Minutes of the Faculty Senate Meeting
Wednesday April 14th in Room 2.022

In Attendance: Nandini Ghosh-Choudhury, Bennett Amaechi, Yidong Bai, Allison Beck, Keith Krolick, Mark Nadeau, Rajeshwar Rao Tekmal, V Sreenath Reddy, Krista Bowers, Sara Gill, Donna Gardner, Qitao Ran, Mohan Natarajan, Joe Conner, Barry Norling,

Absent: Kaparaboyna Kumar, Sally Combest, Christopher Franka, Catherine Ortega, Peter Gakunga, Margaret Brackley, Mark Soucy, Brent Shriver, Diana Beckmann-Mendez.

Convened: 4:00 PM

University Topics: Updates
Dr. Theresa Chiang, VP for Academic Administration

- **Thursday, April 22:** President Henrich’s State of the University, at noon in lecture hall 3.102 (near Subway) with a reception in the Lecture Hall Commons for those attending event. Please plan to join President William L. Henrich as we celebrate our achievements and anticipate our future growth. All faculty and staff are encouraged to attend.

- **Tuesday, April 27:** 2010 Presidential Distinguished Lecture featuring Dr. Tachi Yamada at 11 a.m. in the Auditorium with a reception in the Parman Foyer for those attending the event. Dr. Yamada, president of the Bill & Melinda Gates Foundation’s Global Health Program, leads the foundation’s efforts to help develop and deliver low-cost, lifesaving health tools for the developing world. He oversees the Global Health Program grants, which focuses on four major activities: discovery, development, delivery and advocacy. Sponsored by Fulbright & Jaworski L.L.P.

- **Wednesday, May 5:** A Celebration of Dr. Greg Mundy at 4:30 p.m. in the Parman Foyer. The UT Health Science Center is planning a special tribute and memorial service for Gregory R. Mundy, M.D., longtime faculty member, who passed away on February 25.

- Presidential award qualifications: should we consider part-time (above 75%) faculty? Please provide input to Senate Chair by the end of April.

- **eCV next step.** After more than a year’s research, an updated version of eCV was identified as the possible successor to the current one. Project Manager has been appointed and the HSC is putting together an implementation plan. This upgrade DOES NOT require faculty to individually convert the current format to the updated version!

- Season Emeritus for the School of Medicine at Univ. of Minnesota, Dr. Deborah E. Powell will speak on “New Models of Medical Education for the 21st Century: Challenges and Opportunities” on Monday, April 19 at 4 p.m. in 409L. (Flyer attached) Please encourage all interested to attend.

- **UT System is proposing a partnership with us on recruiting an VP for South Texas to address the future of border health issues.**

- The search for the Graduate School Dean is continuing. If you are interested in nominating someone, please forward your recommendation to Dr. Ken Hargreaves at the Dental School who is chairing the search.
Update on changes in our Health Plan

Dr. Bonnie L. Blankmeyer, Executive Director, EEO/AA Office

Voluntary Benefits
1. Self funded UT Select Dental – Rates may increase by 3% or less (see attachment)
2. Fully insured Assurant Dental Plan – No changes
3. Fully insured Superior Vision Plan – No Changes
4. Self funded UT Select Medical and Prescription Plan (see attachment)

Need feedback on the following plan design. Considerations.

Choose A or B

(A) Add retiree spouse life insurance benefit of $3,000 at the rate of $1.83 per month. EOI will be required for spouses of current retirees. Effective September 1, 2010, spouses of active employees who are enrolled in the UT life insurance at the time of retirement may retain $3,000 of life insurance with no EOI.

(B) Double the employee and retired employee Basic Life Insurance from $10,000 and $3,000, respectively, to $20,000 and $6,000. This will require .2% additional funding from the Medical fund.

NOTE: If your institution supports increasing the Basic Life insurance coverage by doubling the current $10k and $3k employee and retired employee life options, you will need to add an additional 0.2% in benefit reductions to your decisions.

