

**University of Louisville – Faculty Senate – Human Resources Advisory Committee**  
Report for December 5, 2018 Senate Meeting  
Prepared by Reginald Bruce, Committee Member (Management, College of Business)

The Human Resources Advisory Committee met on November 12, 2018 and Monday, December 3, 2018. Our next meeting is January 7, 2019.

HealthEquity (the company that contracts with Anthem BlueCross BlueShield to administer the PCA for the university) notified UofL during the Thanksgiving holiday that two of their employees' email accounts had been accessed between Sept. 4 and Oct. 5. Those email accounts contained documents that included personal information used by HealthEquity to manage member accounts. HealthEquity has indicated that impacted employees were enrolled in the PCA-High and PCA-Low plans in 2017. No UofL systems were involved in the breach. Emails were sent campus-wide and individuals whose data may have been accessed have been sent direct emails. HealthEquity will provide to those impacted employees 5-year credit monitoring service.

The current site overseen by HR that focuses on employee/retiree discounts has been taken down. While not used often (on the basis of number of hits), a new format is being developed to increase interest. Furthermore, the old site was not updated regularly . . . often resulting in problems and confusion.

There is currently a revenue credit due to the university retirement plan holders (through Fidelity) of approximately \$1.5 million. This will be returned to individuals in the Fidelity plan directly into their retirement plans. Emails have gone out to impacted faculty and staff.

A Compensation Work Group that is focused primarily on staff, has made recent work in the areas of x-pay, lateral moves, new hire rates, and promotions. Suggestions from this group will be sent to the President's Cabinet. The Faculty Senate is represented on this group and it is assumed that the full Senate will be briefed and updated as their work concludes, prior to recommendations being made.

Open enrollment has concluded. No remarkable problems were encountered.

Tobacco Free Planning. Ongoing discussions are occurring on how to best move the campus to being not only smoke free, but free of all tobacco products. This includes e-cigs and vaping. Since enforcement of such a ban is problematic, John Elliott (Interim - Associate VP for Human Resources) is more focused on culture building and cultural change to bring this about.

Jessie Morgan had overseen five pharmacy initiatives that have resulted in a total savings of \$1,231,740 since April 1. These initiatives are a custom formulary exclusion, enhanced clinical program, SaveOn RX, Express Scripts Safeguard, and quantity limits.

Finally, an additional \$500,000 due to the University (from Anthem) for pharmacy stop-loss credit has been uncovered. Going forward, this will be part of a regular audit conducted by HR.