

October 2011

# Our University

A NEWSLETTER FROM THE UNIVERSITY OF CALIFORNIA PRESIDENT FOR THE UC COMMUNITY



**HEALTH  
BENEFITS  
OPEN  
ENROLLMENT**

**2012**

**ARE YOU IN THE RIGHT MEDICAL PLAN?**

**OCT. 31, 8AM—NOV. 22, 5PM**

Read a comparison of UC's medical plans, 2012 medical plan rates, and more news to help you make decisions during Open Enrollment.

## UC medical premiums to rise slightly in 2012

*By Anne Wolf*

UC faculty and staff will see modest increases in medical plan costs for 2012, and most employees will continue to contribute a smaller portion of the full cost than the national average.

"Seventy percent of faculty and staff will see increases of less than \$10 per month," said Dwaine Duckett, vice president of human resources. This includes virtually all employees earning \$48,000 or less.

Open Enrollment begins Monday, Oct. 31 at 8 am and runs through Tuesday, Nov. 22 at 5 pm.

2012 medical plan rates are posted at [http://atyourservice.ucop.edu/employees/health\\_welfare/medical/medical-plan-costs-2012.html](http://atyourservice.ucop.edu/employees/health_welfare/medical/medical-plan-costs-2012.html)

Faculty and staff who are enrolled in the Anthem Blue Cross PPO will have lower premiums. The decrease is the result of several factors including recent plan experience — how many and which type of services members used during the year — which was more favorable than expected.

And again this year, UC is offering several value plans that provide the same comprehensive health care coverage as its Choice plans but at lower rates. The only difference between Health Net Blue and Gold, for example, and Health Net HMO plan is that the Blue & Gold plan has only the most reasonably priced health care providers.

"We created the Health Net Blue and Gold plan for UC employees who are flexible and willing to more actively manage their health care costs. We're pleased to see that it is helping to lower rate increases while still offering employees high quality care," Duckett said.

The total UC spend on medical plans is projected to go up by \$90 million this year, he said.

Both UC and employees will share the cost of that increase, with UC contributing, on average, 87 percent of the cost of premiums.

UC's contribution to medical premiums is significantly higher than the national average for employer contributions. In its annual survey of employer-sponsored health benefits, the Kaiser Family Foundation found that employers pay roughly 82 percent of premiums for employees with no dependents and 72 percent for family coverage.

### Related Links

[How UC's medical plans compare](http://www.universityofcalifornia.edu/news/article/26483)  
<http://www.universityofcalifornia.edu/news/article/26483>

[Why does health insurance cost so much?](http://www.universityofcalifornia.edu/news/article/26280)  
<http://www.universityofcalifornia.edu/news/article/26280>

[UC members rate satisfaction with health insurance plans](http://atyourservice.ucop.edu/news/health/1011-rate-of-care-survey.html)  
<http://atyourservice.ucop.edu/news/health/1011-rate-of-care-survey.html>

Faculty and staff also generally pay less than the national average for office visits and prescriptions.

In addition, UC mitigates the cost impact for lower paid workers by having those with higher salaries offset premiums for those with lower salaries through its pay-banding methodology.

"In these difficult economic times, employees who are not already enrolled in our lower-cost value plans may want to consider doing so during Open Enrollment," Duckett said.

Open Enrollment begins Monday, Oct. 31 at 8 am and runs through Tuesday, November 22 at 5 pm.

Aside from changes in medical premiums, there are also changes in 2012 to the Vision Service Plan, including an enhanced contact lens benefit. UC will move from VSP's Signature Network to the Choice Network. About 98 percent of California providers are in the Choice Network.

The University will see significant savings as a result of the change in networks, and is passing part of that savings on to employees in the form of an improved contact lens benefit.

VSP has also added Costco as an affiliated provider, which means Costco will now be able to submit members' claims for eye exams and eyewear directly to VSP.

UC will continue to offer the Staywell wellness benefit to eligible employees enrolled in all medical plans except Kaiser, which has its own wellness benefit. Participation for the Staywell benefit is governed by collective bargaining agreements in some cases.

Complete information about 2012 health and welfare benefits will be available on the [At Your Service website](#) beginning Monday, Oct. 24.

***Anne Wolf is systemwide coordinator, internal communications, at the UC Office of the President.***

## **HR expert compares UC's medical plans**

***By Anne Wolf***

Everyone is tightening their budget belt and looking for ways to save, and for some faculty and staff, enrolling in one of UC's lower-cost medical plans might help.

