

BOARD OF REGENTS
BRIEFING PAPER

1. Agenda Item Title: Student Health Insurance Revisions

Meeting Date: June 6-7, 2013

2. BACKGROUND & POLICY CONTEXT OF ISSUE:

Each June, the Board approves the student health insurance fees for the upcoming academic year that are included under Chapter 7, Section 8 of the *Procedures and Guidelines Manual*. When the student health insurance fees were approved at the June 2012 Board meeting, System staff were asked to evaluate the procurement process and determine if there was a way to use the collective purchasing power of the System to manage costs in this area and examine if a different plan or bidding structure would be appropriate. In response to this request, over the past several months, System staff and institutional representatives, in conjunction with the System's student health insurance broker, evaluated the option of using the collective purchasing power of the System as well as other alternative plans and bidding structures.

Also during the fall of 2012, the impacts of the federal Patient Protection and Affordable Care Act (PPACA) on student health insurance policies became known. The PPACA will have long term impacts on the structure of student health insurance programs nationwide and in Nevada, particularly on voluntary programs such as those currently offered at UNR, UNLV/NSC. Both cost and availability were and will continue to be impacted. A chart delineating the PPACA changes is included in this reference material.

At the June 2013 Board of Regents meeting, System staff will present recommended student health insurance rates for academic year 2013-14, as a result of the evaluation of student health insurance alternatives and proposals.

At this time the System has mandatory health insurance participation plans for Medical and Dental students, UNR & UNLV graduate students on assistantships, and international students at UNR, UNLV, and CSN. The mandatory participation plan (known as "hard waiver mandatory") requires that students purchase the insurance through the institution or provide evidence of comparable coverage. Staff recommends continuation of these coverages in existing form.

The System also makes available, on a voluntary participation basis, health insurance for undergraduates at UNR, UNLV, and NSC and graduate students not on assistantships at both universities. Staff recommends continuation of these coverages as well, in existing form, with the exception of UNLV graduate and professional students as mentioned below.

During evaluation of the rates and options, the UNLV Graduate and Professional Student Association approved the attached resolution to move their plan to a hard waiver mandatory structure for graduate and professional students taking 9 credits or more per

semester. This change resulted in a rate reduction (from a voluntary plan) of \$182/student (approximately 9%), which is reflected in the rates presented in the attached reference material. A new section under *Title 4, Chapter 17* of the *Handbook* to authorize institutions to adopt a mandatory health insurance program such as this is part of this item as well.

The rates proposed in the attached reference material represent Staff's recommendation for the best option for coverage for academic year 2013-14. The carriers recommended are Aetna for UNLV/NSC and United Health Care for UNR. Wells Fargo Insurance Services is the broker. These final recommendations have been reviewed by insurance committees (which include student representation) at each university.

Finally, in response to feedback received, Staff is recommending a reformatting of this section of the Procedures and Guidelines Manual for clarity purposes.

3. SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:

1. The Board is being asked to approve the student health insurance rates for academic year 2013-14 as presented on the attached reference material.
2. The Board is being asked to approve the addition of *Handbook* language that would permit individual institutions to adopt a mandatory health insurance program, in which specific student groups at participating institutions must provide evidence of health insurance coverage obtained individually or purchase coverage through a System program. This requirement would apply only to specific student groups identified by the institution and approved by the Board, and is similar to procedures currently in place for dental, medical, and international students.
3. The Board is being asked to approve the UNLV GPSA request to move graduate students (9 credits/ semester or more) to a mandatory program.
4. The Board is being asked to approve the new format for Student Health Insurance/ Health Service fees.

4. IMPETUS (WHY NOW?):

Current student health insurance policies expire at the end of this academic year.

5. BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:

- The rates for student health insurance plans identified here represent the best option available through an analysis of all options and a competitive quotation process.
- At the request of the UNLV GPSA, approval of the *Handbook* addition and policy change at this time is necessary to move to a mandatory program for graduate and

professional students (9 credits/semester or more) next academic year.

6. POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:

-The requirement for mandatory health insurance coverage, and the associated cost, may impact academic decisions made by some students.

7. ALTERNATIVE(S) TO WHAT IS BEING REQUESTED/RECOMMENDED:

-Discontinue offering plans or direct staff to bring different options.

