



The University Group Insurance and Benefits Committee

Mission of Committee:

To assist The University of Akron in securing a group insurance benefits program that provides insurance benefits to all University employees on a fair and consistent basis, in a manner that minimizes the need to seek the input separately of representatives of the many employee constituencies that comprise the University of Akron community, and that includes health wellness initiatives that are not historically part of insurance benefits programs but that maximize the opportunity of all employees to pursue healthy lifestyles.

Charge of Committee:

The University Group Insurance and Benefits Committee shall:

- Review current level of university health benefits provided, including medical, dental, vision, prescription drug, life insurance, Employee Assistance Program and disability insurance.
- Collect and analyze information on health wellness initiatives.
- Collect and analyze information on new models or options for such coverage as become available.
- Review cost and usage data and trends, employee opinions and preferences and potential changes to current coverages.
- Seek input from constituency groups concerning preferences relevant to the available options.
- Develop a consensus draft recommendation on the group insurance plan.
- Provide opportunity for feedback from employee constituency groups on the Committee's proposed recommendation.
- Make a final recommendation to the President of the University, including a summary of constituency feedback. Such recommendation shall be shared with each constituent group that is represented on the Committee.
- Responsibility to work with HR and Purchasing to draft and complete a timely RFP process for university group health and wellness benefits

The Board of Trustees shall make the ultimate decisions regarding the group insurance benefit programs, taking into account the recommendations of the University Group Insurance and Benefits Committee and any outside consultants that are retained to assist with this process. Upon approval of the insurance benefits program by the Board of Trustees, the University Group Insurance and Benefits Committee shall continue to be available for consultation.

Composition of Committee:

VP for Finance & Administration/CFO, Chair
The American Association of University Professors (AAUP) - 2
Staff Employee Advisory Committee (SEAC) – 2
Contract Professional Advisory Committee (CPAC) – 1
Communications Workers of America (CWA) – 1
Law School Faculty Member – 1
University Administration - 2
Human Resource Office – 1

Representatives are elected or appointed by constituent groups.

Advisory to the Committee: Office of Employee and Labor Relations, Human Resource/Benefits, Part-Time Employee Representative, Retirees Representative, Institutional Research Representative, Budget & Resource Analysis Representative, Purchasing Representative, Internal Communication Representative, and Consultant – Functional Expert.

Important for Members to Have: Knowledge, interest, experience, commitment, willingness to digest and analyze information, willingness to participate in timely data gathering/analysis for the committee (all members will participate in the workload of the committee).