Meeting Agenda

October 17, 2019
1:30 pm – 3:30 pm
Nuclear Engineering Laboratory, Seminar Room 215

Attendees: Deven Carlson, Carol Clure, Terri Cullen, Judy Estes, Kevin Farmer, Nancy Geiger, Sara Holland, Dan Hough, Luanne Howk, Rhonda Lawes, Chris McNabb, Amy Pepper, Matthew Rom, Beth Sullins, Will Wayne

<table>
<thead>
<tr>
<th>Time</th>
<th>Item</th>
<th>Presenter(s)</th>
<th>Action</th>
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<tr>
<td>1:30 pm</td>
<td>Call to Order</td>
<td>Cullen</td>
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<tr>
<td>1:30 – 1:35 pm</td>
<td>Approve Minutes</td>
<td>Cullen</td>
<td>Vote</td>
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<td>1:35 – 1:40 pm</td>
<td>EBC Business</td>
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<td>• New Member Introductions (<em>Agenda Item 1</em>)</td>
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<td>• Update on Charter and Pending Appointments</td>
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<td>1:40 – 2:00 pm</td>
<td>Benefits Update</td>
<td>Camargo-Quinn</td>
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<td>• Open Enrollment (<em>Agenda Item 2</em>)</td>
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<td>• Implementation Status</td>
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<td>• Willis Dashboard (<em>Agenda Item 3</em>)</td>
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<td>2:00 – 2:05 pm</td>
<td>Retirement Update</td>
<td>Powell</td>
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<td>• Fidelity Workshops</td>
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<td>• 403(b) Plan Document</td>
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<td>• 2020 Benefits Guide</td>
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<td>2:05 – 2:15 pm</td>
<td>Wellness Update</td>
<td>Mitchell</td>
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<td>• Programming Updates</td>
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<td>2:15 – 2:20 pm</td>
<td>New Business</td>
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<td>2:20 pm</td>
<td>Wrap Up / Adjournment</td>
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Agenda Item 1

EBC Roster
### EBC Roster
#### 2019-2020 Academic Year
*Updated 10/10/2019*

## Ex-Officio and Non-Voting Members
- Colin Fonda: Associate Director of Total Rewards
- Lee Camargo-Quinn: Assistant Director of Benefits
- Tricia Rahal: HR Director, Tulsa Campus

## Voting Members

<table>
<thead>
<tr>
<th>Member Name</th>
<th>Area/Unit</th>
<th>Appointed By</th>
<th>Term</th>
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<tr>
<td>Luanne Howk (Primary)</td>
<td>Retiree Association</td>
<td>President</td>
<td>2019-2020; Alternate approved for 2019-2020; will receive one vote</td>
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<td>Don Hough (Alt)</td>
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<tr>
<td>Amy Pepper</td>
<td>Law School</td>
<td>NC Faculty Senate</td>
<td>16-20</td>
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<tr>
<td>Terri Cullen</td>
<td>Educational Psychology</td>
<td>NC Faculty Senate</td>
<td>17-21</td>
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<tr>
<td>Chris McNabb</td>
<td>Financial Services</td>
<td>NC Staff Senate</td>
<td>16-20</td>
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<tr>
<td>Matthew Rom</td>
<td>Facilities Management</td>
<td>NC Staff Senate</td>
<td>18-22</td>
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<tr>
<td>Kevin Farmer</td>
<td>College of Pharmacy</td>
<td>HSC Faculty Senate</td>
<td>19-23</td>
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<tr>
<td>Nancy Geiger</td>
<td>Otorhinolaryngology</td>
<td>HSC Staff Senate</td>
<td>17-21</td>
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<tr>
<td>Beth Sullins</td>
<td>Early Childhood Education</td>
<td>President / Designated for Tulsa Staff</td>
<td>16-20</td>
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<tr>
<td>Rhonda Lawes</td>
<td>College of Nursing</td>
<td>President / Designated for Tulsa Faculty</td>
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<tr>
<td>Deven Carlson</td>
<td>Political Science</td>
<td>President / Designated for NC Faculty</td>
<td>19-23</td>
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<tr>
<td>Sara Holland</td>
<td>Finance</td>
<td>President / Designated for NC Faculty</td>
<td>18-22</td>
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<tr>
<td>Will Wayne</td>
<td>OU Health Services</td>
<td>President / Designated for NC Staff</td>
<td>17-21</td>
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<tr>
<td>Judy Estes</td>
<td>Airport Admin / Hourly Employees Council</td>
<td>President / Designated for NC Staff</td>
<td>19-23</td>
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<tr>
<td>Carol Clure</td>
<td>Admin &amp; Finance</td>
<td>President / Designated for HSC Staff</td>
<td>19-23</td>
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## Pending Appointments

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<th>Area/Unit</th>
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<tr>
<td>Jamil Haynes</td>
<td>Rogers State University</td>
<td>President</td>
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<tr>
<td>Jamie Smith</td>
<td>Cameron University</td>
<td>President</td>
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## Pending Replacement