-Continue to offer only voluntary student health insurance plans at the UNLV graduate/professional school student level, as available, or discontinue offering plans.

8. COMPLIANCE WITH BOARD POLICY:

- Consistent With Current Board Policy: Title #____ Chapter #____ Section #____
- X Amends Current Board Policy: Title #_4_ Chapter #_17_ Section #_20 (new)_
- X Amends Current Procedures & Guidelines Manual: Chapter #_7_ Section #_8F_
- Other: _____
- Fiscal Impact: Yes____ No_X____
Explain:

PROPOSED REVISIONS – PROCEDURES & GUIDELINES MANUAL
CHAPTER 7, SECTION 8
Student Fees

Additions appear in *boldface italics*; deletions are [~~stricken~~ and bracketed]

G. Health Insurance/Service Fees

UNR

	Graduate	Undergraduate	International
<u>Health Service Fee:</u> Per semester (MANDATORY ¹ for students with six or more credits, VOLUNTARY for students with fewer than six credits & summer school students)	\$90	\$90	\$90

Student Health and Accident Insurance:
 VOLUNTARY (All domestic undergraduate students enrolled in nine credits and domestic graduate students enrolled in six credits.)

Annual	[1,626.00]	[2,666.00]
	<i>\$2,442</i>	<i>\$1,907</i>
Fall	[727.00]	[1,192.00]
	<i>\$1,093</i>	<i>\$853</i>
Spring	[632.00]	[1,036.00]
	<i>\$949</i>	<i>\$742</i>
Spring/Summer	[931.00]	[1,527.00]
	<i>\$1,399</i>	<i>\$1,093</i>
Summer	[300.00]	[492.00]
	<i>\$450</i>	<i>\$377</i>

Student Health and Accident Insurance:
 MANDATORY¹ (All International Students)

Annual	[1,090.00]
	<i>\$1,067</i>
Fall	[487.00]
	<i>\$477</i>
Spring	[423.00]
	<i>\$415</i>
Spring/Summer	[624.00]
	<i>\$612</i>
<i>Summer & Orientation Week</i>	<i>\$224</i>
Summer	[201.00]
	<i>\$197</i>

SCHOOL OF MEDICINE

Annual fee for life and disability insurance	77.44
Student Health Insurance (MANDATORY ¹)	
Annual fee	[3,170.00]
	\$2,498
Fall	[1,585.00]
	\$1,249
Spring/Summer	[1,585.00]
	\$1,249
Summer	\$356

UNLV & NSC

	Graduate	Undergraduate	International
Health Service Fee – Fall & Spring (MANDATORY ¹ for UNLV students)	\$72	\$72	\$72
Summer School	\$37	\$37	\$37
Student Health and Accident Insurance VOLUNTARY (All domestic undergraduate students. Available to students enrolled in six or more credits.)		\$2,341	
		[1,923.00]	
Student Health and Accident Insurance, (MANDATORY ¹ for International Students; Graduate & Professional Students taking a minimum of nine credits per semester; six credits if a graduate assistant) OPTIONAL for Graduate Students not on Assistantships.			
Annual	[1,923.00]		[1,923.00]
	\$2,069		\$2,069
(Fall, Spring, Spring/Summer & Summer (N,A, available from vendor)			

DENTAL SCHOOL

Health Insurance (MANDATORY ¹)	[2,214.00]
	\$2,150

CSN

	Graduate	Undergraduate	International
Student Health and Accident Insurance, MANDATORY ¹ for International Students.			
Annual			[1,097.00] \$1,224
Fall			[549.00] \$612
Spring/Summer			[549.00] \$612
Summer			[274.00] \$306

NOTES:

- CSN, GBC, TMCC, WNC students have available health services on a voluntary basis through a third party entity. These institutions facilitate the availability of student health services; however, students who contract for these services pay the third pay entity directly.
- Amounts represent total charges and include insurance premium, ACA taxes and fees, broker commission and fees, and institution fees.