To meet the needs of its diverse workforce, UC offers eight medical plans. All of the plans offer comprehensive coverage, including behavioral health benefits. But the costs of the plans — both

premiums and out-of-pocket costs — as well as provider choice and flexibility to use out-of-network doctors and hospitals vary significantly.

Kris Lange, UC's director of vendor relations management, works closely with medical plan carriers and is an expert on the similarities and differences among the plans. We asked her for tips on choosing the right medical plan.

### **What are the first steps for choosing the right plan?**

When choosing a medical plan, it's important to know what's important to you: Do you want your costs to be predictable or can you take on more risk? Do you want to choose your own specialists or do you feel comfortable having a primary care physician make these choices for you? Do you need specific services covered? Do you regularly use prescription drugs? Do you or your family members travel frequently and need coverage away from home?

Once you've thought about what's important, use the Medical Plan Chooser on the At Your Service website (<http://uc.chooser.pbgh.org/>) to understand the cost of each plan and what it covers. Also, information on the plans' websites can help you identify each plan's participating doctors and its prescription formulary.

Last, look beyond the monthly premium. While the premium is predictable, the full cost of the plan will depend on what you pay for services and prescriptions after the plan pays.

We've developed two examples that illustrate those additional costs: One scenario shows a person with no dependents (<http://www.ucop.edu/newsroom/newswire/img/19/19611974724e9871bb4c4fd.pdf>) and relatively low use of her medical plan; the second example is a family with high medical needs (<http://www.ucop.edu/newsroom/newswire/img/12/12114248014e98719cb27bb.pdf>). You can see from these charts that premiums are only part of the cost equation. Faculty and staff should compare the total cost of medical care for all of our plans.

### **Health Net Blue & Gold, Health Net HMO, Kaiser and Western Health Advantage are all health maintenance organizations (HMO), but they have different costs. What are the differences among them?**

In some ways they are all similar. All HMOs require you to choose a primary care physician (PCP) from the plan's network of providers. The PCP coordinates all of your care. If you want to see a specialist, you must have a referral from your PCP. The HMO covers your expenses only if your PCP has authorized the services, unless it's an emergency — that means it may not be the best choice for you if you travel a lot or spend periods of time away from your PCP's immediate service area. With all of UC's HMO plans, there is a small copay for office visits, hospital stays and prescription drugs, but most other services have no charge. That means your out-of-pocket costs are limited. All of these plans are good choices for those who are comfortable with the HMO model.

Our HMO plans differ in their networks. Health Net Blue & Gold and Health Net HMO are exactly the same plan except for their network of providers. The Health Net Blue & Gold network includes only the most reasonably priced providers — including all of UC's medical centers — while the Health Net HMO has a wider network of doctors and hospitals.

Kaiser is different from the Health Net plans in that it has an integrated network. Your primary care physician, pharmacist and specialists are all Kaiser employees, and they coordinate your care through your electronic health record.

Western Health Advantage (WHA) is a regional HMO network of medical groups, doctors and hospitals in the Davis/Sacramento area. Its network of providers works much like those of the Health Net plans, and includes the UC Davis Medical Center and doctors. WHA has a unique Advantage Referral Program that allows for specialty care from any WHA specialist — not just those from your primary medical group.

The other difference among these plans is the premium cost. Health Net Blue & Gold, Kaiser and WHA are three of our lower-cost plans, while the Health Net HMO costs more because it offers a wider choice of doctors, hospitals and specialists.

**Anthem Blue Cross PPO and Anthem Lumenos PPO with HRA are both PPOs. And isn't UC's Core plan also a PPO? First, what is a PPO? What's the difference between these plans?**

PPO stands for preferred provider network, which is a group of doctors and hospitals that have contracted with the insurance plan to offer services at a discounted rate.

PPO plans are similar in that you can choose any doctor or hospital, but you pay less if you choose a doctor in Anthem's nationwide PPO network. With a PPO, you don't need a referral from your primary care doctor to see a specialist. And if you live outside of the U.S., all three of these plans provide enhanced in-network coverage for foreign providers.

The coverage provided by the plans is generally the same, except for prescription drugs. That's because with the PPO, prescriptions are provided for a flat-dollar copay, whereas with the Lumenos plan and Core plan, you pay 20 percent of the total cost of prescriptions.

