Health Plan

In 2017 the University faced another year of ongoing budget challenges resulting in a deeper assessment of employee benefit spend. In an effort to find savings, the University requested proposals for OU’s Medical Insurance and Employee Assistance Program (EAP) carriers. OU-Norman and OU-HSC went out for separate request for proposals for medical insurance and EAP services. As a result, effective January 1st, 2018, OU-Norman remained with Cigna for medical insurance and switched to Cigna for their EAP services. OU-HSC switched to Blue Cross Blue Shield as their medical carrier and switched their EAP to Magellan. It was deemed that Cigna was a better fit for OU-Norman due to cost savings and lack of network disruption. OU-HSC moved to Blue Cross Blue Shield due to a better fit for their population of medical providers.

OU-Norman and OU-HSC continued to offer a PPO and High Deductible Health Plan. The Norman PPO plan with Cigna saw an increased deductible to $600 per individual and the deductible for the High Deductible Health Plan was increased to $1,750 per individual. The premium rate renewal for Cigna resulted in a reduction to employees with dependent coverage and a slight increase to employees with single coverage. The Norman campus continues to have a 6-tier rate structure.

Both health plans at OU-HSC saw a change to two network options for the PPO Plan: a narrower network with the BluePreferred network and a larger network with BlueChoice. The PPO plan deductibles remained the same under the BluePreferred network at $500 individual / $1,000 family and increased to $1,000 individual / $2,000 family under the BlueChoice network. The deductibles for the High Deductible Health Plan remained at $1,500 individual / $3,000 family. OU-HSC reduced their rate tier structure from 6-tiers to 3-tiers. HSC was able to reduce the premium rates for employees with dependent coverage in all three tiers. Employees who make $50,000-$100,000 and have single coverage saw an increase in their premium rate contribution. All other HSC employees with single coverage saw a decrease in their premium rate contribution.

Wellness Initiatives

OU Wellness (Norman Campus) launched in February 2017 with an easy-to-use portal and robust wellness programming. 3,900 employees participated in the portal on the Norman campus. Employees earn points on the OU Wellness portal by participating in key health practices that include a biometric screening or physical and a Work-Life Health and Balance assessment. In 2017, 2,606 employees completed the assessment. OU Wellness plans and implements programming with goals of reducing the cost of health care and improving the overall wellness of OU employees. In 2017, 1,364 Norman campus employees with Cigna insurance participated in on-campus biometric screenings offered by OU Physicians and 506 had physicals with their primary care physician. The biometric
screening included a comprehensive health risk assessment, full lipid panel, A1-C (if indicated), fasting blood glucose test, InBody scan, and consultation with an OU Physicians medical professional. The screenings showed that 59% of employees screened were overweight, 27% had pre-diabetes, and 72% had high blood pressure. OU Physicians further screened 60 employees who had fasting blood sugar in the diabetic range (>126); 21 of the 60 were determined to be diabetic requiring medication and 24 were pre-diabetic. OU Wellness partnered with OU Health Services to offer free blood pressure screenings and InBody scans across campus. Participants had the opportunity to meet with a nurse at the screening and referred to a physician, if necessary. In addition, OU Wellness provided programming throughout the year on blood pressure, nutrition, movement, stress reduction and weight loss. OU Wellness piloted several nutritional intervention programs on the Norman campus, including Naturally Slim, Eat Down Your Blood Sugar from Full Plate Living, and Prevent T2 with the Harold Hamm Diabetes Center. Naturally Slim launched with 148 participants who lost a total of over 600 pounds. 96% lost weight, 24% lost more than 10 pounds and 36% lowered their diabetes risk. Eat Down Your Blood Sugar had 104 participants with 48% reporting weight loss and 52% reporting overall health improvement. Average weight loss for this program was 6.3 pounds. Prevent T2 with the Harold Hamm Diabetes Center is an on-going pilot program with 40 participants. In addition, OU Wellness collaborated with Weight Watchers at Work to offer group meetings on campus. OU Wellness engaged the University’s outstanding faculty, staff and graduate students to share their expertise at our Lunch & Learns and Wellness Wednesdays. The 74 Lunch and Learns were attended by 4,012 employees throughout the year; Wellness Wednesdays were offered regularly. OU Wellness also provided individual and group health coaching, on-campus mammograms through OU Medicine, dental screenings through Delta Dental, 189 free fitness classes and a host of other wellness-related opportunities offered at various locations across campus to ensure that we are reaching all employees where they work. In addition to these programs, Cigna EAP webinars are available through the OU Wellness Portal for incentive points.

