

Faculty Welfare and Professional Responsibilities Committee
Report to University Senate with Resolutions, November 16, 2010

1. Resolutions

- University Senate Resolution Requesting an Increase in Employer Contributions to Health Care Benefits
- University Senate Resolution on Variable Employer Contributions for Health Plan
- University Senate Resolution on Benefits Committee Representation
- University Senate Resolution Supporting a Tobacco Free Campus by Spring 2012

Faculty Welfare and Professional Responsibilities Committee

University Senate Resolution Requesting an Increase in Employer Contributions to Health Care Benefits

The University Senate urges the University to increase its employer contribution to faculty and staff health care benefits to at least benchmark average.

The current employer contributions from Western Kentucky University are significantly below those of its Benchmark Institutions and other Kentucky universities and colleges. The attached data from 2009 shows how far below benchmark WKU has fallen.

The proposed contribution for 2011 will not close the gap between WKU and its benchmarks. Often during the last several years, WKU employee contributions have not changed in many tiers (employee, employee + spouse, employee + children, family), but the plans themselves have lost significantly in value requiring higher and higher co-payments, out-of-pocket expenses, etc. The reduction in value leads to significantly higher cost for WKU employees.

A larger WKU contribution is needed to halt the continued erosion of plan value.

The University Senate requests that the appropriate administrators respond to the University Senate as to the action taken on this resolution.

University Senate Resolution on Variable Employer Contributions for Health Plan

The University Senate requests that the University explore implementing a variable employer contribution plan for WKU's Health Plan.

A majority of WKU's Benchmark Institutions and other Kentucky universities and colleges use a variable employer contribution plan. Implementing this at WKU will bring the university more in line with its benchmarks.

For many WKU employees, insuring dependents (children, spouses) is too expensive and not affordable. A variable contribution could better offset health care costs that employees might otherwise deem too expensive, and ensure that more WKU employees are able to select the plan most suitable for their families.

The University Senate requests that appropriate representatives of the Benefits Committee report back to the University Senate with their findings.

University Senate Resolution on Benefits Committee Representation

The University Senate believes that faculty representation on the Benefits Committee should be expanded. The University Senate requests that the President appoint two additional University Senate-nominated faculty representatives to the Benefits Committee.

The University Senate requests that the appropriate administrators respond to the University Senate as to the action taken on this resolution.

University Senate Resolution Supporting a Tobacco Free Campus by Spring 2012

WHEREAS

The University Senate believes that the adoption of a tobacco free campus would be in the best interest of the health, safety and welfare of the WKU faculty, staff and students;

The adoption of a tobacco free campus is supported by approximately 71% of faculty, staff, and students according to a survey conducted by the 2009-2010 Faculty Welfare Committee*;

The University Senate believes that adoption of a tobacco free campus should be a graduated process with designated smoking zones throughout the campus, clearly marked and with smoking receptacles provided;

The University Senate urges the university to create tobacco use cessation programs for faculty, staff and students as part of the process of instituting a tobacco free campus

THEREFORE be it resolved that the University Senate requests that WKU adopt a plan to create a tobacco free university by Spring 2012.
The University Senate requests that the appropriate administrators respond to the University Senate as to the action taken on this resolution.