All the PPO plans have deductibles, but the Anthem Lumenos plan has a higher deductible and the Core plan has a MUCH higher deductible. We sometimes refer to Core as catastrophic coverage since the plan won't pay until you meet a \$3,000 deductible, making it unattractive to most UC faculty and staff, even though UC pays the full cost of Core. Still . . . if you're healthy or want to "self insure" your costs in exchange for a very inexpensive plan, it is an option. Just make sure you can pay the deductible if something catastrophic does happen.

The nice thing about the Lumenos plan is that it comes with a UC-funded Health Reimbursement Account (HRA), which you use to pay part of your deductible. That means you pay nothing for services and expenses until you use up the HRA; then you pay the full cost of services until you meet the deductible.

**Lumenos sounds interesting - but is it complicated?**

The Lumenos Plan is really no more complicated than a regular PPO, but you should be willing to actively manage your costs, and Anthem provides online tools to help you do that. And you have to be prepared to pay higher out-of-pocket costs if you use up your HRA. On the other hand, if you don't use up the HRA, your out-of-pocket costs are zero. Plus, any unused balance rolls over to next year.

We've done a head-to-head comparison of Anthem Lumenos and Anthem Blue Cross PPO, looking at the combined cost of monthly premiums and out-of-pocket costs. Our comparison shows that most faculty and staff would pay less overall under the Anthem Lumenos plan than the Anthem Blue Cross PPO. In general, only single employees with very high claim costs and employees with high prescription costs fare better under Anthem Blue Cross PPO.

**That leaves the Anthem Blue Cross PLUS. How does that plan compare to the other plans?**

If you like the concept of an HMO, but also want the flexibility of PPO, Anthem Blue Cross PLUS may be the one for you. It has features of both HMOs and PPOs. Like an HMO, you have a primary care physician who manages your care and makes referrals to specialists — your costs are limited to copays when you use providers referred through your PCP. But you also have access to PPO network providers, as well as out-of-network providers, as you would in a PPO. You pay a higher monthly premium to get that access, and your cost for out-of-network services is higher.

**Do you have any final words of advice about choosing a plan?**

All of UC's medical plans are very good; there are no bad choices. They all offer preventive care at no cost, comprehensive benefits — including medical, hospital, behavioral health, and prescription drug coverage — and access to excellent doctors and hospitals. The copayments or percentage of

coinsurance are lower than many plans offered by other employers. But the bottom line is that if the plan fits your needs, then you've made the right choice.

***Anne Wolf is systemwide coordinator, internal communications, at UC Office of the President.***

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## Systemwide News

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### Employee web chat with Human Resources VP Duckett set for Oct. 24

Do you have questions about the revised staff layoff policy? Are you wondering about health care rates for 2012? Did you know that UC is expanding its family-friendly programs?

Dwaine B. Duckett, UC's vice president for human resources, will answer faculty and staff questions on those and other topics Oct. 24 during a live, web-based conversation with Penny Herbert, UC staff advisor to the Regents, and Ravinder Singh, chair of the Council of UC Staff Assemblies.

This is a great opportunity for faculty and staff to talk with and ask questions of VP Duckett about a number of important employee issues. Specific items to be covered include:

- The revised layoff policy
- Health insurance premiums for 2012
- Future UCRP contributions
- UC's new family-friendly programs

"With all the challenges that UC faces right now, Ravinder and I wanted to host this event to give employees a chance to talk directly with UC leadership about some of our current workplace issues," Herbert said.

#### Details

- The online event will be 1-2 p.m. Oct. 24. Faculty and staff can view the webcast at [/www.ustream.tv/ucevents](http://www.ustream.tv/ucevents).
- To submit questions and comments, participants must create a Ustream account. This is a simple process that takes about a minute. Sign up for an account here: [www.ustream.tv/login-signup](http://www.ustream.tv/login-signup). Creating a Ustream account is not required to view the webcast.

#### Technical information about participating in the webcast

To participate in the live webcast, we recommend the following:

- A high-speed (broadband) internet connection (1.5mbps/sec or greater)
- Speakers and/or headphones to listen to audio

Additionally, we have tested the stream and chat with the following Internet browsers:

- Internet Explorer 8 and 9\*
- Firefox 3
- Safari 5
- Google Chrome

Note: Users who try to create a Ustream account using Internet Explorer 7 may encounter problems. We recommend using Firefox or Internet Explorer 8 to create an account. An account is only required if you wish to participate in the chat session, otherwise you may view the webcast without participating in the Web chat.