Healthy Sooners (HSC Campus) also saw great success in the 2017 – 2018 academic year. Both HSC and Tulsa campuses are Certified Healthy Oklahoma for business and campus. The adjustable standing desk program, Sooners Stand for Health, is in its third year and continues to see success. There are more than 950 standing desks in circulation between all three campus locations. Follow-up survey results have shown a decline in pain and an increase in activity and exercise with the use of the standing desks. This was also reflected by the decreased prevalence of back pain, neck pain, and headache claims from 2016 to 2017 in a report from Willis Towers Watson. Weight Watchers at Work was a huge success for HSC employees. A new attendance-based reimbursement was implemented beginning January 2018 and has been well received. On average, just over 20 employees sign-up for an At Work Series in Tulsa and around 26 consistently sign-up for an OUHSC Series. Both campuses regularly see over 12 members attending the weekly At Work meetings, twice as many as they had before the Tulsa meetings were closed in May of 2013 and the HSC meetings in September of 2015. OU Weight Watchers at Work members lose an average of 10.5 pounds each in the program’s holistic approach. On-campus health screenings are continuing to be offered through OU Physicians Corporate Health & Wellness. For the 2017 calendar year, a total of 965, about 15% of the eligible employee population, completed an on-campus employee biometric screening at the OUHSC and OU-Tulsa campuses. We are half-way through 2018 and almost 600 on-campus health screenings have been done. Over 4,000 flu shots were administered by the College of Pharmacy to HSC and Tulsa employees during fall 2017 campus flu clinics. Healthy Sooners hosted 15 lunch and learns addressing a wide
variety of wellness topics from July 2017 to June 2018 which saw nearly 850 attendees. Nearly 100 HSC and Tulsa employees participated in the annual mammogram campaign in 2017. With the change to Blue Cross Blue Shield, HSC can now offer the Health Advocacy Solutions which includes “Well on Target,” “Special Beginnings,” a 24/7 nurse line, and disease management. After a year break, OUHSC and Tulsa-HSC are again enjoying the many services and resources offered by employee assistance program (EAP) vendor, Magellan Health. Overall utilization of the benefit is on pace to double compared to 2016. This includes counseling and consultation cases, training participants, and website usage. The benefit services are very similar to years past which includes monthly webinars, counseling, coaching, self-guided online programs, work-life services, and legal and financial resources, but employees and their household now have six free counseling sessions per issue available to them, an increase from three.

Retirement

The University continued several projects throughout the year that were approved through the Oklahoma Board of Regents in an effort to help alleviate the serious fiscal constraints due to low contribution funding to the University. The University administered the 2017 Special Voluntary Retirement Incentive program (SVRI). The 2017 SVRI program (OU-Norman) received higher than projected participation and its objective was to assist the University with reducing payroll and benefit costs during fiscal year 2017, 2018 and beyond.

OU Human Resources in partnership with all of the University’s retirement vendors continued to address the charge of education towards retirement readiness and income replacement. OU Human Resources along with Fidelity Investments conducted more than 19 education workshops throughout the year on all campuses including Rogers State and Cameron Universities discussing topics ranging from Retirement readiness, Social Security, and Financial Wellness. OU Human Resources increased the number of Fidelity one on one meetings available for employees, which totaled more than 120 appointments. Between two Fidelity representatives, there were over 5,500 interactions with OU employees. For employees who still have retirement accounts with TIAA, OU Human Resources also added appointments for employees to meet with a TIAA representative. Further, OU Human Resources along with Fidelity tracked the progress of our “Easy Enroll” program with Fidelity Investments. The program did well and received higher that projected participation. Fidelity Investments will continue their campaign for this new tool going forward.

The University renewed its fee and services agreement with Fidelity investment January of 2018. The Agreement will continue for a term of five years provided however, that the agreement will automatically renew for additional one-year terms unless the University decides to terminate at the end of the new term. All fees and service agreements remained at current levels.

Other News

OU-Norman Human Resources had a very successful Open Enrollment 2018 season. HR hosted a “kick-off” event where they handed out coffee and donuts along with information about OE educational meetings, benefits fairs, and changes coming to 2018 in benefits. HR hosted 24 educational meetings in various campus locations for Open Enrollment discussing the benefits and any changes that will be made to benefits in the new calendar year. HR-Norman hopes to expand their efforts for the 2019 Open Enrollment.