

**Senate Benefits and Welfare Committee  
University of Pittsburgh**

**Minutes of January 18, 2012 Meeting  
9:00-10:30am, VB CRC 138**

**Attendees: Elected:** Irene Kane, Judith Lave, Lara Putnam Angelina Riccelli, Robert Robertson, Sachin Velankar;

**Appointed:** John Baker, Elaine Devlin, Ronald Frisch, Nancy Gilkes, James Holland John Kozar, Belinda McQuaide, Alan Meisel, Michael Pinsky, Elizabeth Richey, Anna Roman, Harvey Wolfe

*Not present: Elected: Colleen Culley, Sandra Founds, Emilia Lombardi; Appointed: Taekia Blackwell, Andrew Blair*

*Visitor: John Jakicic PhD, Chair of Health and Physical Activity (HPA)/School of Education*

TOPIC	DISCUSSION	ACTION TO BE TAKEN
<p>Call to order (I. Kane)</p> <p>Main Topic: Health and Wellness (J. Jakicic)</p>	<p>Irene Kane, Chair, called the meeting to order at 9:05 am. November meeting minutes were approved. Introductions of members and guest speaker were made.</p> <p>Guest speaker John Jakicic, PhD, Chair of Health and Physical Activity (HPA)/School of Education, reviewed several topics of interest to health and wellness programs. Promotion of efforts to improve the health and wellness of faculty and staff is a topic of interest for the Committee.</p> <p>(1) The Wellness Program is for faculty. Exercise classes run out of Trees Hall or Bellefield Hall. The Community Fitness program is for faculty and staff, but also for others in the community, especially UPMC staff. These two programs were nearly identical and shared classes, including the for-credit classes with students. To improve service to both students and faculty &amp; staff and decrease the large classes, the programs are now combined into a single program called 'Health and Fitness Program' which will uniquely serve the interests of all. A search for non-tenure faculty to administrate these programs is in progress.</p> <p>(2) Fitness facilities housed in Trees have not been well-maintained; and separation of usage times for faculty, staff, students, etc. required clarity. The 5000 sq. ft. Trees Hall space will be renovated with group exercise spaces and new exercise equipment with summer completion anticipated. Trainers will be provided to instruct on proper equipment usage. Instructor-led classes on yoga, Pilates, zumba, etc. are planned. There is no budget for this so there will be a modest fee for using these facilities; anyone paying for a class will be able to use the facilities at no additional cost.</p> <p>(3) Waiver and consenting processes were developed to ensure medical clearance including covering individuals with health risks who should not participate in unsuitable exercise. A signed annual waiver is required for enrolling.</p>	

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	<p>(4) Intermural events were moved from HPA Department to Student Affairs.</p> <p>(5) Miscellaneous: Efforts are ongoing to build web-based technology for encouraging weight loss programs. Ongoing research at Pitt and UPMC underpins novel program designs.</p> <p>Transportation options are being discussed to coordinate shuttle to go to Trees Hall. Bellefield pool parking is limited and could also be better served by campus shuttles. The issue of using the 'walking' to the exercise facility as exercise in and of itself was noted.</p> <p>Also under discussion are distributed exercise facilities around campus. Non-peak hour programs will be developed for students. Bellefield pools always have open rec time. Trees Hall pools are shared for open rec, outside events, classes, athletics, etc.</p> <p>Discussion: Given the Committee interest in promoting Health &amp; Wellness, members discussed incentives to motivate people to encourage health fitness given the national statistics released. One question included the possibility of a UPMC Health Plans deductible for participation in wellness programs?</p> <p>J. Kozar noted that multiple facets are involved in this action. Pitt has tried to encourage voluntary participation. R. Frisch noted that rather than giving a deductible to people who sign up, it may be better to use the same money to implement a broader program that benefits everyone. Other committee members noted that this is mostly a matter of convenience. If it is convenient to exercise, then it will happen. It is not clear what incentivizes people, especially in academia. Much of the existing data is from corporate companies. It is not clear whether a modest discount on health insurance would make much difference to a faculty member. The overall culture likely makes the bigger difference. For example, if Petersen was opened to faculty, it may not get significant more usage due to the factor convenience.</p> <p>All members supported efforts to increase participation to improve the welfare of faculty and staff.</p>	<p>J. Jakicic will return for report update.</p>
<p>New Business (I. Kane): Smoker's Surcharge (A. Meisel)</p>	<p>(1) Smokers surcharge: A. Meisel requested discussion of whether Pitt should be considering this option.</p> <p>J. Kozar commented: The issue becomes do we stop at smoking or continue with other problems, e.g. obesity, BMI? We do have existing smoking cessation programs. However, we do not consider smoking in life insurance, nor health insurance.</p> <p>Group discussed why smoking should be selected for a penalty over other risk factors?</p> <p>Considerations: Long term economic cost of health care, but also immediate economic costs of smoking breaks; unlike obesity, there are no obvious genetic predispositions for smokers; it is socially acceptable to target smoking. A. Meisel queried whether a "smoker's penalty" is in fact a good policy. Or, is the risk pool being stratified so that the</p>	

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Benefits Office Report (J. Kozar)	<p>point of insurance as shared risk is lost? I. Kane requested J. Kozar to inform the committee regarding pros and cons including this in Pitt's health insurance policy.</p> <p>I. Committee endorses the survey and distribution of a postcard to alert employees to complete. Further, committee will also assist in communicating to their respective areas reminders to complete this survey.</p> <p>Members also discussed the value of this survey and alternatives. One query considered whether it would be better to conduct a random sample of 500 or so staff v. sending to everyone at PITT given biased responses from the limited response generally received to surveys. The latter will likely give a self-selected sample that is not very representative of the whole staff body.</p> <p>The Weight Watchers program will be implemented again, and an online option is available. Partial reimbursement is available for attendance. Enrollment starts next week.</p> <p>In 2012, new regulations require that the W2 list value of benefits.</p>	<p>J. Kozar will provide follow-up possibilities.</p> <p>J. Kozar monitoring and will provide follow-up report.</p> <p>J. Kozar will consider options presented for the survey.</p>
Old business:	<p>Navigating the HR site will be discussed at the February meeting. E. Devlin reported ease of navigating the new HR website.</p>	<p>Committee to review Website and share feedback with HR at February meeting.</p>
Closing remarks (I. Kane)	<p>Although February meeting topic, Health Care Reform Update, members were queried regarding any topics for upcoming meetings.</p>	<p>Committee will submit topics if indicated.</p>
Adjournment	<p>I. Kane adjourned the meeting at 10:31am. Next meeting: Feb. 15, 2012 <u>1pm-2:30pm</u></p>	