¹ ***Mandatory Coverage definition: when coverage is indicated as mandatory, the student must purchase the coverage or provide proof of equivalent coverage.***

**PROPOSED REVISIONS – PROCEDURES & GUIDELINES MANUAL
CHAPTER 7, SECTION 8(G)**

Student Fees: Health Service/Insurance Rates

Additions appear in *boldface italics*; deletions are [stricken and bracketed]

Section 8. Student Fees

G. HEALTH SERVICE/INSURANCE FEES

<u>Description</u>	<u>UNLV</u>	<u>UNR</u>	<u>NSC</u>	<u>CSN</u>	<u>GBC</u>	<u>TMCC</u>	<u>WNC</u>
Health Service Fee, per semester (Mandatory for UNR undergraduate and graduate students with 6 or more credits)	72.00	90.00	N/A	N/A ¹	N/A ³	N/A ³	N/A
Health Service Fee, per semester (Voluntary — only for UNR undergraduate and graduate students with less than 6 credits. All students on the voluntary plan are charged a \$5.00 co-payment per visit.)	N/A	90.00	N/A	N/A	N/A	N/A	N/A
Health Service Fee, Summer School (Voluntary — only UNR)	37.00	90.00	N/A	N/A	N/A	N/A	N/A
Dental School Health Insurance Student Only	2,214.00	N/A	N/A	N/A	N/A	N/A	N/A
Additional — Spouse*	5,673.00						
Additional — Per Child*	2,952.00						
*Dependent plan maximum \$100,000 per condition							
UNSOM Medical Student annual fee for life and disability insurance	N/A	77.44	N/A	N/A	N/A	N/A	N/A
UNSOM Medical Student Health Insurance Annual Premium Student Only	N/A	3,170.00	N/A	N/A	N/A	N/A	N/A
Spouse Only ^{2, 3}		7,912.00					
Per Child ⁵		5,492.00					

¹ CSN, GBC, TMCC students have available health services on a voluntary basis through a third party entity. These institutions facilitate the availability of student health services; however, students who contract for these services pay the third party entity directly.

² Spouses must be enrolled in the Student Health Center to purchase supplemental insurance.

³ The spouse and/or child(ren) may be enrolled only if student is enrolled.

<u>Description</u>	<u>UNLV</u>	<u>UNR</u>	<u>NSC</u>	<u>CSN</u>	<u>GBC</u>	<u>TMCC</u>	<u>WNC</u>
Fall Student Only Spouse Only ^{4, 5} Per Child ⁵	N/A	1,585.00 3,956.00 2,746.00	N/A	N/A	N/A	N/A	N/A
Spring/Summer Premium Student Only Spouse Only ^{4, 5} Per Child ⁵	N/A	1,585.00 3,956.00 2,746.00	N/A	N/A	N/A	N/A	N/A
Student Health and Accident Insurance, Annual Maximum OPTIONAL (All Domestic Undergraduate Students) ⁴		100,000	N/A ⁵	N/A	N/A	N/A	N/A
Student Health and Accident Insurance, Annual Maximum Per Condition Per Policy Year OPTIONAL (All Domestic Undergraduate Students) ⁶	100,000						
Maximum Student Only Spouse Only ^{4, 5} Per Child ⁵	1,923.00	2,666.00 6,620.00 4,612.00	N/A ⁷	N/A	N/A	N/A	N/A
Fall Semester Premium Student Only Spouse Only ^{4, 5} Per Child ⁵	N/A — available from vender	1,192.00 2,960.00 2,062.00	N/A ⁷	N/A	N/A	N/A	N/A
Spring Semester Premium Student Only Spouse Only ^{4, 5} Per Child ⁵	N/A — available from vender	1,036.00 2,571.00 1,791.00	N/A ⁷	N/A	N/A	N/A	N/A
Spring/Summer Semester Premium Student Only Spouse Only ^{4, 5} Per Child ⁵	N/A — available from vender	1,527.00 3,792.00 2,642.00	N/A ⁷	N/A	N/A	N/A	N/A

⁴ UNR Supplemental student health and accident insurance is available (on an optional basis) to domestic undergraduate and graduate students at UNR who are registered for six or more credits and are also enrolled in the UNR Student Health Center.

⁵ UNLV insurance is available to NSC students.