## **Regents to consider increased retirement plan contributions for 2013**

Current faculty and staff, and the University of California will pay more into the UC Retirement Plan (UCRP) in 2013 under a proposal that the Board of Regents will consider at its November meeting.

UC will ask Regents to raise employee contributions to 6.5 percent of covered salary, effective July 1, 2013. UC would contribute 12 percent. Faculty and staff currently pay 3.5 percent while UC pays 7 percent.

Beginning in July 2012, employees will pay 5 percent and UC will pay 10 percent. Employee rates apply to active members of the retirement plan and are subject to collective bargaining for represented employees.

The 2013 contribution proposal is the latest in a series of UC actions aimed at addressing the retirement plan's unfunded liability and ensuring its long-term viability.

It will also set the combined UC and employee contribution rate at a level that will, for the first time in many years, cover the annual cost of the plan. Every year, the plan incurs additional liabilities that are equivalent to almost 18 percent of annual pay, on average.

"While the proposed 2013 rates are still less than most state employees and employers are paying today, the proposed 2013 UCRP contribution rates effectively stop the bleeding by not increasing our unfunded liability each year," said Gary Schlimgen, director of pension & retirement programs. "It's critical to capture sufficient contributions to support the additional liability that UCRP is absorbing each year."

In the past three years, the Regents have approved the restart and ramp-up of UC and employee contributions to UCRP, endorsed the use of new financing methods that have improved the funded status of the plan, and approved a modified pension tier for new faculty and staff hired on or after July 1, 2013.

The proposed 6.5 percent 2013 contribution rate for current employees will be slightly lower than the 7 percent being paid by those new employees who join UC on or after July 2013. The proposed University rate of 12 percent will apply to both the current and new tier in July 2013.

UC and its employees resumed contributions in May 2010, after a 20-year contribution holiday. UC continues to urge key state leaders to provide state support for UCRP on the same basis that is provided for Cal State and community college defined benefit plans.

## **UC resources can help you de-stress, be healthier and more active**

### ***By Katherine Tam***

Talk to a counselor. Go for a walk. Take a class on managing stress. Learn Tai Chi. Enroll in a workshop on eating right. Meditate.

If you're feeling stressed, your campus offers a variety of resources from counseling to exercise classes to help you be happy and healthy. Most services are free or available at a small fee.

"Employees who participate in regular physical activity, eat healthy, manage their weight, refrain from smoking and get adequate rest are healthier, more productive, and better able to deal effectively with the stress and rapid change of today's working environment," said Julie Chobdee, Wellness Program Coordinator at UC Riverside and co-chair of the systemwide Faculty and Staff Wellness Workgroup. "A healthier employee is more resilient and more engaged."

Statistics show that workplace stress has gone up. The number of UC employees seeking treatment for depression grew by 6 percent from 2009 to 2010, according to United Behavioral Health, the University's primary provider for mental health services. And campus Employee Assistance Programs — which provide free, confidential counseling — report increases in the number of cases they handle, the severity of symptoms, or both.

No one has to go through it alone. Reach out to a counselor, family or friends for support and help. Learn how to better manage stress and change.

Wellness programs promote awareness and education, and motivate people to make positive changes in their behavior. They also influence campus practices and policies that support a healthy work environment.

UC is embarking on a yearlong series to raise awareness about workplace stress and depression, and the many resources UC offers to help.

Read the July article on workplace stress ([www.universityofcalifornia.edu/news/article/25931](http://www.universityofcalifornia.edu/news/article/25931)) and the September story about how one Employee Assistance Program director is helping people on her campus ([www.universityofcalifornia.edu/news/article/26265](http://www.universityofcalifornia.edu/news/article/26265)).

#### **HELP WHEN YOU WANT AND NEED IT**

##### **Faculty and Staff Wellness Programs**

Learn more about the UC Living Well initiative and your location Faculty and Staff Wellness Program at <http://uclivingwell.ucop.edu/welcome.html>. Select "campus programs" to find programs and resources at your location.

**Employee Assistance Programs** offer free and confidential counseling services. Find your campus EAP office at: [atyourservice.ucop.edu/directories\\_contacts/fs\\_assist\\_prog.html](http://atyourservice.ucop.edu/directories_contacts/fs_assist_prog.html).

