

**Senate Benefits and Welfare Committee  
University of Pittsburgh  
Minutes of September 11, 2012 Meeting**

**9:00-10:30am, 440 Salk Hall (Dean's Conference Room)**

**Attendees: Elected:** Colleen Cully, Irene Kane, Angie Riccelli, Eleanor Schwarz, Sachin Velankar  
**Appointed:** Nancy Gilkes, James Holland, John Kozar, Alan Meisel, Ronald Frisch, Linda Tashbook, Harvey Wolfe,  
**Absent:** Elaine Devlin, Judith Lave, Roger Flynn, Sandra Founds, Julie Hallinan, Elizabeth Richey

**Guests:** TIAA - Jay Mahoney, **Relationship Manager**

Topic	Discussion	Action to be Taken
Call to Order	Angie Riccelli called the meeting to order at 9:05 AM	
Committee Business (A. Riccelli)	<p>Minutes from (include the date of this meeting) meeting were previously approved and posted on the Senate website; Group introductions and chair report:</p> <ul style="list-style-type: none"> <li>• Angie met with Ron Frisch and John Kozar to plan the agenda for this year's Committee meetings.</li> <li>• Angie attended the Senate Assembly meeting on Tuesday, September 4<sup>th</sup> and provided the following updates: Professor Sukits provided an overview of the Student Veteran Association (SVA) at the University of Pittsburgh; the SVA started at Pitt in 2007. Professor Sukits encourage faculty who are also veterans to participate in mentoring of student veterans. SVA is attempting to improve and enhance communication between the Veteran Affairs Office and the SVA group. President Smitherman stated that there are no new initiatives for the year, but wants to attempt to improve communications, enhance the website. Faculty Assembly meetings have been moved from the ballroom to Conference room B as a cost saving measure. In addition the area of discussion for the year will be: cyber learning in higher education; computer based learning, and how to maintain this new technology.</li> </ul> <p>:</p>	Informational
Benefits Office Report (J. Kozar)	John Kozar briefly mentioned Health Care reform and what it means. He discussed that the general student health care has been changed to remove certain caps in the	Graduate Student benefit package will be revisited

coverage. The University offers a good program and to make it more attractive the deductible has been removed. This is a significant difference for some students because costs can be noteworthy. This coverage is applicable for both undergraduate and graduate. Sachin Velankar stated that a premier benefit package for graduate students could attract high caliber individuals. Alan Meisel asked the question of whether the undergraduate students had a choice in program selection. John Kozar stated that the graduate insurance program is a much richer program with lower co-pays. If this program is opened to all students, it can raise the coverage costs. John Kozar stated that the profile of the general student population has changed. It's an older population than one would believe. It is mostly older students that enroll in coverage. If the cost for insurance has to be raised, graduate students may not be able to afford coverage. The issue can be revisited next year. John Kozar reported that currently there are 2,000 graduate students with academic appointments and is working to expand the program. Harvey Wolf asked if the program is self-funded. John Kozar responded that the program is fully insured for all students. Ron Frisch stated that in the next few years, more changes will occur. In the past few years the university has seen many changes, and that the evolution of the health care program will present challenges. Insurance is ever changing, but the university attempts to provide value for the students. Ron Frisch stated that this is a work in progress and reports will be provided.

Preventive Services: recent changes include: 1) coverage for generic birth control at no cost; 2) brand name drugs remain with a co-pay; 3) IUD is included within the preventive service -- more information is forthcoming. The government's list of preventive services also includes breast feeding services; breast pumps covered at no cost. The University is in compliance with government regulations.

Flu shot clinics were identified. The School of Pharmacy is collaborating with Falk Pharmacy, UPMC Health Plan, and the Benefits Department in providing the flu shots. Letters will be sent out and information will appear in the University Times. There is no cost for the flu shots if you are a UPMC Health Plan member. The first clinic is scheduled at Benedum Hall on Sept. 16<sup>th</sup>. One needs to show UPMC Health Plan ID card - no paper work is required. Paper work may be required if one elects to receive the flu shots external to the university setting.

Open enrollment for students is paperless and can be completed online.

