

## **Benefits Design Workgroup Formed**

### **What's happening?**

The President's Cabinet recently formed a Benefits Design Workgroup (BDW) to work with the director of total rewards and our outside benefits consultant, Willis Towers Watson, to develop a multi-year health benefits strategy.

### **Who is on this workgroup?**

The members selected represent a cross-functional group of employees. They are:

- 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

### **Why was this done?**

UofL's health and welfare benefits have not had a comprehensive review in a number of years, yet benefits continue to change on a regular basis. Benefits must be reviewed on a continuous basis to ensure they remain competitive and cost-efficient.

### **What's the purpose?**

The charge for this workgroup is to evaluate UofL's current medical and prescription drug benefits while considering:

- employees' and their dependents' needs
- benefits offered by other employers (particularly those with whom we compete for talent) including other universities and large employers in the Louisville area
- the value employees receive for the premiums they pay

The workgroup will ultimately prepare a three-year strategic plan to be presented to the President's Cabinet and the Board of Trustees. The plan will be implemented, reviewed on a regular basis and adjusted as needs and the market or federal regulations dictate.

**What does this mean to me?**

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. Our goal is to ensure we maintain top-notch benefits to help retain the employees who already work here and attract exceptional talent to help ensure our future success.

**What do I need to do?**

Educate yourself on our benefits and how to use them wisely. Benefits town halls began a couple of months ago and will continue throughout 2019. The town halls are designed to share information about current benefits at UofL and in the marketplace and, most importantly, to listen to you. While we won't be able to do what everyone wants, we need to hear from you. Take advantage of these town halls to learn more and share your thoughts. You can also send your thoughts and ideas to [benefits@louisville.edu](mailto:benefits@louisville.edu).

We will begin regular communication about our benefits and the progress made on the three-year strategic plan. Your responsibility is to read the communication we provide and ask questions so you understand. The workgroup's goal is to work through the details, share them as we go, and get your feedback. We need you to be educated on our benefits offerings so you can make informed decisions about your coverage at open enrollment.