

KANSAS BOARD OF REGENTS
Student Insurance Advisory Committee
MINUTES
December 15, 2022

The December 15, 2022, meeting of the Student Insurance Advisory Committee (SIAC) was called to order at 12:30 p.m.

Members Participating by Video Conference Call:

Diana Kuhlmann, ESU COBO rep, Chair	Matt Anderson, KUMC
Aaron Coffey, WSU	Hollie Hall, KU student
Mary McDaniel-Anschutz, ESU	Kiera Pulliam, PSU
Morgan Swartzlander, KU	Carol Solko-Olliff, FHSU
Jennifer Williams, KSU	Madi Vannaman, KBOR

Also participating were Dale Burns, Matt Brinson and Traci Martin, UHC-SR; Jennifer Dahlquist, MHEC; and Julene Miller, John Yeary and Gage Rohlf, KBOR. Fabiana Salas, KU student, was not able to attend.

Minutes

Carol Solko-Olliff moved to approve the September 7, 2022, minutes. Following the second by Mary McDaniel-Anschutz, the motion carried.

ECI Waiver Reports

Dale Burns reported that ECI continues to receive positive feedback from clients but if we have any issues or questions, please let UHC-SR know.

UHC-SR Quarterly Reports

Matt Brinson briefly referenced the reports, noting that the enrollment trend for Plan Year 22-23 is positive. Multiple clients are seeing increased international student enrollment and, with the economic slowdown, there may be an increase in university enrollment and that sometimes translates into increased insurance enrollment.

Plan Renewal for Plan Year 23-24

Dale Burns noted that UHC-SR's renewal proposal was emailed to the SIAC on December 6, 2022, and stated the following: The offers below are based on the current benefits with no modifications (unless required by the state of Kansas when the filings are submitted or through other state or federal legislation or regulations). The rates include ECI Services continuing to manage the waiver process for option -04. As you are aware there are many unknowns remaining for the 2022-2023 academic year, and impacts to the 2023-2024 academic year, including the potential of a "tridemic" and continuing COVID-19 testing and claims. There is also uncertainty regarding when the public health emergency will end, moving COVID-19 costs (vaccines, primarily) from government subsidized to the private insurance plans.

For the 2023-2024 academic year we are pleased to offer the following options for renewal:

1. Increase of 11% across all options (-01, -02, -03, and -04). This increase is largely a trend increase based on medical inflation and utilization.

Madi added this table with student only annual premiums; premiums are rounded and estimates:

Plan Options	PY 22-23	% increase	PY 23-24	\$ increase
Option 1	\$4998	11%	\$5548	\$550
Options 2, 3 and 4	\$2658	11%	\$2950	\$292

2. Increase of 6.5% for options -02, -03, and -04. Regarding option -01, we would prefer that the Committee eliminate the plan completely (not offer a voluntary plan at all). However, if the Committee

prefers to continue to offer the plan, the annual rate would be \$5,700. Offering the plan at \$5,700 would result in adverse selection, meaning that the few people that purchase the plan would likely have claims in excess of the premium, resulting in even higher premiums in the future. Regardless, we understand there may be other factors that result in the Committee deciding to continue to offer the -01 voluntary plan at the \$5,700 annual rate.

Madi added this table with student only annual premiums; premiums are rounded and estimates:

Plan Options	PY 22-23	% increase	PY 23-24	\$ increase
Option 1	\$4998	14.05%	\$5700	\$702
Options 2, 3 and 4	\$2658	6.5%	\$2831	\$173

Dale Burns stated that renewal option #1, the 11% across-the-board increase, reflects higher than normal utilization in Plan Option 1, as it is a true voluntary program with anti-selection and those needing insurance enrolling and students enrolled in the other Plan Options are subsidizing Option 1. Renewal option #2 would allow elimination of Plan Option 1 or increasing its premium to \$5700, which may not solve the problem with continued exacerbation because of anti-selection.

Mary McDaniel-Anschutz asked if the Plan Options were rated separately and, if Option 1 is retained, would the claims experience adversely impact Options 2, 3 and 4? Dale Burns replied that UHC-SR is trying its best to rate them completely separately, so future Option 1 premiums would reflect Option 1 claims experience and would not impact the other Options.