**United Behavioral Health Services** will refer you for counseling services to a local provider. The first three appointments with a network provider are free of charge. Contact UBH at 888-440-8225 or visit the website: [www.liveandworkwell.com/public/](http://www.liveandworkwell.com/public/)

Employee Assistance Programs offer free and confidential one-on-one counseling with trained psychologists and counselors. They're ready to help you work through issues such as stress and depression, family concerns, financial woes, substance abuse and grief. They can offer tips, treatment options or referrals.

Take part in activities - either individually or in a group - that can help you become more active, increase your energy level and relieve stress.

Courtney Burkes, who is director of Fitness and Wellness at UC Irvine, has a growing list of testimonials from employees who felt healthier, less stressed and more connected to the campus community after participating in an activity, ranging from weekly workouts in the park with Olympic gold medalist Olga Connolly to the "Cheer Up" program that teaches relaxation techniques.

For the past three years, faculty and staff at UC Irvine have gathered for Tai Chi in the mornings twice a week at Aldrich Park in the middle of campus.

"It's a moving meditation that gets you balanced for the day and reduces anxiety," Burkes said. "It restores energy, increases concentration and body and mind awareness."

Stepping out of the office occasionally is healthy and can make employees more productive.

"We get so stagnant when we sit at our desks with our computer and telephone. We are made to move," Burkes said. "By bringing them [employees] out to the park, it changes the mindset of where you are. People breathe better when they're outside. There's camaraderie. A lot of people use the groups to network."

Go walking. Most campuses have a walking program that provide free pedometers and milestone rewards, as well as group walks and stairwell challenges.

Join the Fit Squad. Many campuses offer free 10 to 30 minute workouts led by a mobile unit of fitness educators that come to where you work to make fitness accessible and convenient.

Take a class in stress management. Many campuses host classes or behavior change programs to help you better cope with stress and change.

Find the class or workshop that works for you.

You can find a wealth of information on your campus EAP or wellness program website. Some websites have online tools that allow you to assess your stress level, anxiety, eating habits and more, and even audio-casts guiding you through mindfulness and relaxation.

If you're a department manager looking for ways to help employees, the EAPs also train department managers to deal with issues that affect the workplace such as stress, change, personality conflicts and death.

***Katherine Tam is a communications coordinator in Internal Communications at UC's Office of the President.***

## **Educate, elevate and innovate**

*In an Oct. 15 speech to the National Society of Hispanic MBAs, UC President Mark G. Yudof said that California must do more to prepare California's Hispanic children for college if it is going to benefit from of the state's changing demographics. Here are his prepared remarks:*

Let me say how pleased I am to have been given this opportunity to speak to you tonight. If ever there was a case of preaching to a choir, this should be it.

As an audience of business professionals and business students, you understand the need for long-term planning and reliable funding streams. You know the difference between costs and investments. And you realize that, even in a fiscal downturn, it is still important to attract and retain top talent.

These are foreign concepts to many of the people I've been speaking to of late.

For the last three years, I have been wandering the corridors of California politics, trying to staunch what has been a 20-year slide in state funding support for the University.

To date, I have managed to generate many platitudes from the folks who control our core funding. But, sadly, that's about it. To borrow from the jingle of one of our winners tonight, nobody doesn't like public higher education. They just don't feel motivated to support it at needed levels.

Now we are not alone. Disinvestment in public universities has been occurring across the land, and it is part of an even larger trend.

What seems to be happening is an abandonment of the societal ideal of a commonwealth, a common purpose, and it is not confined to education.

From user fees at public parks, to the proliferation of contract soldiers in Iraq and Afghanistan, there is plenty of evidence that the balance between public obligation and private advantage has begun to tilt toward private.

In this era, public universities, and the degrees they confer, have come to be seen more and more as private goods, to be paid for largely by those who attend.

For UC the disinvestment has made it more difficult, to say the least, to maintain academic quality and assure access to all qualified students.

Ironically, keeping our doors wide open and preserving intellectual quality has never been more important. And this leads me to the second trend I want to visit. And again, I believe this is going to be an exercise in preaching to a choir.

The demographic arc is clear and undeniable. A young, robust Hispanic population is on the rise, not just in California, but across the country. You have all seen the numbers I am sure.

The 2010 Census found more than half the nation's population growth in the past decade was driven by Hispanics, who saw their percentages rise in all 50 states.

