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

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

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