Hollie Hall and Aaron Coffey noted there are graduate students with FTE less than 50% who do not qualify for Option 3 and would only have Option 1 available to them. Thus, eliminating Option 1 would be problematic. Both KU and WSU are having internal discussions about those students and hope to have the FTE addressed in the future. *The latest UHC-SR report shows that of the 172 students enrolled in Option 1, 36 are at KSU and 86 are at KU.

Questions were raised about student insurance providers and RFPs, and Jennifer Dahlquist responded that the last MHEC RFP was issued in the fall of 2020, with KBOR represented by Diana Malott and Chelsea Dowell. A new UHC-SR contract was effective the summer of 2021 and allows for up to 10 renewals. That RFP had two responders, as there are few providers left in the student insurance market. Blue Cross and Blue Shield is not an option as that is not available nation-wide and MHEC needs to use a vendor that works with all of the MHEC states.

Dale Burns noted that although the KBOR plan is truly voluntary, several of the Plan Options do not operate like voluntary plans as students are incentivized to enroll in Options 2, 3 and 4. Option 3, for the graduate students, is subsidized, does not look like a true voluntary plan and has good enrollment. Option 4, for international students, also does not operate like a voluntary plan because international students are required to have insurance although they do not have to have the KBOR plan. Option 2 eligibility is more limited than a true voluntary plan. If a waiver was in place, requiring health insurance for all students, enrollment would increase to 15-20% of students. Since Option 1 is purely voluntary without incentives, it is driving the anti-selection.

Dale Burns also noted that like the SIAC, many UHC-SR clients do not have an insurance expert, so UHC-SR's role is to provide info to the committee, being completely transparent, to educate the committee so it can look at the options and make comparisons.

Jennifer Williams asked if Option 1 is eliminated, what repercussions would there be to the other Options in the future? Dale Burns responded that Options 2, 3, and 4, particularly 3 and 4, will behave much more like a mandatory enrollment type plan and will not be impacted by the full trends going forward. For those universities trying to move 40% FTE students to get to 50% it might make sense to keep Option 1, at a higher rate for the next Plan Year, to allow universities time to make that movement.

Dale Burns shared that UHC-SR tried to set the Option 1 premium so it would sustain its claims costs, but they expect to generally see less enrollment, and those who enroll will have much higher claims costs. It is very difficult to set a rate for a voluntary plan. Matt Brinson stated that if Option 1 is eliminated, the other options would still see a 6.5% increase, as they do act in a more “waiver type criteria” manner. There have been consistent numbers and utilization over the years, in the normal medical inflation trend range.

Matt Anderson noted that KUMC wanted to keep Option 1 as Medicaid is not available in Kansas and asked what impact there would be if utilization and inflation cooled down. He also noted that rates for the KBOR plan are lower than the surrounding states. Dale Burns replied there have been heated discussions about what will happen going forward as there is a great deal of uncertainty. He noted that if COVID vaccines are commercialized, there is a possibility that the \$130 COVID vaccinations (or approximately \$200/per visit costs) might be incurred by the plan. There is an expectation there will be decelerating trends but it's not clear what will be seen on student health insurance claims or whether favorable claims experience would result. Matt Brinson stated there are variables related to student health insurance, such as enrollment and pandemic related situations, which make it difficult to project but could translate into favorable trends. Aaron Coffey asked if COVID vaccinations/boosters do roll into student insurance, would it be possible to require students under the plan to get them at student health centers (SHC) exclusively. Matt Brinson stated they could have a mechanism, such as preferred provider language, to drive plan participants to the SHC, but Mary McDaniel cautioned that there might be minimum quantity order restrictions that could impact some SHCs.

The SIAC discussed international students and whether it is a campus decision that they have coverage during the summer. KBOR policy requires each international student on a J-1 or F-1 visa to have insurance coverage for each semester or term for which the student is enrolled. It was noted that the KBOR plan has a high level of benefits, which reflects J-1 visa insurance requirements. Mary McDaniel-Anschutz shared that the current set of waiver standards came about with the ACA and are compatible with them. The KBOR plan was designed by the SIAC, over several years, to ensure appropriate levels of coverage with a defined set of standards. Dale Burns noted that some available plans are off-shore, and it is difficult to figure out the “devil in the details” – what is covered and when. The requirement to be licensed in the state of Kansas is designed to provide consumer protection for members to have a venue to ensure coverage is appropriately administered.

