscope Room, Newcomb Hall

- 11:00 **Welcome and Announcements**..... Amy Muldoon, Co-Chair; Maggie Stein, Co-Chair
- 11:10 **Guest Speaker**..... **Dr. Marcus L. Martin**  
Vice President & Chief Officer for Diversity and Equity
- 11:40 **Updates**  
Sustainability Updates.....Nina Morris  
UVa Human Resources (UHR)..... Joanne Hoagland; Alison Miller
- 12:10 **Senate Business**  
Vision for Staff Senate.....Maggie Stein  
Communicating with Constituents.....Amy Muldoon  
Introduction to Collab and Website.....Amy Muldoon
- 12:30 **Committee Introductions & Sign Up**

Next Meeting:

**Thursday, October 22, 2015**

Zehmer Hall Auditorium

*This will be a working session.*



# Welcome and Announcements

**Amy Muldoon**  
Co-Chair

**Maggie Stein**  
Co-Chair



# Guest Speaker

**Dr. Marcus L. Martin**

**Vice President & Chief Officer for Diversity and Equity**

staff senate meeting



**SEPTEMBER 17, 2015**

ode

2005

- Office established

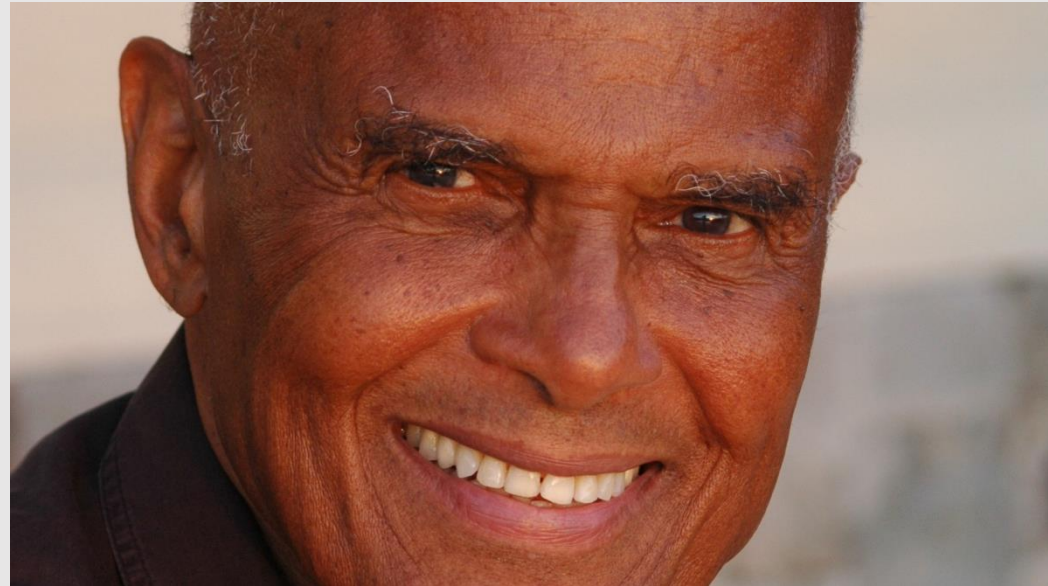
2006

- Diversity Council Established

2007

- 2007-12, ODE hosted 60 dinners with Julian Bond as guest of honor bringing together diverse people from the University and Community

- Over 25 events annually during MLK Community Celebration
- Commitment to Diversity Statement Created
- NSF LSAMP funding \$8.5 million
- VA-NC Alliance
- Diversity Data Dashboard

