

# Faculty Health Care Council

## On-Site Health Center Update History, Rationale, & Status

Senate Presentation  
09/16/2014

## UCFA Observations - 2006

- ▶ Health Outcomes Less than Desired
- ▶ Lack of Convenient, Timely Access to Health Professionals
- ▶ 7% of Total MSU Dollars from Health Care
- ▶ Need for Systemic Health Care Solution

## Task Force on Health Care Options Formed

- ▶ 10 Faculty Members Appointed by UCFA
- ▶ Broadly Representative
- ▶ Outside Consultants, HR, Campus Experts
- ▶ Committee Deliberations - 1.5 Years
- ▶ Final Recommendations and Report
- ▶ Follow-up, implementation
- ▶ Task Force becomes FHCC 2013

## Task Force on Health Care Recommendations Why Us?

- ▶ MSU Uniquely Positioned
- ▶ Expertise - Medical Schools, Health Team
- ▶ Healthy Campus Initiative (HCI)
- ▶ Faculty Commitment
- ▶ Commitment to Excellence & Innovation

## MSU On Site Health Center Implementation Process

- ▶ 2009-10 - Further Specification & Consideration of Incentives
- ▶ 2011-12 - Development of Prospectus/RFP
- ▶ 2013 - RFP to MSU Health Team
- ▶ 2014 - Design/Planning
  - ▶ Center Components and Elements
  - ▶ Programs, Services, Pricing/ROI

## MSU On Site Health Center Goals

- ▶ Develop a culture of health throughout the University community
- ▶ Making health care more accessible
- ▶ Making health care more effective and efficient
- ▶ Taking the initiative

## MSU On Site Health Center Key Characteristics

- ▶ Operates within Existing Benefit Plans
- ▶ Includes Holistic Health Model
- ▶ Includes Innovative Payment System
- ▶ Includes High Performance Referral Pattern
- ▶ Track Outcomes

## MSU On Site Health Center Benefits

- ▶ Highly available care with convenient hours and location
- ▶ Reduced or no co-pays
- ▶ More time with health professionals
- ▶ Communication with existing provider
- ▶ Focus on preserving good health

## MSU On Site Health Center Benefits

- ▶ Coordinated care management with hospitals
- ▶ E appointments, prescriptions and communication
- ▶ Recruitment and retention of faculty - you'd have a health professional immediately
- ▶ Educational services to keep you healthy

## MSU On Site Health Center Key Questions

- ▶ Who's eligible -
  - ▶ Regular faculty, academic staff, retirees, and their families
  - ▶ Enrolled in Community Blue, BCN, HDHP/HAS)
- ▶ Do I have to leave my provider? - NO
- ▶ Can the Center be my medical home? - YES
- ▶ What are reasonable financial outcomes?
  - ▶ Still being investigated repayment of start-up expenses in four to six years
  - ▶ Through more efficient use of services and improved health

## MSU On Site Health Center Key Questions

- ▶ Would you participate if the Center offered:
  - ▶ Improved health outcomes
  - ▶ Ease of access
  - ▶ Improved service - time, communication, follow up
  - ▶ Regularly evaluated feedback/satisfaction data
  - ▶ Incentives
    - ▶ For example, a combination of financial incentives, programmatic services including biometric screening, and adjusted premium sharing requirements, potentially phased in over several years

## MSU On Site Health Center Key Questions

- ▶ When is the proposed start date?
  - ▶ Biometric screening
  - ▶ Center opens
- ▶ How will my privacy be protected?
  - ▶ All records and communications confidential per HIPAA
- ▶ Will there be oversight?
  - ▶ Monitored by advisory group including faculty
    - ▶ Ongoing assessment of effectiveness, accessibility, satisfaction, cost

## MSU On Site Health Center Next Steps

- ▶ Present Update to Senate - Today
- ▶ Gather feedback - Sept/Oct
  - ▶ Focus groups with Senate
  - ▶ Focus groups with faculty
- ▶ Modifications as necessary
- ▶ Present updated concepts to Senate
- ▶ Make recommendation to Administration