



## Minutes of the Meeting

**February 6, 2018**

The 7th regular meeting of the Boston University Faculty Council for the 2017-2018 Session was held on February 6, 2018 at 3:30 p.m. in the School of Medicine, 72 E. Concord Street, Room R-103. J. Robb Dixon, Chair of the Faculty Council, presided over the meeting.

Officers and Committee Chairs								
X	Dixon, J. Robb	Chair	QST	X	Heineke, Janelle	Faculty Policies	QST	
X	Leone, Cataldo	Vice Chair	GSDM	X	Park, Hee-Young	Graduate Programs	MED	
X	O'Keefe, Eileen	Secretary-Treasurer	SAR		Carroll, John	Media/Communication	COM	
X	Hamilton, James	Academic Freedom	MED		Henderson, Andy	Research	MED	
	Darr, Kathe	Awards	STH		Walsh, Joyce	Student Policies	COM	
	Smith, Don	Compensation and Benefits	QST	X	Luebke, Jennifer	Sustainability	MED	
X	Brady, Steve	Credentials and By-laws	MED		Kinraide, Rebecca	Teaching Resources	CAS	
X	Cozier, Yvette	Equity and Inclusion	SPH		O'Brien Hallstein, D. Lynn	Undergraduate Programs	CGS	
Representatives and Alternates								
	Abbott, Jodi (R)	MED		Fox, Matthew (A)	SPH		Nouh, Hesham (A)	GSDM
X	Amato, Felice (R)	CFA	X	Garik, Peter (A)	SED	X	Oberhaus, Stephanie (R)	MED
	Andres, Andy (A)	GCGS		Gopalan, Srikanth (A)	ENG	X	Palumbo, Carole (R)	MED
	Asikis, Charilaos (A)	GSDM		Greenfeld, Liah (R)	CAS		Pasto, James (R)	CAS
	Berry, Susan (A)	CELOP		Greiman, Virginia (A)	MET	X	Perls, Thomas (R)	MED
	Bickart, Barbara (A)	QST		Hoecherl-Alden, Gisela (R)	CAS	X	Pesanelli, Kelly (A)	SAR
	Brandwine, Joel (R)	CFA		Hopper, Clay (A)	CFA		Quatromoni, Paula (A)	SAR
	Chang, Charles (R)	CAS		Horenstein, Mark (R)	ENG		Reed, Marnie (R)	SED
X	Choi, Hee An (A)	STH		Jafarzadeh, S. Reza (R)	MED		Roberts, Steven (R)	GSDM
	Corrigan, Yuri (R)	CAS		Kealy, Sean (R)	LAW		Schulman, Bruce (R)	CAS
X	Cronin, Shea (R)	MET		Kinraide, Rebecca (R)	CAS		Sen, Kamal (R)	ENG
	Daly, Chris (R)	COM		Kirby Jones, Alison (R)	QST		Smith, Donald (R)	QST
X	Daniels, Sharon (R)	CFA		Klinger, Julie (R)	Pardee		Sohn, Woosung (R)	GSDM
	Dano, David (A)	GSDM		Leavitt, Neal (R)	CGS		Sullivan-Soydan, Anne (R)	SAR
	Dashoush, Nermeen (A)	SED	X	Liu, Ching-Ti (A)	SPH		Unger, Barry (R)	MET
	Davies-Heerema, Theresa (R)	MED	X	Lopez, Luz (A)	SSW		Ünlü, Selim (A)	ENG
	Decosimo, David (R)	STH	X	Luebke, Jennifer (R)	MED	X	Vandenberg, Kathleen (A)	CGS
	di Robilant, Anna (A)	LAW		Lynch, Shawn (A)	CGS		Volk, Robert (A)	LAW
X	Dogru, Tarik (R)	SHA		McLaughlin, Donna (R)	SSW	X	Webster, Kathryn (A)	SAR
	Doherty, Mary-Jane (R)	COM		Metheny, Karen (A)	MET		Will, Leslie (R)	GSDM
	Downes, Edward (A)	COM	X	Miller, Margo (R)	CELOP		Wippl, Joe (A)	Pardee
X	Ellenwood, Stephan (R)	SED		Mody, Makarand (A)	SHA	X	Zumwalt, Ann (R)	MED
X	Elwy, A. Rani (R)	SPH		Mulvihill, Maggie (A)	COM			
X	Feely, Rich (R)	SPH		Nentwich, Lauren (R)	MED			
	Fernandez-Val, Ivan (R)	CAS						