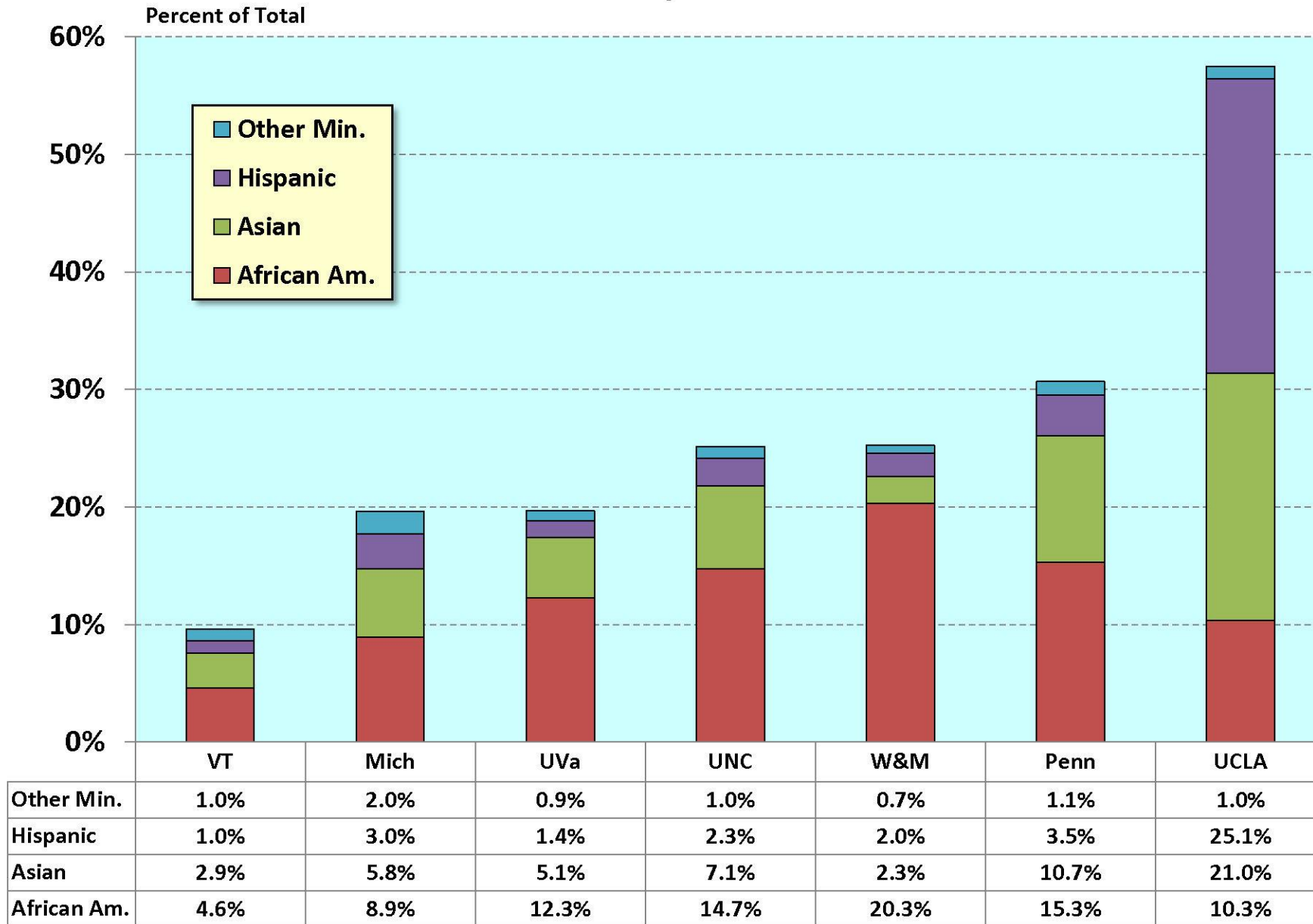




## U.Va. Staff Headcount

	2009	2010	2011	2012	2013	2014
African American	729	744	743	738	727	711
Asian American	210	210	214	244	249	243
Hispanic American	47	56	63	67	78	86
Multi-Racial American	0	19	22	32	39	45
Native American or Alaskan	7	5	5	6	8	6
Native Hawaiian or Pacific Islander	3	1	0	0	0	0
Non-Resident Alien	258	266	258	229	191	207
Unknown	80	82	32	0	0	0
White American	3,961	4,076	4,194	4,208	4,248	4270

# Minority Staff\*



\*IPEDS data as of Fall 2013

- Annual Charlottesville Community Health Fair
- IDEA Fund and Trustee Board
- U.Va. in St. Kitts and Nevis J-Term Course

# UVA IN ST. KITTS AND NEVIS



## Other Committees/councils

- Women's Leadership Council
- LGBT Committee
- Disability Access Committee
- Black Faculty and Staff Employee Resource Group
- John T Casteen II Diversity, Equity, Inclusion Leadership Award



## President's Commission on Slavery and the University

## PCSU Charge

To provide advice and recommendations to the President on the commemoration of the University of Virginia's historical relationship with slavery and enslaved people.

## PCSU initiatives

- Name one or more buildings after slaves at UVA
- Create scholarships and professorships
- Produce scholarly reports and papers
- Convert known slave spaces into interpretive educational centers
- Integrate the history of slavery at UVA into interactive media in the Rotunda Visitor's Center
- Create one or more physical memorials to the enslaved



# Commission members

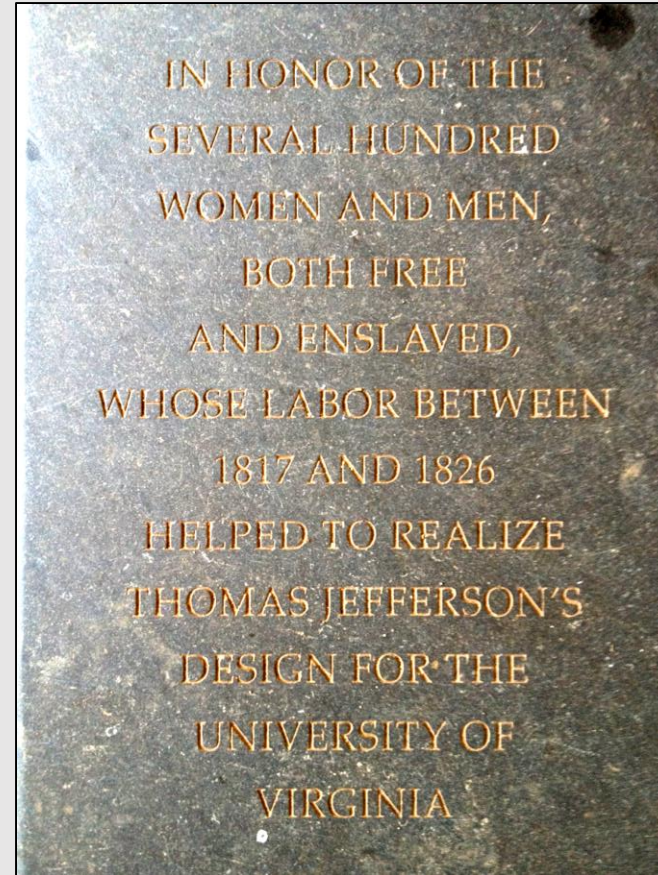
- Derrick Alridge
- Andrea Douglas
- Ishraga Eltahir
- Tierney Fairchild
- Dorrie Fontaine
- Ben Ford
- Gertrude Fraser
- Gary Gallagher
- Patrice Grimes
- Walt Heinecke
- Mary Hughes
- Petrina Jackson
- Alex Johnson
- Ervin Jordan
- Pat Lampkin
- Khalifa Lee
- Deborah McDowell
- Maurie McInnis
- Matt Reeves
- Tamika Richeson
- Susan Stein
- Chelsea Stokes
- Edna Turay
- Liz Varon
- Richard Wilson

Co-chairs Marcus Martin and Kirt von Daacke

Staff: Meghan Faulkner and Kelley Deetz

## Existing Memorials: Slate Marker at Rotunda

- Small slate memorial honoring the service of free and enslaved workers during the construction of U.Va.'s original buildings.
- In-ground memorial located in the passage under the south terrace of the Rotunda.
- Installed in 2007.