Some issues are anticipated if graduate students haven't been enrolled into the system. Sachin Velankar asked if international students could receive assistance.

next year.

	<p>John Kozar stated that specific online instructions exist or the students can call member service or Human Resources to receive assistance. Coordinating efforts with OSI, and exploring other means to provide informational sessions will also be addressed. Linda Tashbook suggested including a button on the website that identifies help. Other options could include an online tutorial or promoting another informational session.</p> <p>Relevant to the post 65 annual enrollment, the rates are increasing at a modest rate even though there is less funding provided by the government. Over the next several years some of the costs may need to be picked up by individual.</p>	
<b>Topic</b>	<b>Discussion</b>	<b>Action to be Taken</b>
<p>TIAA – Jay Mahoney work with Human Resource Dept. on multiple issues. Work with affiliated organizations as well.</p> <ul style="list-style-type: none"> <li>• Administration</li> <li>• Investing</li> </ul>	<p>On October 20, 2010, the Department of Labor (Department) published a final regulation requiring plan administrators to disclose certain plan and investment-related information, including fee and expense information, to participants and beneficiaries in certain participant-directed individual account plans.</p> <p>Jay Mahoney, the TIAA-CREF Relationship Manager for the University came to the meeting to discuss fees and fee disclosure. TIAA-CREF and the University have a keen interest in keeping fees as low as possible. The lower the cost of operating the plan, the more of your investment remains with your account. Fees are reflected as an expense ratio. Fees will vary slightly from fund to fund. TIAA-CREF operates at cost and is known (along with Vanguard) to have some of the lowest fees in the financial services industry. It only takes expenses it needs out of the investment. The challenge is not to take too much or too little.</p> <p>Meisel asked if the expense ratio is the same for all institutions or does it vary. Mahoney stated that TIAA socializes cost through all systems; it can identify costs at a plan level; therefore, share price flexibility is now available. University has certain funds in the Premiere share class. Some funds will also be moving to an Institutional share class that has an even lower expense ratio. Wolf asked about fee being dependent upon mix. Response is yes, the cost is for what is being invested. The main objective is having value for service. Institution has to monitor expense as well as value. TIAA provides advice but doesn't charge for it. TIAA-CREF also independent third party advice through Ibbotson. Ibbotson Associates is a registered investment advisor that is now part of the Morningstar Investment Management division. A leading authority on asset allocation with expertise in capital market expectations and portfolio implementation, Ibbotson Associates approaches portfolio construction</p>	<p>Informational</p>

	<p>through a research-based investment process. Ron Frisch states that the institution does pay for this service.</p> <p>Alan Meisel asked if there are steps that the university can take to reduce cost. Electronic communication is one step. Quarterly reports have been converted to electronic format; prospectus could be changed to electronic format as well. John Mahoney stated that this is the way things are moving. Termination information from university is now electronic submission.</p> <p>TIAA is very conscious of expense and what people want to achieve as retirement goals -- adequate retirement income.</p> <p>Harvey Wolfe stated that there are many rules that no one knows until one encounters the limitations.</p>	
<p>Unfinished business</p> <p>Clinical Connect</p> <p>Transgender Health Benefits</p>	<p>Clinical Connect- rationale for Clinical Connect is to share information with other health care systems. UPMC attorneys have addressed concerns and determined it is a viable system. Alan Meisel asked how one contacts UPMC to voice objection on the lack of information provided to employees about the implementation of this system. One of his concerns is providing direction if a member wanted to opt out of this system. John Kozar stated that an article can be submitted to the University Times to address concerns and provide information for those that do not want their health care information to be shared upon request by other provider systems.</p> <p>Ron Frisch informed the members that a committee will be appointed to address the transgender health benefits issue.</p>	<p>Informational</p>

<p>Other Business</p> <p>Renovations of Trees Hall</p>	<p>Angie Riccelli informed the members that she was in contact with John Jakicic and asked if the committee could tour the renovated area of Trees Hall. It was suggested that one of the B &amp; W meetings be scheduled at trees.</p>	<p>Angie Riccelli will contact John Jakicic and schedule a meeting time.</p>
<p>Adjournment</p>	<p>A. Riccelli adjourned the meeting at 10:30 AM</p>	