



# DAEMEN

COLLEGE

**A World of Opportunity**

Office of the President

December 12, 2016

Daemen College  
Faculty and Staff

Dear Colleagues,

I hope you have found your semester to be productive and rewarding and that you are looking forward to a much-deserved winter break with family and friends.

It has come to my attention over the last few days that there is a certain amount of anxiety over, and a considerable amount of misunderstanding about, the ongoing review of healthcare benefit programs. I want to make clear to you that there has always been one and only one objective of this review: to ensure that we all continue to enjoy the same or perhaps even better benefits at the same or even less cost. Period. That's it. There is no other objective. The fear that the College would sacrifice our benefits for cost savings to the College is simply unfounded.

Historically, the College has periodically examined healthcare benefits to ensure that we all are in fact receiving the best value for our healthcare dollar. This is precisely how the College has managed to maintain one of the best healthcare benefit packages among colleges regionally.

The last review occurred in 2010 when the College found a higher-quality package and at a savings to us all. This periodic review is the best way for us to ensure that our benefits do not get eroded because we had not been paying attention to developments in the field.

The mere fact that we are undergoing one of those periodic reviews this semester does not necessarily mean that our healthcare package will change; it simply means that we are being good consumers by examining what is available. This is a healthy process because it gives our own healthcare provider an incentive to find additional ways to reduce our costs. For example, my personal intervention last year with senior management of Blue Cross Blue Shield resulted in a substantial discount in the College's cost this year.

Also, we are still early in the review process. We have not yet heard from several of the providers, so there is no way yet to have a clear sense of what is available and how these various programs compare with one another. When we do have this information, it will be available to everyone.

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Let me make clear that I have no intention of approving a proposal that results in diminished benefits for us all. The intention is to preserve our benefits and keep costs as low as possible. That being said, we all have to face the fact that all of the providers seem to be raising their prices, so it is likely that whatever package we end up with—the present one or an alternative—we may be paying more in the future.

Rest assured that—as has always been the case—there will be plenty of opportunity for the presentation of all relevant data and full input from all constituents before any decisions are made.

I encourage you to let the process unfold and understand that all of us—faculty and staff—are working together for the common good of the College. I hope you have a very relaxing break.

Cordially,



Gary A. Olson  
President