Here in California that growth is just exploding. Half the children in California are Latinos, according to the latest census figures. The overall Hispanic population now stands at 38 percent, just two points below that of Non-Hispanic Caucasians, and the numbers are moving in opposite directions fast.

This has profound implications for those who see education, to quote one of my predecessors, not as a cost, but as the best investment a society can make.

For while Hispanics constitute the largest cohort of high school students in California, more than 40 percent, less than seven percent graduate with the completed coursework and other requirements that would make them UC eligible.

The schools they attend tend to rank toward the bottom in performance. And, while it's true our head-count of incoming Hispanics is up, and that's good, it is but a small percentage of a larger and expanding population.

Few in politics seems to be talking about it much, but if California - and the nation - do not figure out how on the broadest of scales to educate their young and booming Hispanic populations, many of whom are the sons and daughters of immigrants living in two-language households, the consequences will be dire.

That is the challenge we face -- in California more than most other states, but eventually across the nation.

Yet, this challenge, potentially, is also an opportunity. As business people you understand the power of an emerging market.

Imagine if here in California we can, once more, manage to defy the Cassandras and emerge from this demographic transformation as an intact, prosperous society, like none the world has ever seen. And imagine if California, to borrow Wallace Stegner's phrase, proves to be "America, only more so," and show the rest of the nation the way.

If this is to happen, we know the proven pathway. The trail was blazed more than a century and a half earlier, even before the gold mines played out.

Educate, elevate and innovate.

For 143 years now, the University of California has given this state a society to match its scenery. And the stakes are too high to walk away from that mission now.

Let me quote Steve Murdock, a former US Census Director and Rice University sociologist, who when asked about the implications of a rising Hispanic population said:

"We have to change the educational futures for these kids. Not just for them, frankly, but for all our benefit. The bottom line is this. If we do not provide the resources, if we do not invest in these populations at these young ages, we could be poorer and less competitive than we are today."

And then he added:

"If we do invest, we could be at an advantage."

I share his view: There is room for optimism. But there is also work to do.

We need to develop more Hispanic leaders. Looking just at MBA programs, enrollment of Hispanics at our campuses is up, but it is not yet where it ought to be. The fact that our six business school deans are the educational hosts of your convention is a message to you that we understand the need to keep looking for ways to build up our Hispanic enrollment numbers. We have some good outreach programs in place, and they are showing results, but we have work to do.

We need the help of those of you who own or represent businesses. As you know, MBA candidates tend to enter the program after first spending a few years in the working world. Your hiring decisions and intern programs and the like can help expand the pool of Hispanic applicants.

But that's at the end of the road. First we need to find more ways to reach into high schools and drive up the number of top quality, college-ready graduates. The numbers are moving in the right direction, but the pace can be improved.

I understand many of your chapters already do outreach into high schools, and I applaud the effort. We, too, are engaged on the ground at high schools across California. But, again, there always is more that can be done.

Monday I will be speaking in East Los Angeles to students at Theodore Roosevelt High School. The school is almost 100 percent Hispanic, many of the kids come from low-income families, and the drop-out rates are high.

My message will be simple, the same I have brought to similar high schools up and down the state: If they do the work and qualify for UC, we will have a place for them - and the financial aid programs to eliminate affordability as a potential barrier. Because the issue isn't desire or intelligence-the issue is opportunity.

And so my challenge will be not only to convince them that they are wanted, but also that they can do it. And they can.

There's a quote from Teddy Roosevelt, one of my heroes, which I intend to use:

"Believe you can, and you are halfway there."

Teddy's formula strikes me as just about right.

It's their job to prepare to succeed. It's our job, all of us, to make sure that the University of California, and public universities across the country, are as well-prepared to transform the lives of these coming generations as they were those in the past. So we also are going to need to start making more political noise, and again you can help.

There are pragmatic reasons to do this, but the main imperative is a moral one. Fifty years ago, we opened three new UC campuses to accommodate a dramatic, and largely white and suburban, population surge. It is my belief, my firmest belief, that the California Dream those campuses nurtured should not and cannot be allowed to fade away with the Baby Boomers.

Si Se Puede!

And thank you.

