

Resolution on Reporting Benefits to IU Faculty:

Bloomington Faculty members have raised questions about the proposed health benefit premiums set for next year, as they reflect a more than 100% increase in premium rates as compared to last year's rates but do not include a detailed explanation behind the dramatic rise in costs. There is a clear need for faculty to understand the cost/benefit analysis of the premium rate increases and an articulation of their value to the University and our level of access to employee health benefits overall. In light of the apparent need for faculty to understand the costs of employee health benefits and plans, for addressing projected increases, we would like to propose that the following request for actions from President McRobbie and Vice President Theobald be endorsed by the Bloomington Faculty Council Executive Committee or full BFC and moved to the University Faculty Council for their consideration and endorsement:

1. Reissue, to all IU campuses, through their Faculty Councils, the detailed cost/benefit analyses provided last year, explaining the rationale behind the dramatic rise in healthcare premiums between 2010 and 2012. This analysis should be distributed to all campus faculty council representatives and to the UFC, no later than December 31, 2011.
2. Establish an IU employee Benefits Advisory Commission (BAC), composed of, though not limited to, representatives from the UFC Benefits Committee and UFC Budgetary Affairs Committee faculty and peer staff council representatives. The BAC and Vice President of Human Resources shall meet each February, as budgets are made available to IUHR for benefits management. The charge of the BAC will be to provide the Administration with a sounding board for policy development and make recommendations on any proposed changes in employee health benefits, policies, and payment contributions based on the cost/benefit analysis developed by Human Resources and the IU CFO. The office of VP and CFO would work cooperatively with the Commission to supply the data requested.
3. Present proposed changes in future health and other benefits program plans and payment schedules to the UFC so that changes may be reviewed by the full UFC no later than July 1. Finalized plans for changes to benefits shall be announced and actively distributed to IU employees, through all means available to HR, at least 90 days prior to open enrollment, with printed materials distributed to all faculty within 60 days of open enrollment, in the fall of each academic year.