The UT SELECT benefit cost trend is currently assumed to be about 9% per year. The current premium rates are deficient by about 5% which is requiring a subsidy from the contingency fund for FY2010. Therefore, we would need a rate increase of 14% (9% + 5%) in order to balance the budget for FY2011 (plan year beginning September 1, 2010.)

Choose B or C after reviewing data:

(A) 6.8% rate increase will require a 7.2% benefit reduction. (NOTE: a plan design with a 7.2% reduction in benefits will result in a non-competitive product and thus this option is being provided for illustration purposes only.)

(B) A 10% rate increase will require a 4.0% benefit reduction.

(C) A 12.0% rate increase will require a 2.0% benefit reduction.

The following information is presented to determine the best option to balance the budget. Option 5a above is provided for illustrative purposes only due to the extensive challenges in developing 7.2% in benefit reductions (changes in the out of pocket cost at the time of treatment). OEB will be balancing the UT SELECT budget by choosing either option 5b or 5c.

Please refer to the following Evaluation of Impact of Proposed Benefit Changes to determine the preferred benefit reductions to accommodate a 10% + 4% = 14% option or the 12% + 2.0% option. Please also provide the top 4-5 changes in order of preference to make up the needed benefit reductions.
• A 10% rate increase will require a 4.0% benefit reduction.
• A 12.0% rate increase will require a 2.0% benefit reduction.
• Increasing the Basic Employee Life and Basic Retiree Life will require an additional 0.2% in benefit reductions.

Medical Benefits

A. Revise Physician Office Visit Copayment

2009 Data: 116,411 unique patients visited a PCP at least once. 143,620 unique patients visited a specialist at least once.

1. Current: $30 PCP; $35 specialist
2. Benefit Revision Options:
   a. Increase Both Copays by $5 0.6%
   b. Increase Specialist Copay by $10; no change to PCP Copay 0.6%
   c. Increase Both Copays by $10 1.2%
   d. Increase Both Copays by $15 1.8%

B. Revise Deductible (in network/out of network/out of area)

2009 Data: 49,217 unique patients paid a portion of the deductible and 32,918 paid the entire deductible.

1. Current: $250/$500/$250
2. Benefit Revision Options:
   a. $350/$750/$350 1.0%
   b. $500/$1,000/$500 1.6%

C. Revise Coinsurance Percentage (in net/out net/out area)

1. Current: 80%/60%/75%
2. Benefit Revision Options:
   a. 75%/55%/75% 0.9%
   b. 70%/50%/70% 1.9%

D. Revise Coinsurance Stoploss (in net/out net/out area)

2009 Data: 11,035 unique patients met the out of pocket maximum

1. Current: $1,750/$4,000/$1,750
2. Benefit Revision Options:
   a. $2,500/$5,000/$2,500 0.9%
   b. $5,000/$10,000/$5,000 2.3%

E. Revise Emergency Room Copayment
2009 Data: 20,107 unique patients visited the emergency room at least one time.

1. Current: $100

2. Benefit Revision Options:
   a. $150 0.2%
   b. $200 0.4%

F. Revise Inpatient Copayment.

2009 Data: 7,415 unique patients paid the inpatient copayment. Average paid was $350 per patient.

1. Current: $100 per day

2. Benefit Revision Options:
   a. $150 per day 0.1%
   b. $200 per day 0.3%
   c. $250 per day 0.4%
   d. $300 per day 0.5%

G. Outpatient Facility Copayment

2009 Data: 24,781 unique patients paid the facility copayment.

1. Current: $100

2. Benefit Revision Options:
   a. $150 0.4%
   b. $200 0.8%

H. Bariatric Surgery

2008 and 2009 Data: approximately 275-325 unique patients had bariatric surgery in FY 08 and FY 09.

