



Benefits Design Workgroup

July 2019



Why the workgroup?

- UofL's health and welfare benefits have not had a comprehensive review in a number of years
- Historically, HR leadership made decisions regarding benefits without input from faculty or staff
- The workgroup was formed to give faculty and staff the opportunity for input as UofL's benefit plan design is reviewed for possible changes



Who is on the workgroup?

- Members were selected by the President's Cabinet and include:
 - Jason Beare, research coordinator
 - Karan Chavis, chief of staff to the dean-Medical School
 - Celeste Carter, director of finance and administration
 - Rhonda Gilliland, ERP systems analyst team lead
 - Dr. Patrick Harris, professor, Physiology
 - Todd Kneale, director of total rewards
 - Gale Rhodes, vice provost
 - David Schultz, associate professor, Biology
 - Vince Tyra, VP-director, Athletics



What is the workgroup's charge?

- Evaluate UofL's current medical and prescription drug benefits while considering:
 - Employees' and their dependents' needs
 - Benefits offered by other employers (or those with whom we compete for talent), including other universities and local employers
 - The value employees receive for the premiums they pay
- Develop a three-year strategic benefits strategy (for plan years 2020, 2021 and 2022)
- Implement the strategy, review plan performance on a regular basis and adjust as needs and the market or federal regulations dictate



What does this mean to you?

- UofL's health and welfare benefits are among the best in the region and among the many reasons employees come to work for the University
- We want to ensure we maintain top-notch benefits to retain current employees and attract exceptional talent for the future
- We want to do our best to meet the needs of our diverse employee population



What do you need to do?

- Educate yourself and encourage others to become better informed about our benefits
- Currently we:
 - Publish a bi-monthly Benefits Newsletter
 - Are conducting Benefits Town Halls
- We will begin more extensive communication efforts after open enrollment for 2020
 - Help employees better understand the plans we offer
 - How to be wise users of health care
- What's the best way to reach you?



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Questions?

