

**Campus Fringe Benefits Committee
Campus Council Report
Spring 2014**

I. Introduction

- a. Fringe Benefits Committee is composed of 10 voting members (4 faculty, 4 staff, and 1 representative each from the Retirement Association and Division of Agriculture) and ex officio member (Associate Vice Chancellor for Administration and Human Resources). Additionally, the Director of Benefits, meets with the committee.
- b. Committees charge is to recommend, review, and monitor policies and procedures related to life and health insurance, retirement benefits, and other fringe benefits. (Note: We are not a policy-making body.)

II. On-Going Activities

- a. Monitoring the transition from QualChoice to United Medical Resources as the administrator of the health care plan for the UA System.
 - i. Many (if not most) of the changes enacted with the transition received positive feedback campus-wide.
 - ii. However, it became clear there was an issue surrounding the availability of providers of behavioral health services.
 - iii. The committee, through our Human Resources Department, notified the Systems Office of this concern and asked them to encourage UMR to locate and sign-up additional providers.
 - iv. Positive Outcomes:
 1. Changes in the level of access has been noted, but we continue to monitor this issue.
 2. A transition of care, exception, and an expedited appeals processes were instigated. *Note: To date, only a single appeal at the Systems Office has been filed, and the Systems Office approved it.*

It is possible other appeals occurred at UMR and were solved at that level. (For instance, appeal to see a specialist outside a 50-mile radius of campus.)

(Process information is available on the HR website.)

3. Steve Wood, Associate Vice President for Employee Benefits and Risks Services for UA Systems, now attends a meeting each semester to provide updates on continuing concerns and appraise the committee of upcoming changes.
 - b. Monitor access to health care providers in Northwest Arkansas.
 - i. Committee is exploring the development of a survey of campus faculty and staff to gauge satisfaction with availability of healthcare providers in general and discover ways to better communicate with participants.
 - c. Review the HEAL Program.
 - i. At the encouragement of Staff Council, the committee will hear from representatives of the program.
 - d. Investigate and research the availability of “Sick Child Daycare.”

III. Benefits Concerns

- a. If you have benefits concerns (things you think we should review) or questions, please contact our Human Resources Department or your Benefits Committee representative.

A list of committee members is located on the Campus Council website (under Fringe Benefits Committee).

Thank you for your time and interest.