## More Systemwide News

- [Unions, UC reach agreement on health care rates, pension contributions](http://www.universityofcalifornia.edu/news/article/26472)  
<http://www.universityofcalifornia.edu/news/article/26472>
- [Sustainability efforts save money and energy](http://www.universityofcalifornia.edu/news/article/26478)  
<http://www.universityofcalifornia.edu/news/article/26478>
- [UC Health leaders advocate for Medicare, Medicaid funding](http://health.universityofcalifornia.edu/2011/10/13/uc-health-leaders-advocate-for-medicare-medicaid-funding)  
<http://health.universityofcalifornia.edu/2011/10/13/uc-health-leaders-advocate-for-medicare-medicaid-funding>
- [UCSF Chancellor profiled in \*New York Times\*](http://www.ucsf.edu/news/2011/10/10762/ucsf-chancellor-susan-desmond-hellmann-profiled-new-york-times)  
<http://www.ucsf.edu/news/2011/10/10762/ucsf-chancellor-susan-desmond-hellmann-profiled-new-york-times>
- [Stem cell research heads to the clinic](http://www.universityofcalifornia.edu/research/stories/2011/10/stem-cells.html)  
<http://www.universityofcalifornia.edu/research/stories/2011/10/stem-cells.html>
- [UCTV seminars site live and accepting submissions](http://myuctv.tv/2011/09/27/uctvseminars-site-live-and-accepting-submissions/)  
<http://myuctv.tv/2011/09/27/uctvseminars-site-live-and-accepting-submissions/>

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## People Who Make A Difference

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### For UCLA director, a disability does not define a person

**By Katherine Tam**

When Olivia Raynor meets someone with a disability, it's not the disability she sees.

It's the potential to do more than what the general public believes people with disabilities can accomplish.

As director of UCLA's Tarjan Center, which helps people with disabilities live independently, Raynor stands at the forefront of a growing movement to change attitudes about the disabled. People should not be defined by a physical or developmental limitation, she says, but rather by the skills and talents that make them whole.

"Historically, people with disabilities are perceived in a deficit model," said Raynor, who is also an adjunct professor at UCLA's Department of Psychiatry and Biobehavioral Sciences. "Our work is about changing that perception. Maybe they have a talent in carpentry. Maybe they're good with children. What asset does that person bring?"

The 42-year-old Tarjan Center is one of 67 that make up a federal network dedicated to helping people with disabilities live independently and be productive members of their communities. That means doing all the things a lot of people do - whether it is going to college, finding a job, volunteering or dabbling in the arts.

Raynor is part matchmaker, part bold conversation-starter, part program architect, part policy sculptor.

She pairs up organizations that serve those with disabilities with community groups and government agencies. The volunteer initiative known as the Tarjan Service Inclusion Project is just one example. By connecting with groups like AmeriCorps, people with disabilities get the chance to volunteer in their communities. In the past three years, 5,000 volunteers with disabilities donated 65,000 hours of service. Their work included building houses for low-income families, gardening and handing out emergency preparedness information.

"We have flipped the paradigm of seeing people with disabilities as a community of need to one where the contributions of all individuals, including people with disabilities, are valued and utilized," said Raynor, a UCLA alumni with a doctorate in educational psychology.

The hurdle comes down to shifting the public's mindset. The general public focuses on the disability rather than the whole person. Parents of children born with a disability are often told not to expect much from their children, a way of sheltering them from the pain of disappointment.

But Raynor believes adamantly that people with disabilities have more to offer, given the chance. Raynor's mission is to push those doors open.

She founded the National Arts and Disability Center at UCLA (embed link: <http://www.semel.ucla.edu/nadc>), for example, which provides a venue to show colorful landscapes, self-portraits and abstract pieces created by artists who are autistic, visually impaired, have cerebral palsy or another disability. The center also provides grants to artists and art organizations.

In 2001, Raynor led a UCLA committee that in 2006 created Pathway, a two-year higher education program at UCLA Extension for those with intellectual disabilities. Thirty-seven students have graduated from Pathway since then, and most of those are working, doing an internship or continuing their education elsewhere.

"She shepherded that whole thing for many years," said Eric Latham, executive director of Pathway. "She's good at making those personal connections with people and getting them excited about working on things."

She is also pushing the boundaries beyond UCLA. She teamed up with Los Angeles Unified School District and East Los Angeles College to redesign a program that teaches transitional skills. She helped form the California Consortium on Postsecondary Education for People with Developmental Disabilities, which identifies higher education options for this underserved population.

"She takes a vision and she finds the means to make that happen. That's a rare talent," said Jeff Ross, executive director of the Transition to Independent Living program at Taft College who works with Raynor on the consortium. "It takes a people person and someone who never loses sight of that vision."