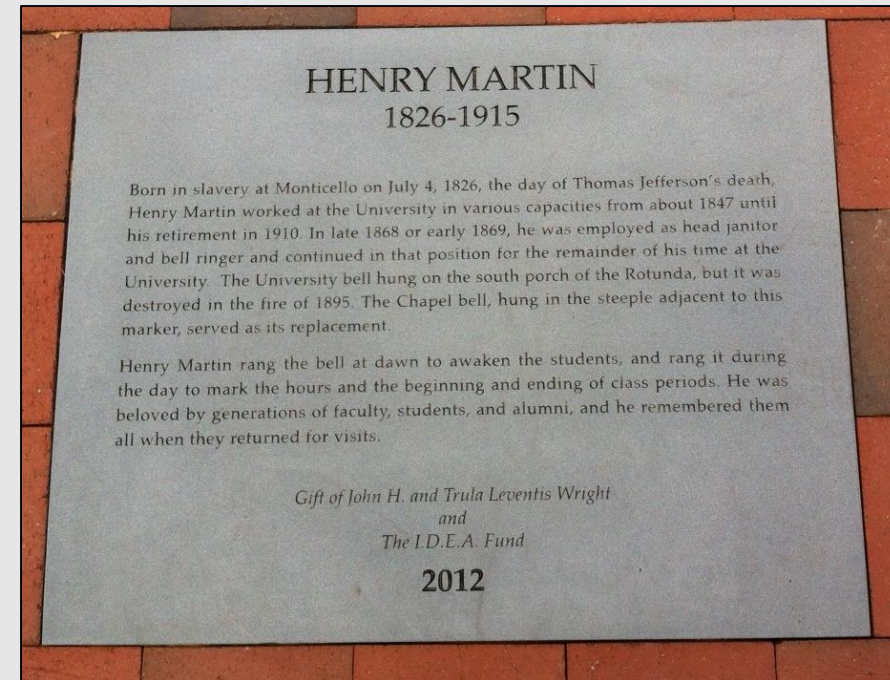
## Existing Memorials: “Canada” Community – South Lawn

- Tells the story of a community of free African Americans and their business and social relationships with the University community.
- Site of Katherine Foster homestead and adjacent African American burial grounds are preserved in a one-acre park.
- Completed in 2010.



# Existing Memorials: Henry Martin Plaque

- Honors bell-ringer and custodian Henry Martin, born in slavery at Monticello in 1826.
- In-ground plaque located near the U.Va. Chapel.
- Proposed and supported by John and Trula Wright and the U.Va. IDEA Fund.
- Installed in 2012.



