

Indiana University East  
Faculty Senate Resolution

Indiana University Healthcare Plan

As a part of the Indiana University system, Indiana University East employees are entitled to benefit options equal to those of all other Indiana University employees; however, IUE is the only campus of Indiana University whose employees have no access to choices of medical healthcare plans.

The cost for healthcare paid by Indiana University on this campus is equal to that paid by other campuses for employees; however, the benefit to IUE is very much diminished by the lack of quality, affordable healthcare plans available to IU East employees.

Within the single healthcare option of the IU PPO Healthcare Plan, employees are disadvantaged because access to physicians in the Richmond area is limited due to the small number of medical practices that are accepting new patients. Of those few, even fewer medical practices are participants in the Anthem network.

The practice of penalizing employees for utilizing services of non-network physicians effectively doubles the already high deductibles of the PPO plan. In network deductibles are \$900 per person and \$1800 per family. With the 50% non-network penalty applied, employees often experience deductibles of greater than \$1800 per person and \$3600 per family, or even more. The effect of these healthcare deductibles is to reduce an IU East employees' ability to seek preventative care or early intervention for medical problems. This results in increased employee absenteeism and reduced productivity in addition to increased difficulty in attracting employees to positions on the campus.

Therefore, on February 1, 2000, the Indiana University East Faculty Senate voted unanimously to implore Chancellor David Fulton to do whatever is necessary to improve the healthcare plan, or healthcare plan options, available for employees of Indiana University East.

For the Indiana University East Faculty,

K. Michael Foos  
President, Faculty Senate

Lawrence Englert  
Chairperson, Budgetary Affairs