



BOARD OF REGENTS POLICY: *Employee Health Benefits*

SECTION I. SCOPE.

This policy governs the provision of employee health benefits by the University of Minnesota (University) to employees and their eligible dependents.

SECTION II. DEFINITIONS.

Subd. 1. Eligible Employees.

Eligible employees shall mean University employees in the faculty, academic professional and administrative, civil service, and union-represented employee groups.

Subd. 2. Coverage.

Coverage shall mean financial protection through a benefit plan that pays for specified amounts of expenses associated with a covered illness or injury.

Subd. 3. Health Plan.

Health plan shall mean a program that includes coverage for defined medical, dental, and pharmaceutical services and other health benefits including those related to wellness.

Subd. 4. Protected Health Information (PHI).

PHI shall mean individually identifiable health information as defined in Board of Regents Policy: *Protection of Individual Health Information* and the Health Insurance Portability and Accountability Act (HIPAA).

Subd. 5. Wellness.

Wellness shall mean behaviors encompassing fitness, healthy lifestyle choices, self-care, prevention measures, and disease management that improve health and quality of life.

SECTION III. GUIDING PRINCIPLES.

The following principles shall guide the University's provision of health benefits.

- (a) The University, in partnership with its employees, seeks to encourage a healthy and productive workforce.
- (b) The University is committed to providing employees, retirees, and their families a health plan that offers choice and high quality, comprehensive, and cost-effective care.

- (c) The University is committed to offering a health plan that is competitive with peer institutions as to its structure, coverage, and cost to employees.
- (d) The University encourages the use of programs provided through its health plan to improve the health and wellness of plan participants, with emphasis on programs that over time control health care costs for the University and its employees.
- (e) The University is committed to the consultation of covered employee groups in the design, implementation, and evaluation of the health plan.

SECTION IV. COMPLIANCE.

The University health plan shall be administered in a manner that complies with all applicable federal and state regulations, including the maintenance of privacy and data confidentiality of PHI.

SECTION V. IMPLEMENTATION OF HEALTH BENEFITS PROGRAMS.

Subd. 1. Administration of Health Plan.

The president or delegate shall administer a health plan in accordance with Section III of this policy.

Subd. 2. Consultation.

The president or delegate shall seek advice from the representative bodies of employee groups that are affected by the University's employee health benefits programs with respect to the design, implementation, and evaluation of the plan.

Subd. 3. Monitoring and Reporting.

The president or delegate shall use the principles in this policy to monitor the effectiveness of health benefits programs and report annually to the Board of Regents as a component of the annual workforce and human resources strategy report.

Subd. 4. Additional Provisions.

The implementation of the University's health benefits programs shall be conducted in accordance with the provisions and terms of all applicable administrative policies and procedures, rules, collective bargaining agreements, and other contracts.

REVISION HISTORY

Adopted: December 8, 2006

Amended: February 11, 2022

Last Comprehensive Review: 2023