# AFRICAN AMERICAN CEMETERY



# AFRICAN AMERICAN CEMETERY

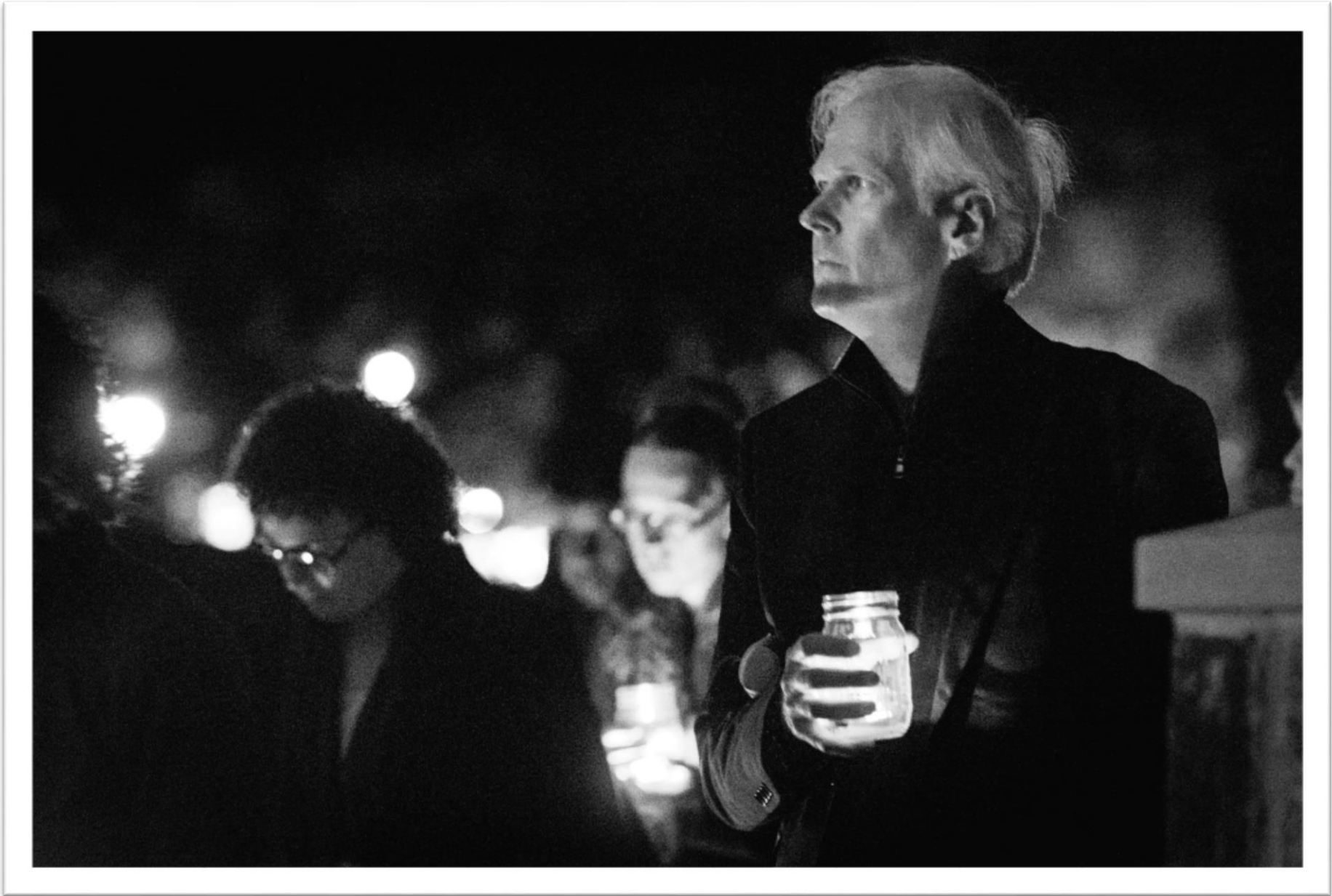














Isabella Gibbons



William Gibbons

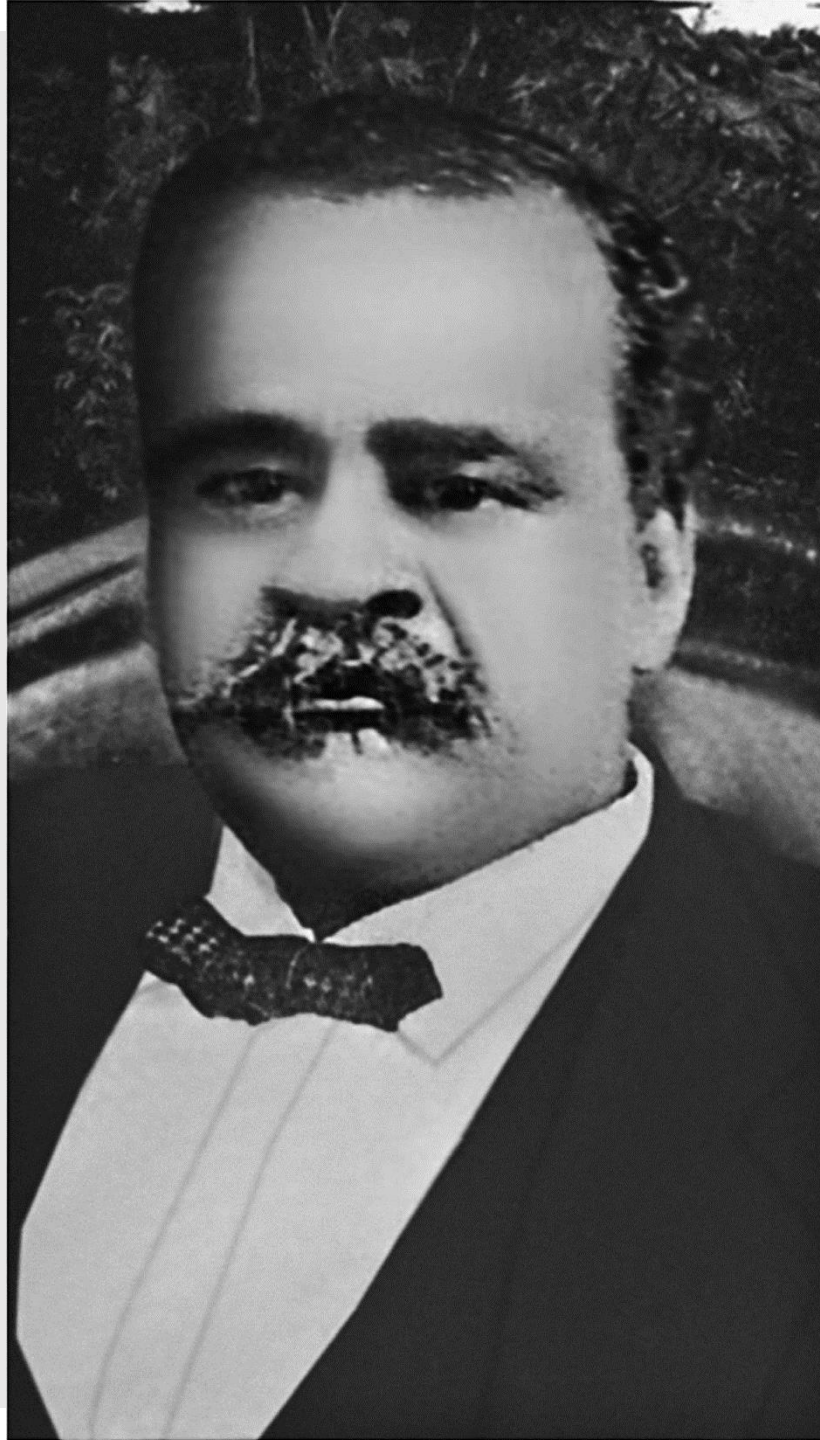




Photo: Sanjay Suchak









# Updates

## **Sustainability**

Nina Morris

Amy Muldoon

## **UVa Human Resources (UHR)**

Joanne Hoagland

Alison Miller



# Staff Senate

September 17, 2015

# Important Dates & Steps to Take

## Open Enrollment – October 5 - 31, 2015

- Benefits & Wellness Fair – **Newcomb Hall**  
Wednesday, **October 14<sup>th</sup>** 8:30 a.m. - 2 p.m.
- Benefits & Wellness Fair – **Med. Center,**  
**DCR's** Thurs. **October 15<sup>th</sup>** 7:00 a.m. - 3 p.m.
- Employees log in to:  
**Benefits@UVa (Academic)**  
**KnowledgeLink, Employee Self Service (Med Center)**
- Complete Spousal Affidavit (*if applicable*)
- Complete Financial Wellness Assessment



### Step one for \$20 a month

#### Complete the Fall Fitness Challenge\*

To start the challenge, visit [www.myactivehealth.com/hooswell](http://www.myactivehealth.com/hooswell).

If you have never been to the site, you will need to "Create an Account".

On the left, select "Earn Your Rewards". Use this challenge to track 52 workouts between Aug. 1 and Oct. 31, 2015. You must sign up by Sept. 1, 2015. 

Each workout must be at least 30 minutes. Any workout counts: walk/run, weight lifting, swimming, yoga, gardening, etc. You can only count one workout per calendar day.

*New* If you have a compatible fitness tracking device and exceed 5,000 steps in one day, you can upload and receive credit for a workout. (Fitbits, Jawbones, etc.)

Questions? Contact ActiveHealth at 855.231.3715.

### Step two for \$20 a month

#### Complete the Active online annual health assessment

To complete the health assessment, visit [www.myactivehealth.com/hooswell](http://www.myactivehealth.com/hooswell).

If you have never been to the site, you will need to "Create an Account".

On the left select "Earn Your Rewards".

Questions? Contact ActiveHealth at 855.231.3715.

*New* Not into computers? Call 855.231.3715 and take your assessment over the phone.

How doesn't  
love rewards?

