

UNIVERSITY OF ILLINOIS
URBANA-CHAMPAIGN SENATE

Prefiled Resolution
(Final;Action)

FB.09.02 Resolution on the Need to Protect Health Insurance Benefits

Whereas, UIUC faculty and staff benefits have historically lagged behind those of peer institutions, constituting a negative factor in competitive recruitment and retention of faculty and staff:

- UIUC faculty benefits, as a percentage of salary, fall behind every other Big Ten university, as reported in the latest AAUP Salary Survey;
- UIUC faculty rank 19th, third from the bottom, in terms of the 2008 IBHE Peer Group Benefits Comparisons;

Whereas, Many retired faculty and staff and long-time employees already did not or do not qualify for Medicare and are dependent upon health insurance obtained through the system of benefits offered by the state through the University;

Whereas, The budget proposal offered by the governor calls for those receiving health insurance as part of their benefits or post-retirement compensation to assume a greater proportion of the cost;

Whereas, Nationally, Congress and the President are prepare to undertake a massive restructuring of the health insurance system, with uncertainty as to the final product and resultant impact;

Resolved, That the UIUC Senate calls upon the legislature and governor to:

- Recognize the significant impact of asking retirees and current employees to assume a cost they were not prepared to undertake and one which for many retirees would represent a significant hardship,
- Recognize the negative impact on hiring and retention of further widening the gap in total compensation compared to peer institutions documented by the AAUP Survey and the IBHE, and
- At a minimum, make no changes in the existing system of current support of employee and retiree health insurance until enactment of national health reform legislation by the United States Congress and the President;

Resolved: That the Clerk of the Senate communicate this resolution to President White, Vice-President for Academic Affairs Rao, Chancellor Herman, Provost Katehi, the Board of Trustees, and area legislators.

**Senate Committee on Faculty and
Academic Staff Benefits**

Rick Gorvett, Chair
Jenny Barrett
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