In her spare time - what little there is - Raynor speaks at briefings and committee hearings at the state and federal level, telling influential policy-makers about what it takes to include people with disabilities in every facet of life. She hopes that one day this process will be seamless.

Asked what she sees for the Service Inclusion Project in five to 10 years, Raynor said simply: "Not needing folks like us."

"Ideally, it would just be part of the way they (organizations) do business," she said. "As they think about recruiting, they involve people with disabilities, without needing us to remind them."

***Katherine Tam is a communications coordinator in Internal Communications at UC's Office of the President.***

### **From 'useless boy' to pioneering social epidemiology professor**

UC Berkeley Public Health professor tells how difficult early years led to pioneering academic work. Read about Professor Emeritus S. Leonard Syme at <http://sph.berkeley.edu/news/2011/syme.php>

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## **HR Briefs**

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### **Maintenance and specialty medications available at UC med center pharmacies**

If you're enrolled in one of UC's Anthem plans, Health Net HMO, Health Net Blue & Gold or Western Health Advantage, you may have certain prescription medicines filled at most UC Medical Center pharmacies.

Through a special arrangement for UC members only, most UC Medical Center pharmacies are able to dispense up to a three-month supply of approved maintenance medications for the same cost as if mail order had been used. Usually this means you get a three-month supply for the cost of a two-month supply.

Certain UC pharmacies also are able to provide specialty medications generally required for serious medical conditions.

See the overview of UC pharmacies and prescription benefits ([http://atyourservice.ucop.edu/forms\\_pubs/misc/uc-pharmacy-prescription-overview-072011.pdf](http://atyourservice.ucop.edu/forms_pubs/misc/uc-pharmacy-prescription-overview-072011.pdf)) to see which plans are accepted and which prescription types are available.

### **UC to verify eligibility for dependent health insurance in 2012**

Is your ex-spouse or former domestic partner still enrolled in your UC medical plan? What about your son or daughter, now 27 years old? Have you enrolled your girlfriend or boyfriend in your medical plan?

All of these individuals are ineligible for UC health insurance coverage and are putting you and your eligible dependents at risk of losing coverage. They also contribute to the University's ever-rising health care costs, increasing the premiums that you, your coworkers and UC pay.

Open Enrollment (Oct. 31 to Nov. 22) is the time to review your insurance coverage and make sure you de-enroll ineligible family members.

Beginning in early 2012, UC Human Resources will conduct a complete review of all enrolled family members in an effort to reduce the number of ineligible family members enrolled in benefits plans.

With UC's fiscal challenges continuing, UC Human Resources wants to be sure the University is covering only those family members eligible to be enrolled.

All faculty, staff and retirees who have enrolled family members in UC insurance plans will be asked to provide appropriate documentation — marriage or birth certificates, verification of domestic partnerships, adoption and tax records — to verify that their family members are eligible for coverage.

This year's Open Enrollment is the time to prepare for that review by making sure only your eligible family members are enrolled in your plans and to de-enroll any ineligible members. You can use the Open Enrollment application on At Your Service to update your covered family members.

If you're not sure whether your family member is eligible, check the *Group Insurance Eligibility Factsheet* ([http://atyourservice.ucop.edu/forms\\_pubs/checklists\\_factsheets/grp\\_ins\\_emp.pdf](http://atyourservice.ucop.edu/forms_pubs/checklists_factsheets/grp_ins_emp.pdf)) on the At Your Service website.

If UC's review finds that you are covering ineligible family members, the ineligible members will be permanently de-enrolled immediately. In certain cases, where there is evidence of misuse of the plan, you may also risk de-enrollment of you and all your family members.

Watch for more information on the family member review in upcoming communications.

## **Donate used eyewear to VSP's Eyes of Hope**

Do you have old eyeglasses lying around at home? Put them to good use by donating them to UC's vision plan carrier.

During Open Enrollment this year, UC is participating in Eyes of Hope®, VSP's eyewear donation program.

Eyes of Hope helps serve the more than one billion people globally who can't afford or don't have access to eyewear. The program helps boost awareness of the importance of eye health and provides an opportunity for UC faculty and staff to support this charitable cause.

Donate your used prescription glasses, readers and sunglasses by dropping them into the Eyes of Hope donation box at your local Benefits Office. VSP will refurbish, clean and label them. The glasses are distributed to those in need through world missions.