\$480

### GET REWARDED

As an employee, you can earn rewards by taking these two steps to improve your health:

#### Step one


Complete our Fall Fitness Challenge (Earn \$20 a month in 2016)

+

#### Step two

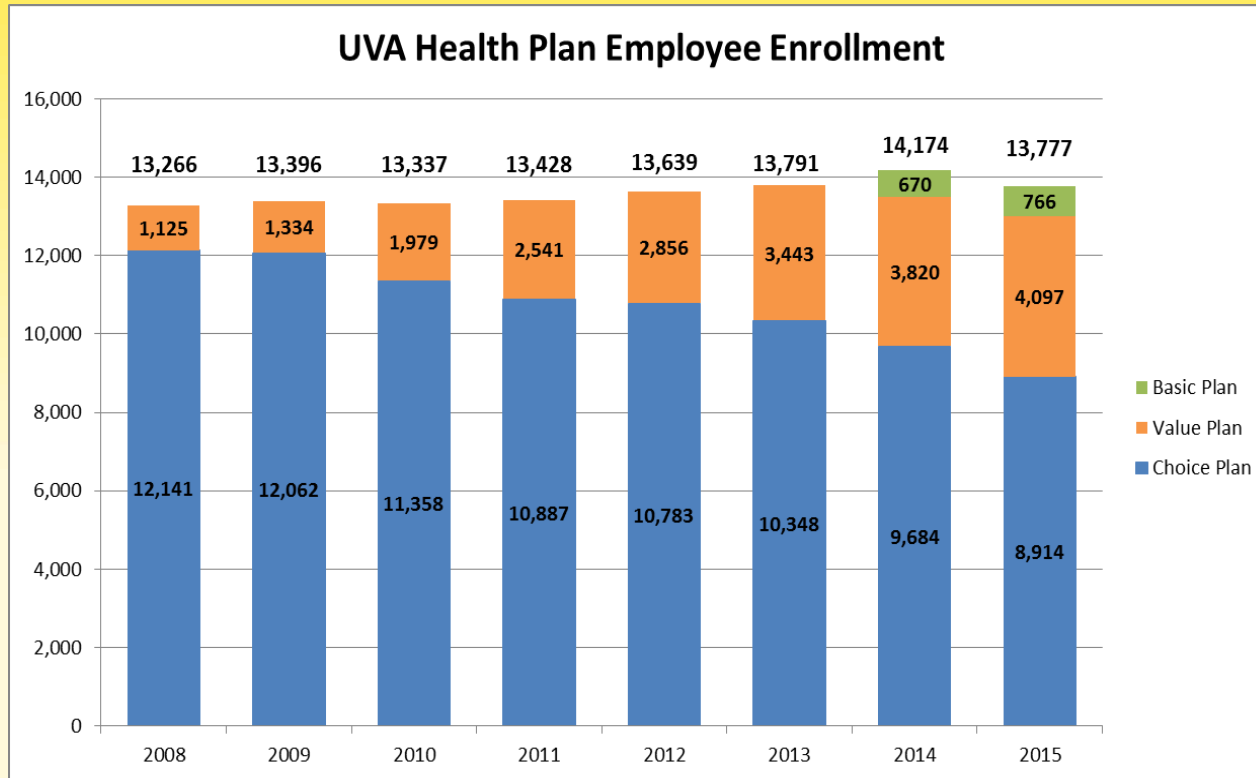
Complete an Active online health assessment (Earn \$20 a month in 2016)

If you complete both items, you will earn \$40 a month for a total of \$480 in 2016. All rewards earned by those enrolled in Choice Health or Value Health plans are considered taxable income and are deposited into the subscriber's paycheck. When rewards are earned by those enrolled in Basic Health, they are non-taxable and are deposited into the subscriber's Health Savings Account.

**IMPORTANT:** Deadline to complete both items is Oct. 31, 2015. 

# UVA Health Plan Background

- UVA manages its own health plan
  - Provide an attractive health benefit
  - Ensure long term financial stability
- Due to the cost of taxes, fees, and required plan changes associated with the Affordable Care Act, the Health Plan continues to reduce costs to ensure continued quality and affordable coverage for our employees
- Covers Academic Division, Medical Center and Wise employees and their families
- 96% participated in 2014 (14,352 employees) (29,500 with spouses/dependents)
- Net Costs for 2016 plan changes are expected to save more than \$3 million. The remaining anticipated \$6.7 million in employer costs will be covered from plan reserves



