



Office of the Provost and
Senior Vice President for Academic Affairs

Phone: (906) 487-2440
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TO: Richard Koubek, President

FROM: Andrew Storer, Provost & Senior Vice President for Academic Affairs

DATE: October 4, 2023

SUBJECT: Senate Proposal 39-23

Attached is Senate proposal 39-23, "Resolution to Improve Husky Health Benefit," which the Senate passed at their April 19, 2023 meeting. The Administration acknowledged receipt of this resolution on April 24, 2023. The proposal contained a number of resolutions that the administration has taken action upon, and I recommend communicating the following actions to the Senate. Portions below in bold are the specific resolutions contained in proposal 39-23.

The wellness program is now focused on both the physical and the mental health of employees. The program name is changing from "Husky Health" to "MTU Wellness 360".

A. "Resolved that Human Resources benchmark workplace wellness programs with peer institutions as recommended by the provost's response to [senate] proposal 40- 22".

Actions: Benchmarking with peer institutions in Michigan has been completed with findings that workplace wellness programs vary widely, from institutions having no formal wellness program to institutions offering substantive wellness incentives and access to institutional wellness facilities. Participation in workplace wellness programs ranged from 15% to 58% in 2023. Michigan Tech's current benefit eligible employee participation rate is 37%.

B. "Resolved that Human Resources, the Budget Office, and Athletics review alternatives to the current rate structure of on campus facilities to help incentivise [sic] employee wellness as recommended by the provost's response to [senate] proposal 40-22".

Actions: Human Resources reviewed the current rate structure for on-campus facilities in collaboration with the Budget Office and Athletics and recommends no change in the current rate structure at this time. It was also recommended that the options for receiving a wellness incentive be expanded so that employees have the freedom and flexibility to use the benefit as they see fit. This has been incorporated into the new MTU Wellness 360 program.

C. "Resolved that the following changes be made to the Husky Health Program and Form:

1. Incorporate choices/items that include management of chronic health issues and mental health

Actions: The wellness benefits form has been updated to include participation in a wider range of health programs, including both physical and mental health initiatives.

2. Offer sufficient choices/items in option #2 and #3 such that the entire benefit can be claimed without requiring employee expenditures (eg. walking, hiking, running, kayaking, swimming, etc.).

Actions: The streamlined wellness incentive form now includes numerous no-cost options, as well as a new process that eliminates the need for vendor paperwork. The payout process has also been simplified so that employees have freedom and flexibility in how they use their wellness incentive.

3. Separate the two requirements for receiving the \$200 benefit in option #1 such that they can be claimed separately (thus not dependent on completing both)."

Actions: The first requirement for mandatory activities remain as these activities directly impact insurance costs at the University. The second part has been modified to increase flexibility in the physical activities portion of the form.

I concur X do not concur _____ with the provost's recommendation as stated in this memo.



Richard Koubek, President

10/13/23


Date



Office of the Provost and
Senior Vice President for Academic Affairs

Phone: (906) 487-2440
Fax: (906) 487-2935

TO: Richard Koubek, President

FROM: Andrew Storer, Provost & Senior Vice President for Academic Affairs 

DATE: April 24, 2023

SUBJECT: Senate Proposal 39-23

Attached is Senate proposal 39-23, "Resolution to Improve Husky Health Benefit," which the Senate passed at their April 19, 2023 meeting. I have reviewed this resolution and recommend the Administration acknowledges this resolution. Because this proposal does not propose, modify, or rescind existing policy or procedures, it does not require Administration approval or disapproval.

I concur X do not concur with the provost's recommendation as stated in this memo.



Richard Koubek, President

4/24/23

Date



Michigan Tech

University Senate

DATE: April 20, 2023
TO: Richard Koubek, President
FROM: Michael Mullins
University Senate President
SUBJECT: Resolution 39-23
COPIES: Andrew Storer, Provost & Senior VP for Academic Affairs

At its meeting on April 19, 2023, the University Senate approved Resolution 39-23, “Resolution to Improve Husky Health Benefit.” Since this is a resolution, this memo is informational and does not require a response.

The University Senate of Michigan Technological University Resolution
(Voting Units: Full Senate)

Resolution to Improve Husky Health Benefit

Resolution 39-23

Submitted by: the Senate Committee for Fringe Benefits

Whereas, the University Senate of Michigan Tech passed proposal [40-22](#) Improved Access to Health and Wellness Programs/Activities (subsequently denied by provost Huntoon, [6/16/22](#));

Whereas, the administration of Michigan Tech responded to proposal 40-22 Improved Access to Health and Wellness Programs/Activities with: i) "it is recommended that Human Resources, the Budget Office, and Athletics be asked to collaborate to consider if there are alternatives to the current rate structure that might incentivize employee wellness without dramatically increasing the level of demand for current campus-based facilities"; and ii) "it is recommended that the CFO/VP for Administration consider how the Husky Health Form could be simplified and that Human Resources benchmark practices at peer institutions";

Whereas, the Fringe Benefits Committee conducted a survey to gauge employee satisfaction with the current Husky Health Benefits program and found that 40% of respondents did not believe "The Husky Health program incentivizes me to live a healthier lifestyle.";

Whereas, the current Husky Health Benefit form is not broadly inclusive of all abilities or health needs;

Whereas, the Husky Health Benefit discriminates against lower income employees insofar as with option #2, employees need to have opted in for dental and vision insurance in order claim part of the benefit; and with option #3, there is a monetary output for nearly all items (such as memberships, event fees, and weight loss management, etc.) such that claiming the full benefit requires financial expenditure;

Resolved, that Human Resources benchmark workplace wellness programs with peer institutions as recommended by the provost's response to proposal 40-22;

Resolved, that Human Resources, the Budget Office, and Athletics review alternatives to the current rate structure of on campus facilities to help incentivise employee wellness as recommended by the provost's response to proposal 40-22;

Resolved that the following changes be made to the Husky Health Program and Form:

1. Incorporate choices/items that include management of chronic health issues and mental health
2. Offer sufficient choices/items in option #2 and #3 such that the entire benefit can be claimed without requiring employee expenditures (eg. walking, hiking, running, kayaking, swimming, etc.)
3. Separate the two requirements for receiving the \$200 benefit in option #1 such that they can be claimed separately (thus not dependent on completing both).