

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).