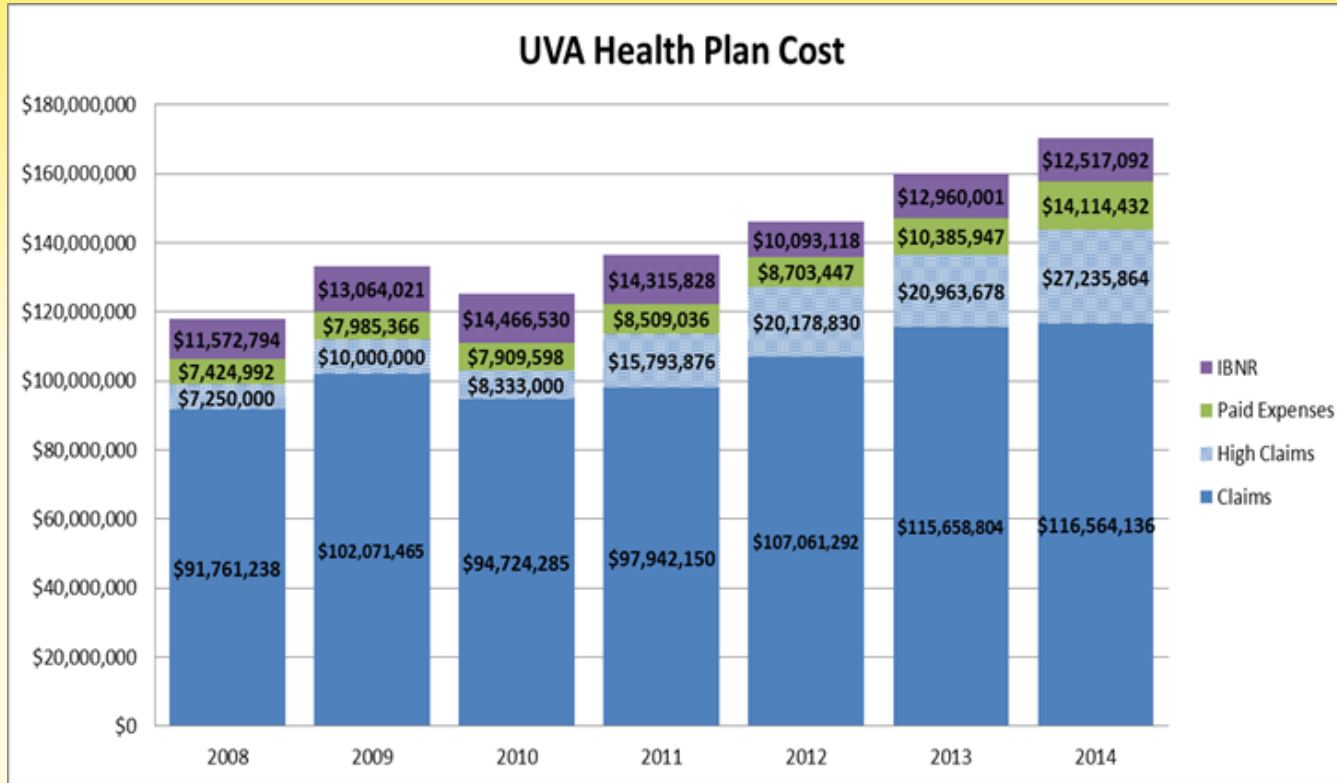
## Average Utilization

- **Choice:** \$965 in claims per month (\$11,580 per year)
- **Value:** \$647 in claims per month (\$7,764 per year)
- **Basic:** \$458 in claims per month (\$5,496 per year, inclusive of employer provided Health Savings Account funding)

### Employees choose from:

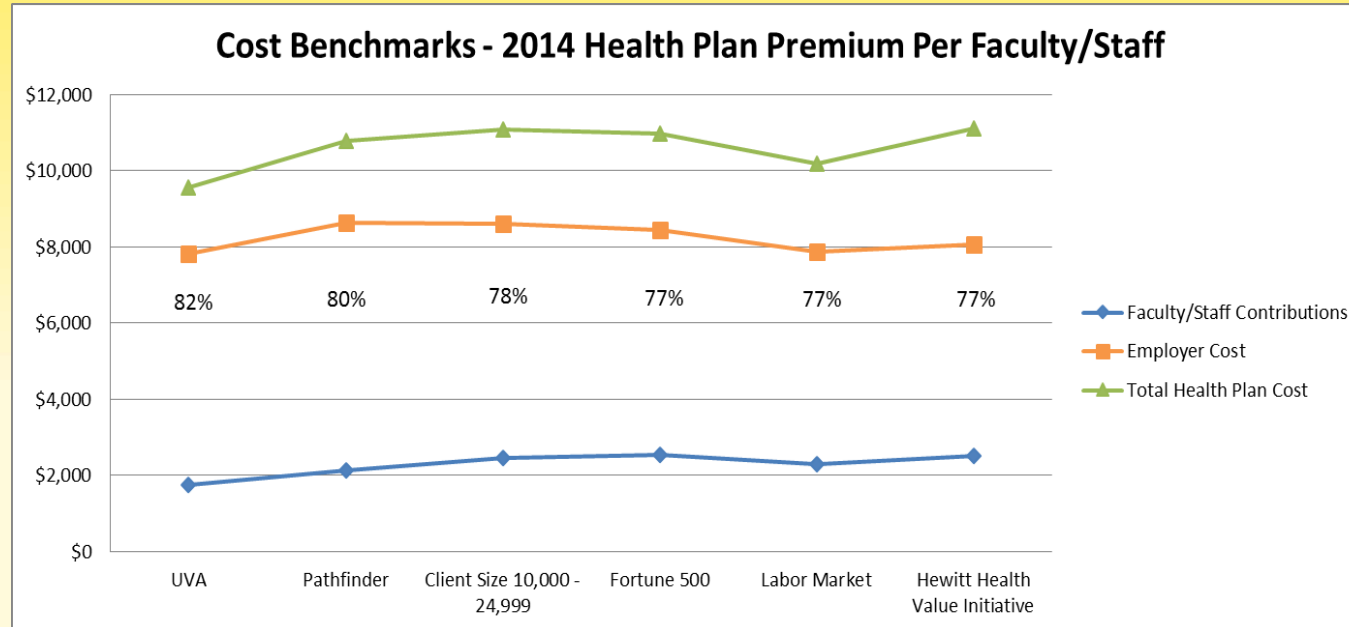
- The Basic Plan, a High Deductible Health Plan (HDHP), 5% of participants
- The Value Plan, a low premium plan, 28% of participants
- The Choice Plan, a high premium plan, 67% of participants

# UVA Health Plan Cost



- Total cost up 6.5% to \$170m, reflecting both increased enrollment and increased usage
- High cost claims up 6%
- Prescription costs up nearly 6%
- Paid Expenses increases include ACA taxes and fees

