

- 1) I'd like to know why CU chose insurance plans that do NOT cover anything for ER or Urgent Care visits until you meet deductibles. This amounts to basically not having insurance at all. The HSA only goes so far; we employees can only contribute so much and still have enough monthly income to pay bills. The health care plans need to be revisited and improved.

*There are three medical plan options that Creighton provides to employees to choose from; Creighton Consumer Account Plan (CCAP), PPO2 and PPO1. All three plans cover the same services. The difference is the amount of risk the employee want to assume with the annual deductible and out-of-pocket amounts as well as the amount of premiums paid for the coverage selected. The PPO1 has a lower deductible and higher premiums. Whereas the CCAP plan has a higher deductible with lower premiums.*

*The PPO1 and PPO2 Plans both have a \$50.00 copay for Urgent Care. Additional expenses are paid at 100% by the Plan. Both plans require the deductible to be met before the coinsurance would apply for Emergency Room visits. (Healthcare Reform changed the best practices around copays for Emergency Room visits a few years back. Statistically, employees were using the ER as the doctor's office and driving the cost of coverage higher. That is why many plans went to a deductible/coinsurance on ER visits to try to steer employees to their Primary Care Physician or an Urgent Care Facility.)*

*With regards to the CCAP (High Deductible Plan) all claims are submitted to United Healthcare to apply network and negotiated rates before the employee becomes responsible for 100% of the claim. Once the deductible has been met, the plan pays 80% and the member pays 20% until the Out-of-Pocket Maximum has been met for the calendar year.*

*Human Resources is available to assist with inquiries regarding employee benefits coverage.*

*Janel Allen – Associate Vice President for Human Resources*

- 2) I know of several people who want to work part-time but their supervisors have told them no, NOT because the position could not be part-time, but because they are afraid of never getting that position back to full-time. This seems very short-sighted in these days of cutting costs and positions. Is it possible to take a closer look at this and encourage part-time work and job-sharing? It is a way to keep good employees and keep them happy. See for instance: <http://bit.ly/2sxLAN0>

*I appreciate the question and sharing of the article. Although I am unable to answer the specifics of the incident described, I welcome the opportunity to emphasize Creighton's commitment to being an employer striving to provide a work environment that motivates and retains our employees.*

*The article highlights some realities and expectations of the workforce. Creighton supports the exploration of flexible working arrangements, in the related policy here: [http://www.creighton.edu/fileadmin/user/GeneralCounsel/docs/2.2.23\\_Flexible\\_Work\\_Schedule - issued 9-17-08.pdf](http://www.creighton.edu/fileadmin/user/GeneralCounsel/docs/2.2.23_Flexible_Work_Schedule_-_issued_9-17-08.pdf).*

*As stated in the policy, the priority of each college/school/division is to accomplish its objectives. Depending on the type of position, this can at times be achieved while allowing employees to work a non-traditional schedule. As each situation is unique and many factors need to be considered, leaders should consult human resources when considering flexible work arrangements. When conducted properly, flexible work arrangements can lead to higher morale, increased productivity and decreased absenteeism.*

*If an employee has a desire to work a reduced schedule, they are encouraged to communicate the request to their leader. Be prepared to offer a proposal, on how this can be accomplished.*

*Human Resources is available to assist with questions regarding flexible work options.*

*Janel Allen – Associate Vice President for Human Resources*

- 3) A friend of mine noticed in the Council Bluffs newspaper (real estate transfers) that Creighton University has purchased the Carter Lake marina ... two parcels, 4436 17th St and 4434 17th St, Carter Lake for a total of \$743,000. Any idea why we need to purchase a marina? The timing couldn't be worse with the news of so many losing their jobs here ... Stewardship of REsources includes buying a marina?

*Thanks for your recent inquiry regarding the acquisition of the property near Carter Lake, IA. The Athletics Department is required to have a minimum of 14 sports to compete at the Division I level. Of those sports, Creighton sponsors Crew (Rowing) and the program has traditionally used the Carter Lake marina property to store and launch their boats for practice and competition. Over the years, we have either had boats donated or private resources given to help build a small fleet of boats/shells that require indoor storage in order that they hold their value.*

*Recently the owner of the Carter Lake property decided to sell leaving our team (roughly 50 young women) without a place to store/launch their boats and we negotiated a fair deal with the owner to make this the home of Creighton Rowing. The land is available to other areas of Creighton for university purposes and we certainly welcome interest from those looking to utilize it. It is important to note that the parcel of land will be fully funded by private donations and will not utilize any operating funds of the university. There are some generous and passionate individuals in the community that helped to make this a reality and it was clear that their donations would not otherwise have been capitalized on by Creighton for other purposes or projects. The purchase price of the Carter Lake parcel of land was \$375,000 (not \$743,000) and in addition to the purchase price, the operating expenses will be sourced from outside of the university, making the acquisition a budget neutral endeavor. The purchase of this property was part of a long envisioned plan as we continue to uphold and embrace Title IX and further provide as many positive opportunities for young women as possible.*

*Mark Burgers – Associate Athletic Director*

- 4) The plantings on campus are beautiful; however, the majority are annuals. Mulhall's spent days planting and it appears a great deal of money spent. Wouldn't perennials and native species be more sustainable? Perhaps a rain garden, Nebraska natives garden and/or prairie restoration area are options. With the stewardship of resources and the reduction in force being on the minds of all employees it seems like funds spent on large numbers of perennial plantings should be reconsidered.

*Facilities Management makes a conscious effort to manage the campus landscape in a way that is considerate of budget, sustainability impacts, and aesthetic. The University has a reputation for having attractive, park-like, well-maintained grounds which are crucial for creating an environment that is welcoming, safe, and enjoyable for students, faculty, staff, prospective students and their families, and visitors.*

*Creighton University's landscape contains about half a million square feet of ornamental beds (perennials, shrubs, and trees) and about 10,500 square feet of annual plantings. Only about 2% of the non-turf landscape on campus is annuals, concentrated in high-profile, high-impact spaces such as the Jesuit Garden and the California Mall. Over the last ten years the total square footage of annual beds has decreased, even with the construction of several new buildings, and annuals are omitted or used sparingly in new construction.*

*Mulhall's has been planting annuals on the Creighton University campus for decades, and the process is highly efficient with about 5000 plants installed over the course of 2-3 days. The expense to install the annual plantings is 20% less than it was ten years ago and has remained steady over the last five years.*

*In addition, there has been a conscious effort to diversify the species of perennials and trees planted on campus, with a focus on native species. The slope west of Markoe Hall that was significantly altered by construction over the last year has been designated a trial space for seeding native grasses and wildflowers (think Bluestem, Grama, Buffalograss, Milkweed, Echinacea, etc.). Please watch for that site to develop over the next few months.*

*Jessica Heller - Landscape Supervisor, Facilities Management*