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<th>Area/Unit</th>
<th>Appointed By</th>
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<tbody>
<tr>
<td>VACANT</td>
<td>President / Designated for HSC Faculty</td>
<td>19-23</td>
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## Council Notes

<table>
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<tr>
<th>Council Coordinators</th>
<th>Ashley Langley</th>
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Agenda Item 2

Open Enrollment
BENEFITS OPEN ENROLLMENT
Oct. 28 - Nov. 8
benefitsonrollment.ouhsc.edu
(405) 271 - 2180
hr@ouhsc.edu

2020 OUHSC BENEFIT HIGHLIGHTS

**Blue Cross Blue Shield**
Blue Cross Blue Shield (BCBS) will serve as the university’s health administrator in 2020.

**High Deductible Health Plan with HSA**
Deductibles and out-of-pocket maximums will remain the same for 2020.

**PPO Health Plan**
Deductibles, co-pays and out-of-pocket maximums will remain the same for 2020.

**Fitness Program**
As a BCBS of Oklahoma member, the Fitness Program is available exclusively to you and your covered dependents (age 18 and older). The program gives you unlimited access to a nationwide network of more than 9,500 fitness locations. If you want, you can choose one gym close to home and one near work. You can visit gyms while you’re on vacation or traveling for work. Perks include:

- No long-term contract: Membership is month to month. Monthly fees are $25 per month, with a one-time enrollment fee of $25 per member (subject to taxes).
- Complementary and Alternative Medicine (CAM) discounts: Save money through a nationwide network of 40,000 health and well-being providers, such as accupuncturists, massage therapists and personal trainers.
- Convenient payment: Monthly fees are paid via automatic credit card or bank account withdrawals.
- Web resources: You can go online to locate gyms and track your visits.

**Employee Assistance Program (EAP)**
Magellan Health will continue to serve as the employee assistance program. The program provides useful tools and resources that can help make the most out of your day or guide you through a difficult time. The program is confidential and at no cost to you. Some services offered by Magellan Health include:

- Up to 6 counseling sessions for you and your eligible dependents or household members.
- Legal and financial consultation
- Work-life services
- TeleEAP Coaching
- Web-based confidential care

**BCBS App**
One of the great benefits of being a BCBS member is the BCBSOK App! Available in Android or iPhone, the BCBSOK App is great for checking claims, deductibles, Health Savings Account (HSA) balances, or even finding an in-network physician! All your health info right at your fingertips. Visit the Google Play or App store today!
PLAN HIGHLIGHTS

DispatchHealth
DispatchHealth offers on-demand healthcare for people of all ages in the comfort of their own home. DispatchHealth can treat everything an urgent care can, plus more. Board certified medical facilities are equipped with all the tools necessary to treat common to complex injuries and illnesses. The cost on the PPO plan is $50 and on the High Deductible Health Plan (HDHP) is subject to deductible and co-insurance.

BCBS Telehealth
On the road and not feeling well? Middle of the night and need an appointment? Get on the road to recovery with Telehealth. For a $25 copay for PPO members and a surcharge of $44 for HDHP members, you can see a doctor 24/7, 365! 

Be prepared: download the MDLive app!

BCBS App
One of the great benefits of being a BCBS member is the BCBSOK App! Available in Android or iPhone, the BCBSOK App is great for checking claims, deductibles, Health Savings Account (HSA) balances, or even visiting with a nurse! All your health info right at your fingertips. Visit the Google Play or App store today!

OVERVIEW OF PLAN CHANGES

Blue Cross Blue Shield
Blue Cross Blue Shield (BCBS) will serve as the university’s health administrator in 2020.

PPO Health Plan
Deductibles and out-of-pocket maximums will remain the same for 2020.

High Deductible Health Plan with HSA
Deductibles and out-of-pocket maximums will remain the same for 2020.

Rates
Premium rates for all coverage levels, regardless of tier will decrease.

Employee Assistance Program (EAP)
Magellan Health will serve as the new employee assistance program. The program provides useful tools and resources that can help make the most out of your day or guide you through a difficult time. The program is confidential and at no cost to you. Some services offered by Magellan health include:
- Up to 6 counseling sessions for you and your eligible dependents or household members.
- Legal and financial consultation
- Work-life services
- TeleEAP Coaching
- Web-based confidential care
Agenda Item 3

Willis Dashboard
This page is Proprietary and Confidential.
Agenda Item 4

Wellness
Key Health Practices

Biometric Screenings
- Oct. 17, 22, 23
- Nov. 7, 12, 14, 19, 21

Flu Shots at Goddard
- Oct. 14 & 15

Wellness Portal Stats

Portal Stats
- 4,503 Registered Users
- 37,903 Logins

Challenges – 1,516 Participants
- Water Challenge (7/18-9/30)
  - 696 registered, 302 completed
- Fruit Challenge (9/1-9/30)
  - 325 registered, 156 completed
- Step Challenge (9/1-10/31)
  - 495 registered, 52 completed