⁶ UNR Supplemental student health and accident insurance is available (on an optional basis) to domestic undergraduate and graduate students at UNR who are registered for six or more credits and are also enrolled in the UNR Student Health Center.

<u>Description</u>	<u>UNLV</u>	<u>UNR</u>	<u>NSC</u>	<u>CSN</u>	<u>GBC</u>	<u>TMCC</u>	<u>WNC</u>
Summer Semester Premium							
Student Only		492.00	N/A ⁷	N/A	N/A	N/A	N/A
Spouse Only ^{4, 5}	N/A—	1,221.00					
Per Child ⁵	available from vender	851.00					
Student Health and Accident Insurance, Annual Maximum		200,000	N/A	N/A	N/A	N/A	N/A
MANDATORY for International Students (UNR International Students see below) and UNR and UNLV Domestic Graduate Assistantships OPTIONAL for Graduate Students not on Assistantships							
Student Health and Accident Insurance, Annual Maximum Per Condition Per Policy Year	100,000						
MANDATORY for International Students (UNR International Students see below) and UNR and UNLV Domestic Graduate Assistantships OPTIONAL for Graduate Students not on Assistantships							
<u>Annual Premium</u>							
Student Only ⁶	1,923.00	1,626.00	N/A	1,097.00	N/A	N/A	N/A
Student and Spouse ⁵				3,137.00			
Student and 1 Child ⁵				1,921.00			
Student, Spouse and 1 Child ⁵				3,961.00			
Per Additional Child ⁵				824.00			
Spouse Only ^{4, 5}		4,040.00					
Per Child ⁵		2,814.00					
Fall Semester Premium							
Student Only ⁶	N/A—	727.00	N/A	549.00	N/A	N/A	N/A
Student and Spouse ⁵	available from vender			1,569.00			
Student and 1 Child ⁵				961.00			
Student, Spouse and 1 Child ⁵				1,981.00			
Per Additional Child ⁵				412.00			
Spouse Only ^{4, 5}		1,806.00					
Per Child ⁶		1,258.00					

<u>Description</u>	<u>UNLV</u>	<u>UNR</u>	<u>NSC</u>	<u>CSN</u>	<u>GBC</u>	<u>TMCC</u>	<u>WNC</u>
Spring Semester Premium Student Only ⁶	N/A—	632.00	N/A	549.00	N/A	N/A	N/A
Student and Spouse ⁵	available from vendor			1,569.00			
Student and 1 Child ⁵				961.00			
Student, Spouse and 1 Child ⁵				1,981.00			
Per Additional Child ⁵				412.00			
Spouse Only ^{4,5}		1,569.00					
Per Child ⁵		1,093.00					

<u>Description</u>	<u>UNLV</u>	<u>UNR</u>	<u>NSC</u>	<u>CSN</u>	<u>GBC</u>	<u>TMCC</u>	<u>WNC</u>
Spring/Summer Semester Premium							
Student Only ⁶		931.00	N/A	549.00	N/A	N/A	N/A
Student and Spouse ⁵				1,569.00			
Student and 1 Child ⁵				961.00			
Student, Spouse and 1 Child ⁵				1,981.00			
Per Additional Child ⁵				412.00			
Spouse Only ^{4,5}		2,314.00					
Per Child ⁵		1,612.00					
Summer Semester Premium							
Student Only ⁶		300.00	N/A	274.00	N/A	N/A	N/A
Student and Spouse ⁵				782.00			
Student and 1 Child ⁵				482.00			
Student, Spouse and 1 Child ⁵				990.00			
Per Additional Child ⁵				208.00			
Spouse Only ^{4,5}		745.00					
Per Child ⁵		519.00					
Student Health and Accident Insurance, Annual Maximum MANDATORY for UNR International Students, Undergraduate and Graduate (UNLV and CSN see above)	N/A	200,000	N/A	N/A	N/A	N/A	N/A
Student Only		1,090.00					
Spouse Only ^{4,5}		2,706.00					
Per Child ⁵		1,886.00					
Fall Semester Premium							
Student Only	N/A	487.00	N/A	N/A	N/A	N/A	N/A
Spouse Only ^{4,5}		1,210.00					
Per Child ⁵		843.00					
Spring Semester Premium							
Student Only	N/A	423.00	N/A	N/A	N/A	N/A	N/A
Spouse Only ^{4,5}		1,051.00					
Per Child ⁵		733.00					
Spring/Summer Semester Premium							
Student Only	N/A	624.00	N/A	N/A	N/A	N/A	N/A
Spouse Only ^{4,5}		1,550.00					
Per Child ⁵		1,080.00					
Summer Semester Premium							
Student Only	N/A	201.00	N/A	N/A	N/A	N/A	N/A
Spouse Only ^{4,5}		499.00					
Per Child ⁵		348.00					