**Guests: Gary Nicksa, Senior Vice President of Operations; Diane Tucker, Vice President of Human Resources; Nimet Gundogan, Executive Director of Benefits; Tom Hawkins, Senior Medical Director, Population Health and Analytics, Blue Cross Blue Shield of Massachusetts**

## **I. Secretary's Report: Approval of the Minutes**

There being a quorum, the minutes of the January 30, 2018 meeting were approved unanimously.

## **II. Discussion: Health Care Usage Data**

Chair Dixon introduced the guests. After a brief review of the population and plan shifts between 2015 and 2016, Dr. Hawkins reviewed the health care utilization analysis rates of 2015 and 2016. The report included annual key quality indicators, i.e. screening rates for breast cancer, colon cancer, diabetic testing and adult well visits. Much of the report focused on utilization among those with chronic conditions. To date, only radiology and outpatient ER visits have shown declines. Other services show mixed results.

A careful discussion about the report followed. Council members asked whether a stratified analysis by employee group (faculty, staff, maintenance workers) could be undertaken. They also asked why an analysis based on income was not done. Dr. Hawkins said that that data is not available to Blue Cross. A Council member noted that the University has that data, but Ms. Tucker said that the University does not supply it to Blue Cross. A Council member asked why employees who are enrolled in the PPO are not eligible for the Health Savings Plan. Ms. Gundogan answered that federal law does not allow employees to enroll in both programs.

Council members were concerned by the fifteen percent (15%) decline among the insured population from 2015 to 2016 and discussed medical coding for purely preventive visits. Council members said that there should be no copay for preventive care and noted examples where they have had a preventive visit and subsequently received a charge after the visit because another condition was noted. The Council suggested that it would be useful to analyze utilization of preventive visits.

Council members asked about maximum out of pocket costs. Ms. Gundogan said that the rate of growth in health care costs decreased from 5-6% to 3-4% from 2015 to 2016, but that is just one year. A Council member asked about the impact of the opioid epidemic on costs. The speakers answered that this data was not included in the report, but it could be included in the future.

A Council member asked about the utilization and costs of preventive screenings. Dr. Hawkins said there has been little change in the utilization and that data was included in the report. The year over year cost increase to enrollees increased 2.5% from 2017 to 2018.

Council members noted that the utilization of mental health services increased from 2015 to 2016. Dr. Hawkins said that, as a population, university employees tend to use more mental health services. He was not sure if this was due to higher levels of stress and depression in the population, or whether they are more comfortable seeking help for mental health problems. Moreover, because they have insurance, they do not face the barriers to mental health services that uninsured populations face.

Council members proposed a plan to examine costs and utilization by employee type and preventive care, to continue to analyze chronic conditions and to look at cost for non-Boston Medical Center available procedures and out-of-pocket drug costs and access to BMC care.

Chair Dixon suggested that the Council form a small ad hoc committee to work with Mr. Nicksa and his team about the direction of health care usage analysis moving forward.

### **III. New business and adjournment**

Chair Dixon asked the Faculty Council if there are topics that it should take up for future discussion.

A Council member asked about the status of Non-tenure Track Review and Promotion. Janelle Heineke, Chair of the Faculty Policies Committee said that the Committee received a charge from the University Provost to analyze the current policies and make recommendations about what should be included in promotion materials for schools and colleges. The Committee has gathered information from all schools and colleges and intends to share its analysis and conclusions with the Faculty Council before completing its report to the Provost. The Committee hopes to finish this work by the end of the semester.

A Council member said that the tuition remission benefit does not include online courses. This is especially relevant to employees on the Medical Campus.

Another Council member asked about mentorship programs for new faculty. Chair Dixon said that mentorship happens on an ad hoc basis on the school/college level, but Faculty Council could take up that topic for discussion and make recommendations.

A Council member asked for an update about gender equity and salary data.

There being no new business, the meeting was adjourned.

Respectfully submitted,

Eileen O'Keefe  
Secretary-treasurer