

University Senate Presentation

# Benefits Liaison Group (BLG)

Ellen S. Horsch  
Vice President for Administration

**April 1, 2015**

# HISTORY OF THE BLG

February, 2000

The Ad-hoc Stop Loss  
Committee was formed.

May 10, 2000

Senate Proposal 22-00

Recommendations on Medical  
and Health Insurance Benefits  
adopted by the Senate.

# Benefits Liaison Group Members 2000-2001

- **James Pickens, PhD, Professor – Secretary of the Senate**
- **Robert Keen, PhD, Associate Professor – President of the University Senate**
- **Tony Rogers, PhD, Associate Professor – Chair of the Senate Fringe Benefits Committee**
- **Mike Hendricks, Financial Analyst**
- **Debbie Lassila, Director of Budgets**
- **Amy Hughes, Internal Auditor**
- **Ellen Horsch, Director of Human Resources**
- **Ingrid Cheney, Assistant Director, Benefits**

November 29, 2001

Senate Proposal 22-00

Recommendations on Medical  
Health Insurance Benefits  
approved by the Administration.

	Senate Proposal 22-00	BLG 2015
Membership	University Senate, Budget Office, and Human Resources	<ul style="list-style-type: none"> <li>- 1 Financial Services and Operations</li> <li>- 2 Senate</li> <li>- 1 Staff Council</li> <li>- 1 Provost</li> <li>- 1 Staff - Administration</li> <li>- 1 Dean/Chair - Provost</li> <li>- 1 Retiree - Administration</li> <li>- 1 Human Resources/ Benefits</li> </ul>

	Senate Proposal 22-00	BLG 2015
Selection Process of Members	Not Defined	<ul style="list-style-type: none"> <li>- Appointed by Financial Services and Operations</li> <li>- Elected by Senate</li> <li>- Elected by Staff Council</li> <li>- Appointed by Provost</li> <li>- Appointed by Administration</li> <li>- Human Resources/Benefits (Ex-Officio, Chair)</li> </ul>



	Senate Proposal 22-00	BLG 2015
Charge	Not Defined	To review and evaluate the current fringe benefit package to provide recommendations to the Vice President for Administration on Fringe Benefits.

	Senate Proposal 22-00	BLG 2015
Purpose	Vehicle for open communication and information distribution, exchange of views on benefit issues.	A sounding board for full discussion of issues of those who know or come to know and understand the fringe benefits offerings. An avenue to learn the issues and evaluate the possible options given the limited resources.

	Senate Proposal 22-00	BLG 2015
Governance	Cooperative Model	Principle of consensus in making recommendations. Majority vote, of those present, in the event that consensus is not possible. The Chair will vote only to break a tie.

	Senate Proposal 22-00	BLG 2015
Governance	Cooperative Model	All deliberations and meetings will be confidential until such time that the BLG has vetted the options and determines the need to distribute information and/or solicit the campus community for feedback.

	Senate Proposal 22-00	BLG 2015
Recommendations	Not Defined	Recommendations to the Vice President for Administration, non-binding.

# Benefits Liaison Group 2015

The BLG is an advisory working group of employees/retiree, not a decision making group.

Why clarify the BLG now?

After 15 years, it  
is long past due



To clarify the purpose  
and the roles

To make the BLG  
more effective

To make a good process  
even better in the spirit of  
Continuous Improvement

Thank you