

University of Maine System
Board of Trustees Meeting

Zoom Meeting
September 13, 2021

Human Resources & Labor Relations Committee Meeting

Present: **Committee Members:** Sven Bartholomew, Chair; James Erwin, Mark Gardner, Trish Riley, and Michael Michaud. **Other Trustees:** Peggy Rotundo. **Chancellor:** Dannel Malloy. **Presidents:** Ray Rice, and Joan Ferrini-Mundy. **Staff:** James Thelen, Loretta Shields, Ellen Doughty, Robert Placido, Deirdre Salsich, Jeff St. John, and Ryan Low. **Others:** Susan Cameron, Kris Leblanc, Denise Stephenson, and Rachel Piper.

Absent: Beth Dobson and James Donnelly.

Trustee Bartholomew, Chair, welcomed everyone and called the meeting to order. The Clerk performed a roll call of the Committee members present.

Executive Session

On a motion by Trustee Michaud, which was seconded by Trustee Erwin, and approved by a roll call vote of all Trustees present, the Human Resources & Labor Relations Committee agreed to go into Executive Session under the provisions of:

- 1 MRSA Section 405 6-A to discuss the evaluation of personnel and the consideration and discussion of appointments, evaluations, employment and duties.
- 1 MRSA Section 405 6-D to discuss planning for negotiations and communications with AFUM, UMPSA, ACSUM, Police, PATFA, and Service and Maintenance Units.

On a motion by Trustee Riley, which was seconded by Trustee Michaud, and approved by a roll call vote of all Trustees present, the Human Resources & Labor Relations Committee concluded the Executive Session.

Following the Executive Session, Trustee Bartholomew, Chair, reconvened the public meeting and discussed the following items:

Introduction of new Chief Human Resources Officer (CHRO)

Vice Chancellor for Strategic Initiatives and Chief Legal Officer James Thelen introduced the newly hired UMS Chief Human Resources Officer (CHRO) Loretta Shields. Vice Chancellor Thelen explained that the Trustees were provided a copy of CHRO Shields' resume in the meeting materials. He stated that UMS is happy to have CHRO Shields join the team. CHRO Shields said that she is excited for the opportunity to work for UMS and looks forward to working with everyone.

Employee Health Plan Task Force (EHPTF) Scorecard Update

Denise Stephenson from Willis Towers Watson provided an overview of the Employee Health Plan Task Force (EHPTF) Scorecard. 2020 experienced a slight decline in enrollment and membership had an unusual claims pattern due to deferrals of care related to the pandemic. This was common across the US, with average deferrals in the Northeast of 6-7%. Pharmacy did not see a deferral, rather usage and cost increased during the 2020 period. Historically, UMS has outperformed industry trend with particular success in pharmacy cost management via targeted and thoughtful design changes. High dollar claims have an ever increasing impact on costs. This was particularly true in 2019 but normalized in 2020. Network usage continues to be strong and is well above norms. Primary care

usage has remained relatively flat. UMS uses Cigna Care Designations (CCD) to identify Specialists who provide high quality at a lower cost. In 2020, Cigna removed CCD designations from various specialty groups, so the statistic for 2020 looks unusual compared to prior years. Cigna is no longer using a Centers of Excellence term for hospitals, so that measure will be sunset. There is a three year decline in members using aligned providers and there is a plan to address this decline in 2021/2022. Emergency Room (ER) visits continued to decrease and are lower than Cigna norms. There was a dramatic decline in 2020 when employees tended to avoid emergency rooms due to the pandemic. Urgent Care continues to be an increased point of access at a lower cost than ER care. Telemedicine continues to be an area of opportunity. UMS waived copays in 2021 in order to incentivize usage of the Telemedicine program. Generic drug utilization has continued to increase. Due to an aggressive awareness campaign, Employee Assistance Program (EAP) usage continues to increase and is above Cigna norms. Level 1 participation requires employees (and spouses) to obtain either a preventive care visit and/or complete a coaching session with TrestleTree wellness coaches. Level 1 completion is rewarded with a premium incentive differential of 10%. Level 2 applies once a Level 1 completion is obtained, and employees can participate in a variety of events to earn a cash incentive. The majority of UMS employees earn their Level 1 incentive, with a lesser percentage participating in Level 2. 2020 saw a decline in engagement, but is reflective of engagement statistics overall across the industry. Preventive care visit compliance was eroded in 2020 due to the pandemic; however, remains above Cigna's norms. Screening rates remained fairly unaffected, which is positive given the importance of early detection of cancers. Gaps in Care continued to close indicating employees continued to well manage their chronic disease, despite the disruption of the pandemic. Medication adherence improved in 2020. Despite the challenges of the pandemic, the UMS risk score improved from 2019 to 2020. Although the majority of employees have very low to medium risk scores, those with serious conditions are responsible for the majority of the spending.

Human Resources & Labor Relations Committee FY2022 Work Plan

Vice Chancellor Thelen stated that the FY2022 Human Resources & Labor Relations Committee Work Plan was provided in the meeting materials. The work plan is intended to cover both action items required for governance of the University of Maine System and those topics of importance and interest to the Board. This year the Committee has added new information reports to the work plan. The new reports are regarding Diversity, Equity, & Inclusion updates, Retiree Healthcare Plan updates, and Employee Recognition and Service Awards. The draft FY2022 Work Plan was provided to the Committee in preparation to include it as information in the September 27, 2021 Board of Trustees meeting materials.

UMA Presidential Search Preview

Vice Chancellor Thelen stated that UMS is preparing to submit a formal action request and charge to the UMA Presidential Search Committee at the September 27th Board of Trustees meeting. Former UMA President Rebecca Wyke has moved to a new position with The Maine Public Employee Retirement System (MPERS). Since her departure, the Chancellor has appointed UMA Vice President for Academic Affairs & Provost Joe Szakas as the UMA Interim President. UMS has a procedure to follow for all presidential searches including a protocol on search committee composition, which should include participants from each constituency of the campus and a Chancellor designee. Additionally, three UMS Trustees will serve on the Presidential Search Committee, one of which will Chair the Committee. Vice Chancellor Thelen stated that the System team is working on identifying the members of the Committee and a Request for Proposal (RFP) has been submitted to UMS approved search consultants. Vice Chancellor Thelen anticipates that the search consultant and search committee members will be identified prior to the September 27th Board meeting, so that UMS can move forward with the charge.

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Trustee Gardner stated that he will have the three Trustees ready to be named for the September 27th Board meeting.

Additional information about the meeting can be found on the Board of Trustees website:
<https://www.maine.edu/board-of-trustees/meeting-agendas-materials/human-resources-and-labor-relations/>

Adjournment

Heather A. Massey for
Ellen N. Doughty, Clerk