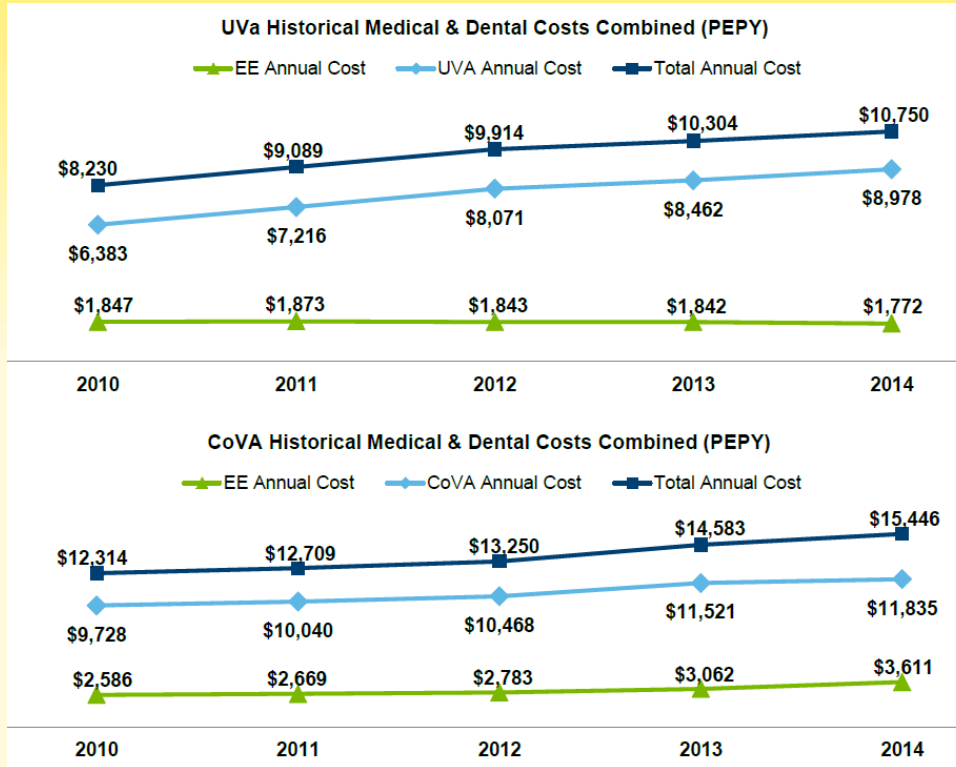
# Favorable Cost Sharing



Current UVA **employer share** is **82%**, highest of all comparison groups. The Pathfinder group is University peers and the Hewitt Health Value Initiative is 471 comparative organizations.



# UVA vs. State CoVA Plan



**UVA:** Total Average Health Plan costs per employee increased 4.3% vs. national average increase of 4.6%

**CoVA:** Total Average Health Plan costs per employee increased 5.9%

**UVA:** Employer cost increased by 6.1%

**CoVA:** Employer cost increased by 2.7%

**UVA:** Employee cost decreased by 3.8% due to incentives

**CoVA:** Employee cost increased by 17.9%

# What Stays the Same in 2016

- Wellness incentives continue to offset employee premiums by as much as \$40 per month (\$480 per year)
- Copayments for *most* Health and Dental Plan services remain the same
- Maximum Out-of-Pocket Costs for all UVA Health and Dental Plans remain the same in 2016
- Value and Choice Health Plan incentives remain the same for UVA Primary Care and Specialist Provider Copayments:
  - \$15 Primary Care / \$30 Specialty Care visits for Choice Health
  - \$20 Primary Care / \$40 Specialty Care visits for Value Health
- Aetna Vision Discount Program same for all health plan members

# Summary of 2016 Changes

- **Mail Order Pharmacy** cost-sharing amounts for Choice Health and Value health will *decrease*, while **Retail** and **Specialty Pharmacy** cost-sharing amounts for Choice Health and Value Health will *increase*
- Deductible and copayments for some **Choice Health** and **Value Health** services will increase
- Health premium increases range from \$0 to \$48
- 2015 monthly \$10 tobacco free reward program ends in December. Health plan members still receive support services through our **Hoo's Well Tobacco Cessation** programs (visit [www.hooswell.com](http://www.hooswell.com) and select Tobacco Cessation).
- **Cover transgender surgery services**

# 2016 Health Plan Changes

- **Choice Health** members are moving from paying a copayment to paying deductible and coinsurance for emergency room and outpatient procedures
- Annual Deductible for **Choice Health** members will be the same for both UVA Provider Network and Aetna In-Network; and Cost Sharing for Inpatient Hospital, Transplant Services, Acute Care for Mental Illnesses, and Outpatient Hospital Procedures will be the same for both networks as well.

2016 Choice Health	
Inpatient Hospital, Transplant, Acute Care Mental Health, and Skilled Nursing for both UVA Network & Aetna In-Network	\$400 copayment
Emergency Room for both UVA Network & Aetna In-Network	Deductible & 10%
Outpatient Procedures for both UVA Network & Aetna In-Network	Deductible & 10%
Deductible = \$250 Indv. / \$500 Family for both UVA Network, and Aetna In-network	

# 2016 Health Plan Changes

- **Value Health** members will pay a deductible for services provided at both UVA facilities and Aetna In-Network facilities. Those deductibles will be the same within your plan, regardless of provider.

## 2016 Value Health

Deductible = \$500 Indv. / \$1,000 Family  
for both UVA and Aetna In-network

- Prescription Drug Program Changes for **Choice and Value Health** (Catamaran)
  - Decrease Employee costs Tier 2 and 3 for Catamaran *Mail Order* drugs
  - Increase Employee costs Tier 2 and 3 minimum and maximum thresholds for *Retail Drugs*
  - Increase Employee costs for *Specialty Drugs* (Briova and UVA Specialty Pharmacy)

# 2016 Health Plan

## Monthly Active Employee Premiums

Coverage Tier	Basic	Value	Choice
Employee	\$19 (same)	\$51 (same)	\$99 (+ \$9)
EE+Child(ren)	\$24 (same)	\$85 (same)	\$237 (+ \$22)
EE+Spouse	\$31 (+ \$1)	\$94 (+ \$3)	\$271 (+ \$29)
Family	\$59 (+ \$1)	\$153 (+ \$3)	\$476 (+ \$48)

- Increase for **Value Health & Basic Health**, just Employee + Spouse and Family tiers, ranging from \$1 - \$3 per month
- Increase for **Choice Health**, all tiers, range \$9 - \$48 per month
- Above rates do not reflect employee Hoo's Well rewards earned in 2016

*(COBRA, retiree, part-time, wage, postdoctoral fellows, housestaff, and research associate benefit rates will be published online)*

# 2016 Dental & Vision Premiums

Coverage Tier	Basic	Enhanced
Employee	\$1 (same)	\$10 (+ \$1)
EE+Child(ren)	\$2 (same)	\$24 (+ \$2)
EE+Spouse	\$4 (same)	\$28 (+ \$3)
Family	\$7 (same)	\$48 (+ \$4)