1. Current: same as any other illness

2. Benefit Revision Options:
   a. $5,000 copay plus $100 per day hospital copayment 0.1%

I. "Ologist" Benefit

"Ologist" is the category of providers such at Radiologist, Pathologist, Anesthesiologist

2009 Data: 24,876 unique patients had 57,948 claims paid at billed charges rather than negotiated network rates.

1. Current: Allowed amount = billed amount; no balance billing

2. Benefit Revision Options:
   a. Allowed amount = Blue Cross Blue Shield Allowed amount; balance billing to member by out-of-network provider 0.8%

J. Lab/X-ray Copayment when provided separate from office visit

1. Current: Copay waived if tied to an office visit and provided within 2 weeks of office visit

2. Benefit Revision Options:
   a. $25 copay for services not provided during office visit 0.3%
   b. Subject to deductible/coinsurance for services not provided during office visit 0.4%
   c. $25 copay; CT and MRI at $100 copay for services not provided during office visit 0.4%
   d. $25 copay; CT and MRI at $150 copay for services not provided during office visit 0.5%

Prescription Drug Benefits

2009 Data: 131,943 unique patients used the drug plan and 106,823 met the full deductible (For 2010: 81,558 have met the $100 deductible thus far)

2009 Data: Member cost share was 25.1% of drug plan cost. UT paid 74.9% of cost. The member cost share is lower than many peers.

2009 Data: 63.4% of the drugs dispensed are generic
K. Revise copayment
1. Current: $10/$35/$50 retail; $20/$87.50/$125 mail; $100 deductible.
2. Benefit Revision Options:
   a. $10/$35/$50 retail; $20/$87.50/$125 mail; $150 deductible 0.5 %
   b. $10/$35/$50 retail; $20/$87.50/$125 mail; $200 deductible 1.0 %
   c. $10/$35/$50 retail; $30/$105/$150; $100 deductible 0.6 %
   d. $15/$40/$55 retail; $45/$120/$165; $100 deductible 1.9 %
   e. $20/$45/$60 retail; $60/$135/$180; $100 deductible 3.1 %
   f. $20/$35/$50 retail; $40/$87.50/$125; $100 deductible 0.9 %

L. Revise Prescription Drug Benefit
1. Replace copay with deductible/coinsurance %/coinsurance stoploss.
2. Benefit Revision Options:
   a. $300 deductible / 70% plan/30% member / $1,000 max per script 0.6 %
   b. $300 deductible / 70% plan/30% member / $1,500 max per script 1.4 %
   c. $400 deductible / 70% plan/30%member / $1,500 max per script 2.3 %

M. Add Retail Maintenance Penalty of $5 generic/ $10 preferred brand/ $15 brand non-preferred
   (requires increase of mail copays to 3 times retail)- option K.2.c, d or e above 0.8 %

The penalty will apply to each retail maintenance medication after the first fill.

University of Texas System
Proposed Benefit Changes

Option 1 - 6.8% Increase to Rates
Prescription Drug Increase Copays: Retail - $20/45/60  Mail - $60/135/180 3.1%
Medical Increase Deductible: $500/1,000/500 2.2%
Increase Office Visit Copays: $40/45 1.0%
Increase ER Copay: $150 0.2%

6.5%

Option 2 - 10% Increase to Rates
Prescription Drug Increase Copays: Retail - $15/40/55  Mail - $45/120/165 1.9%
Medical Increase Deductible: $350/750/350 1.0%
Increase Office Visit Copays: $35/40 0.5%
Increase ER Copay: $150 0.2%

3.6%
University of Texas System Employee Group Insurance

UT SELECT DENTAL Plan

Actual Rates through FY2010 and Preliminary Rates for FY2011

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<td>Subscriber Only</td>
<td>$26.41</td>
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<td>Subscriber +Spouse</td>
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<td>Percentage increase</td>
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<td>6.0%</td>
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*Preliminary April 7, 2010
University of Texas System Employee Group Insurance Program