Jennifer Williams asked whether different premium payment timing for Option 1 could be considered to help students pay for coverage. Dale Burns stated the policy has a 14-day grace period; if the premium is paid, then coverage is backdated. UHC-SR has not offered monthly coverage, because of inherent issues including the problem of UHC-SR verifying that the individual has coverage. There are underwriting risks and customer service concerns, but they will see if a longer payment period can be offered by discussing this with compliance as they will also need to be cognizant of insurance rules about the timing of claims payment. They may discuss allowing a student 45 days to pay after enrolling during the Open Enrollment window, which would allow UHC-SR to verify the student has coverage, but UHC-SR would not pay claims until the premium was paid.

Mary McDaniel-Anschutz asked if there would be an impact to the Option 1 premium if the deductible was increased from the current \$1000. Matt Brinson stated that UHC-SR would look at deductible changes, as well as changes to the prescription drug deductible, which is currently \$200, and making it subject to the policy deductible benefits, as well as changes to the preferred provider coinsurance. Those changes would only impact Option 1.

Diana Kuhlman asked if additional time to get fresh enrollment and experience and data would impact the renewal. Dale Burns responded that he was a little surprised as the renewal rate was lower than he thought, and he did not think another month would be helpful.

The SIAC unanimously recommended renewal option #2:

- a. keeping Plan Option 1, but requested additional premium information related to various benefit changes and
- b. the 6.5% increase for Plan Options 2, 3 and 4 with no benefit changes.

UHC-SR will email the Option 1 information about the different premiums based on various benefit changes the week of December 19th. The SIAC will meet on Wednesday, January 11, 2023, at 12:30 to review that information and will have met with their subcommittees prior to January 11th.

Surebridge Dental Plan

In an email, a question was raised about the dental plan: Is UHC going to provide information on the dental plan as well? There are expressed concerns about several aspects of the current plan. I will try to capture those concerns for the full committee, but it would be helpful to know if that plan was up for discussion as well. UHC-SR's response: Yes, we will attempt to have 23-24 information on the standalone voluntary dental plan prior to the meeting. I am not sure if 23-24 pricing and plan benefits have been finalized at this point but we will try to get an update. Also, if any concerns can be shared before the meeting we can provide those to the Surebridge Dental team so they can possibly address.

In a subsequent email, an additional concern was shared: The main concern we have is that unless a student had previous dental insurance prior to purchasing this plan, there is a 6-month waiting period for services. The patient can still receive their cleanings, but if a cavity is detected for example, the student would have to wait 6 months to have the work done, which is a long time to have a problem with a tooth. This applies whether they have the services on campus or not, so they could not have the service done anywhere.

If there is any way to waive the waiting period for the students that would be great. We did notice that this was a stand-alone plan now, but one patient was able to call and have the waiting period waived (he had previous dental insurance).

At the meeting, Matt Brinson shared that plan rates and benefits are not changing for the PY 23-24 dental plan. There is no waiting period for the comprehensive plan offering the hearing, vision and dental plans. But, for dental plan only, there is a waiting period unless there was prior dental coverage.

Jennifer Williams asked about dental providers in the Manhattan area, as students are interested in enrolling but the provider network is inadequate. Matt Brinson will follow up with Surebridge as they were to make outreach for providers for KSU students.

Good of the Order

1. Earlier this month, Dale Burns informed Madi that he will be entering a new chapter of his life, which we all strive for, retirement! Dale was recognized and thanked for his decades of providing stellar service to the KBOR student insurance plan. He has always been willing to listen, to help, to find creative ways to address our concerns and to advocate for us. [Madi failed to mention that Matt Brinson will continue working with us and another account representative will be added for our plan. Matt has been trained well and that we will continue to be in great hands with Matt and Tracey, but we recognize and thank Dale for his dedicated service.] On behalf of the SIAC, the universities and our students, thank you Dale. We sincerely appreciate you.

Future SIAC meetings

Future SIAC meetings tentatively scheduled for 12:30 (unless otherwise stated below):

- A. Wednesday, January 11, 2023
- B. Wednesday, February 1, 2023
- C. Wednesday, May 3, 2023
- D. Wednesday, September 6, 2023
- E. Wednesday, December 6, 2023