Davis Vision	Monthly Premiums
Employee	\$6.29
EE+Child(ren)	\$11.01
EE+Spouse	\$11.33
Family	\$17.62

- **Basic Dental** premiums remain the same in 2016
- **Enhanced Dental**, premiums increase from \$1 - \$4 per month

- **Davis Vision** rates are the same in 2016

# Open Enrollment Reminders

## Consider Your Choices:

- Review your Health Plan coverage option:
  - Basic Health
  - Value Health
  - Choice Health
- Sign Spousal Affidavit (*if applicable*)
- Review your Dental Plan coverage option:
  - Basic Dental
  - Enhanced Dental
- Review Davis Vision

## Medical pre-tax account(s):

- Health Savings Account (HSA), *for Basic Health members*, and Limited Dental & Vision FSA
- Healthcare Flex Spending (FSA), *for Value or Choice Members*

## Dependent Daycare pre-tax account:

- Dependent Daycare FSA

## Other Topics to Review:

- Annual Tax Deferrals (TDSP)
- Verify accuracy of your home mailing address and phone number in self-service
- Verify your Dependent(s) information (*Social Security Numbers, dates of birth*)



# Thank you!





# Senate Business

## **Vision for Staff Senate**

Maggie Stein

## **Communicating with Constituents**

Amy Muldoon

## **Introduction to Collab and Website**

Amy Muldoon



## Executive Committee's Vision for Staff Senate

- Establish the Staff Senate as a resource that university administration consult when developing university programs and policies that impact staff.
- Encourage Staff Senate efforts to be collaborative and inclusive, to recognize and harness the individual talents of all staff, and to broaden staff influence to accomplish positive change at UVa.
- Foster a Staff Senate that is focused on achieving tangible results that aim to improve the working lives of staff at UVa, and as a result, promotes a sense of pride in the work of the Staff Senate.



# Communicating with Constituents

## When and What to Communicate

- Every month senators are expected to send an email with a summary of the Staff Senate meeting and a link to website where staff can view the full version of the minutes.
- Occasionally, solicit feedback, concerns, questions from constituents regarding issues that are important to staff (not just an individual), which you can share during our Open Floor time or with the Advocacy Committee.
- In September, send a letter of introduction along with the September meeting minutes. This is true for all senators, not just newly elected senators.
  - A sample letter is in Collab > Resources > Welcome Packet > “StaffSenateIntroLetter\_SendinSept” (we can email this)
- In March (ish), senators should send an email announcing elections for the Staff Senate, asking for nominations (if there is a vacancy in your area), and explaining the election process.



# Communicating with Constituents

## Methods for Communicating

- Via email
- At departmental or internal employee councils
- On centralized bulletin boards
- At a meet and greet luncheon or gathering

## Logistics

- Email distribution lists. Sign up if you need a distribution list.
- Sympa email lists: directions in Collab
- If you have more than one senator in your area, determine how you will communicate:
  - Will you divide the distribution list?
  - Will you alternate who sends the monthly email?



# Collab

## Introduction

- Collab Training: Sign up if you would like training in how to use Collab
- All official Staff Senate documents must be stored in the Staff Senate Collab site.
- You should all have access to the Collab site, but if you don't, please email the Communication Committee at [staffsen-communication@virginia.edu](mailto:staffsen-communication@virginia.edu)



# Committee Introductions & Sign Up



# ADVOCACY COMMITTEE

Committee Chair: **Mike Ludwick**

Contact: [staffsen-advocacy@virginia.edu](mailto:staffsen-advocacy@virginia.edu)

## **Overall Charge**

The Advocacy Committee identifies objectives that will improve the work-lives and well-being of university and classified staff, sets measurable targets for progress, carefully researches related policy, and collaborates with appropriate groups and offices on grounds to implement positive change in university culture.





# COMMUNICATION COMMITTEE

Committee Chair: **Kelly Merryman**

Contact: [staffsen-communication@virginia.edu](mailto:staffsen-communication@virginia.edu)

## **Overall Charge**

The Communication Committee assists in articulating the work and mission of the Staff Senate to the greater university community, researches and recommends best practices for effective communication with staff employees, and ensures that Staff Senate policies and procedures are clearly documented and communicated to staff senators.



# EXTERNAL PARTNERSHIPS COMMITTEE



Committee Chair: **Arlene Buynak**

Contact: [staffsen-external@virginia.edu](mailto:staffsen-external@virginia.edu)

At the University of Virginia there are numerous committees on grounds. The fine Folks of the External Partnership Committee have been putting together a list of known committees.





# EXTERNAL PARTNERSHIPS COMMITTEE

We will be sending a letter to the chair of each committee advising of our staff senate and offering the opportunity to have a staff employee on their committee.

The list of committees can be found on the collab site under external partnerships.

If you are aware of any additional committees on grounds, please feel free to forward that information to our Committee: [staffsen-external@virginia.edu](mailto:staffsen-external@virginia.edu)





## EXTERNAL PARTNERSHIPS COMMITTEE

The external partnerships Committee feels it is important for staff to be represented on committees at the University of Virginia for transparency and shared information.



The external partnerships Committee will be sending out a survey to the Staff Senate and request they send it to their constituents so that we may provide interested staff to serve on committees as requested.



# EXTERNAL PARTNERSHIPS COMMITTEE

THE EXTERNAL  
PARTNERSHIPS COMMITTEE  
NEEDS YOU!





# MEMBERSHIP COMMITTEE

Committee Chair: **AJ Davidson**

Contact: [staffsen-membership@virginia.edu](mailto:staffsen-membership@virginia.edu)

## **Overall Charge**

The Membership Committee creates and maintains best practices for membership, attendance, and the transition of seats (onboarding and offboarding) for senators and alternates; provides support and resources for new senators; and ensures accurate representation for each organizational unit.



**Thank you for attending!**

Next Meeting:

**Thursday, October 22, 2015**

11:00 AM – 1:00 PM

Zehmer Hall Auditorium

*This will be a working session.*

(Sarah Collie & Mary Brackett from OE will  
facilitate )