Projected UTSelect Monthly Contribution Rates for FY11

Based on Assumed 10% Increase in Health Rates

Preliminary April 16, 2010

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<th>Subscriber Status</th>
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<th>FY2011</th>
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<tr>
<td>Part Time</td>
<td>$393.08</td>
<td>$768.37</td>
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| **Subscriber Rates** |        |        |        |        |        |        |        |        |
| Full Time           | $0.00  | $169.23 | $177.00 | $333.28 | $0.00  | $186.15 | $194.70 | $366.61 |
| Part Time           | $196.54 | $468.80 | $439.45 | $699.37 | $216.08 | $515.57 | $483.29 | $769.20 |

| **State Rates**     |        |        |        |        |        |        |        |        |
| Full Time           | $393.08 | $599.14 | $524.91 | $732.19 | $432.17 | $658.84 | $577.19 | $805.19 |
| Part Time           | $196.54 | $299.57 | $262.46 | $366.10 | $216.09 | $329.42 | $288.60 | $402.60 |

**Note:** Rates include basic life and EAP.

* Includes provision for EGI operating expenses, Basic Life Insurance and EAP.

**El Paso HMO rates for FY07 are equal to rates for FY06 plus 1%.**
University of Texas System Employee Group Insurance Program

Projected UTSelect Monthly Contribution Rates for FY11

Based on Assumed 10% Increase in Health Rates

Preliminary April 16, 2010

<table>
<thead>
<tr>
<th>Coverage</th>
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Note: Rates include basic life and EAP.

Senate input on PTAC Process Review

Dr. John Mangos, Chair, PTAC process review task force

In January this year, President Henrich, M.D., MACP, established a Task Force to conduct an indepth review of our current promotion and tenure practice and make recommendations accordingly. He appointed Dr. John
Mangos (Pediatrics), to chair this Task Force. Other members of the Task Force are, Lisa Lang (Prosthodontic), Charles France (Pharmacology), George Kudolo (Clinical Lab Sciences), and Mickey Parsons (Acute Nursing). The Task Force was charged with the duty to
1. solicit comments and suggestions from all relevant parties on campus.
2. propose and review all options; including but not limited to the establishment of PTAC committee in each respective school that has the authority to recommend promotion and tenure, to address appeal.
3. make other recommendations to the President regarding the enhancement of the HSC current faculty promotion, tenure and appointment process at the UTHSCSA.

Dr. Mangos presented the procedure planned by his task force to accomplished the above charge. Faculty senate is one of the groups whose opinion will be sought. So Dr. Mangos and his task force will be meeting with the faculty senate before the end of the academic year.

**Services of Academic Technology Services**

Dr. David C. Hotchkiss, Director, Academic Technology Services

Dr. David Hotchkiss presented the services of the ATS to the three major arms of the UTHSCSA, educators, researchers and clinicians. These services include but not limited to:

- Curriculum Consultation, Course Design / Certification, Blackboard Support
- Initiatives: QEP, Second Life, H1N1, CE
- Design and use of 3rd Party Software
- Collaboration: ACET, Asst Deans, Registrar, Prof Orgs
- Multimedia services such as: Video, Photography, & Podcasting; Sophisticated 2 & 3D Animations (Flash); Medical Illustration; Simulations & CD / DVD Duplication; Web Development; Custom Programming.
- Video Conferencing (7,700 hrs)
- Classroom Support & Design; A/V Event Support
- Video Streaming
- Instrumentation Services
- Audience Response Systems
- Lecture Recording
- Printing services such as: Course Syllabi, Shared & Department Copiers, Test Duplication, Posters, Large Commercial Print / Binding Orders, Custom Design Work.

More information on the services of the ATS can be read from their website.

A faculty member questioned the high cost of printing posters with the Multimedia services. Dr. Hotchkiss explained that a lot of changes have been made regarding cost of their services which have come low now according to the price list that he later provided. Another question was asked on charging for videoconferencing. Dr. Hotchkiss promised to look into this matter.

The meeting was adjourned at 5.25 PM.