(B/R 4/92, 5/93, 3/94, 2/95, 6/95, 4/96, 4/97, 9/97, 5/98, 4/99, 6/99, 4/00, 3/02, 3/03, 8/03, 1/04, 3/04, 2/05; Added 6/05; A. 8/05, 1/06, 4/06, 7/06, 2/07, 7/07, 12/07, 6/08, 2/09, 4/09, 6/09, 12/09, 4/10, 6/10, 12/10, 4/11, 6/11, 12/11, 6/12, 9/12, 11/12)



Graduate & Professional Student Association

Resolution No. 7 of the 33rd Session

Introduced by the Graduate & Professional Student Association (GPSA):

WHEREAS, the University of Nevada, Las Vegas (UNLV) does not currently require health insurance as a condition of enrollment for graduate and professional students, excluding dental and international students;

LET IT BE RESOLVED, the GPSA supports health insurance as a condition of enrollment for graduate and professional students taking a minimum of nine credits per semester (six credits if a graduate assistant) including students who provide proof of insurance independent of the university, provided that graduate and professional students are given information about health insurance and that the GPSA is consulted annually about health insurance;

LET IT BE RESOLVED, that the Graduate & Professional Student Association will send this approved resolution to the President of University of Nevada, Las Vegas and the Nevada System of Higher Education Board of Regents.

Approved this 6th day of May 2013

POLICY PROPOSAL
TITLE 4, CHAPTER 17, *new* SECTION 20
Student Health Insurance Program

Additions appear in *boldface italics*; deletions are [~~stricken~~ and bracketed]

INSERT THE FOLLOWING NEW SECTION:

Section 20. Student Health Insurance Program

Institutions may adopt a mandatory health insurance program in which specific student groups (as defined by the institution and approved by the Board) must provide evidence of health insurance coverage or purchase health insurance through a System program.

RENUMBER SECTIONS 20 THROUGH 24 AS SECTIONS 21 THROUGH 25.

DRAFT

Reform Compliance Timeline

Required Benefit Changes to Student Health Plans by Plan Year

	2011-12 Plan Year	2012-13 Plan Year*	2013-14 Plan Year	2014-15 Plan Year
Lifetime Max	No changes required	No Lifetime Max	No Lifetime Max	No Lifetime Max
Annual Max	No changes required	Annual Max of at least \$100,000	Annual Max of at least \$500,000	No Annual Max
Essential Benefits	No changes required	Covered to \$100,000	Covered to \$500,000	- No Limit - Must include all Essential Benefits
Preventative Services	No changes required	Included at 100% with no cost sharing	Included at 100% with no cost sharing	Included at 100% with no cost sharing
Pre-Ex	No changes required	No Pre-ex for <19	No Pre-ex for <19	No Pre-ex for everyone
MLR	No changes required	80% w/ 1.15 multiplier	80%	80%
Other ACA	ACA disclosure (recommended)	ACA disclosure	ACA disclosure	All other ACA provisions

(BOARD OF REGENTS' AGENDA 06/06/13 & 06/07/13) Ref. BOR-18, Page 14 of 15

* Assumes plan renews prior to Sep. 23, 2012; if not, 2013-14 requirements apply

Essential Health Benefits

Sec. 1302. Essential Health Benefits Requirement, PPCACA

- Ambulatory patient services
- Emergency services
- Hospitalization
- Maternity and newborn care
- Mental health and substance use disorder services, including behavioral health treatment
- Prescription drugs
- Rehabilitative and habilitative services and devices
- Laboratory services
- Preventive and wellness services and chronic disease management
- Pediatric services, including oral and vision care