Programming

Wellness Events
- Breast Cancer and Nutrition with Fran, Oct 1
- Restful Sleep with Donna Tall Bear, Oct 23
- Mental Health First Aid, Nov 13
- Mobile Mammograms, Nov 13

Campus Events/Volunteering
- OU Tennis Club’s Kids Day, Oct 4
- OU Volleyball Health & Wellness Day, Oct 5
- OU United Way Walkathon, Oct 31

Health & Fitness Programming
- Stephenson Outpace Race, Oct 6, 96 registered
- Meditation, Tai Chi, Yoga and Zumba
- Intramural Sports

Employee Assistance Program (EAP)
- Mindful Leadership, Oct 29
- Effective Leadership Communication, Oct 29

Research Studies
- Menstrual Cycle Changes in Quadricep Muscular Architecture
- Iron Levels & Cognitive Function in Women
Events

Lunch & Learns
- October 8 | Breast Cancer Awareness *(Partnered with OU Fit)* – 36
- November 7 | Financial Wellness: Lighten the Load
- November 19 | Caring for You, Caring for Me

Stop the Bleed
October 3 | HSC *(Partnered with OU Fit)* – 32 attendees
October 10 | Tulsa

Team Building Strategies for Leaders (2 hrs)
October 23 | HSC & Tulsa

Mammograms
October 29 | HSC
October 31 | Tulsa

Webinars

Magellan Health Series
- October 9 | Positively Maneuvering Change in the Workplace
- November 6 | Surviving the Holidays
- November 13 | Caring for Yourself & Your Aging Loved One

Ongoing Programs

Magellan Health Monthly Campaigns
October | Coping with Change

Blue Cross Blue Shield Wellness
October | Bullying Awareness

Biometric Screenings – HSC & Tulsa
Email CHWBiometricScreening@ouhsc.edu to reserve appointment.
- October 16 | HSC Nicholson Tower, 5th floor Conference Room F
- October 21 | HSC Stephenson Cancer Center, 5th floor Seminar Room
- October 29 | OU-Tulsa Schusterman Center, Building 3, Room 3106
- October 30 | HSC OU Children’s Physicians Bldg., Conference Room 9895

CPR Course – Tulsa (College of Nursing)
OU-Tulsa Schusterman Center
- Administration Building, Nursing Professional Practice Lab, room 1C35
- Classes are held from 9 AM – 1:30 PM
  - Oct. 12, 19 or 26
  - Nov. 9, 16 or 23
- Register online: https://signup.com/go/hHkVyFc
Vision
To be a resource for employees to develop and maintain healthy habits while at work, and then share those health initiatives with their families

Mission
Work Healthy. Be Healthy.
Wellness Initiative Recap

Wellness Initiatives – September 2019

Theme: Mental Health, Physical and Environmental

Current Total of OU Fit Members:
(Comprised of OU HSC, OUP, OUMI Employees & Staff)
2,311 members

Lunch and Learns

- **Using Medications Safely** (with Healthy Sooners) - Sept 17

OU FIT Wellness Challenges

- **Couch to 5k Program** (35 participants) – August 5 – October 5
  - Great results so far with those have completed thus far. The average VO2 Max Increase so far is about 5 points.
  - Self-reported results:
    - Weight loss, fitting into pants they never thought they would again, more energy, feeling accomplished, meeting goals, not winded while walking or being active for longer periods of time, etc.

- **Mental Health Challenge** – Week-long challenge that encouraged participants to be proactive in engaging in acts of self-care that help promote a better mental health status.
  Total Participants - 50

OU Fit Community Involvement

- **OUTPACE CANCER** – October 5
  - Cross promotion began with Healthy Sooners during July.
  - OU Fit and Healthy Sooners paying for limited quantity of registration for the event.

OU FIT STAR(s)

- No OU Fit Star for October

Body Composition Assessments (for program)

- 4 Total for August

Point Incentive

- Participants that have at least 2,000 points by October 30, 2019 can receive a flex-n-scoop cutting board (limited to 150)

Upcoming OU Fit Events

- **Couch to 5k Program**
  - August 5 – October 5
  - (Still going for some due to customization)
  - 9 Week Training program with Kaylie.

- **Walka Walka Challenge**
  - October 30, 2019
  - Meet at the skywalk to walk approx. 1 mile. Come and go event from 11:00am-12:30pm.

- **OU Fit Post Assessments**
  - November - December
  - Various times during the month for on-campus and off-site clinic locations.

- **Lighten the Load**
  - November 7, 2019
  - Financial Wellness lunch and learn with Healthy Sooners.

- **Virtual Dementia Tour**
  - November 20, 2019
  - Experience a day in the life of an individual living with various forms of Dementia.

- **End of Fiscal year**
  - December 31, 2019
  - End of the OU Fit Program for this fiscal year. All points and uploads to be in portal by December 31 to be counted towards FY’20 incentive.