

**FACULTY SENATE RESOLUTION**  
**FSR 2004-2005- 18**

**I. RESOLUTION NAME**

Creation of Task Force to Address Adjunct Health Insurance

**II. STATED RESOLUTION**

The Faculty Senate requests that Vice President of Academic Affairs assemble a task force to explore ways of giving Adjunct faculty access to group health insurance. This task force should include one Adjunct faculty member from each college, chosen through Faculty Senate, the chair of the Faculty Senate Adjunct Affairs committee or designated representative, the Manager of Employee Benefits or her designated representative, and the Vice President of Finance and Administration or his designated representative. The task force should make specific recommendations about establishing a means for Adjunct Faculty Members to have access to group health insurance.

**III. JUSTIFICATION**

In a survey administered by the 2002/2003 Faculty Senate, Adjunct faculty members cited access to group health insurance as a high priority, second only to salary issues. While some Adjunct faculty have access to group health care through spouses, professional organizations, or other employment, many have no access whatsoever. Given the rapidly rising costs of health care and health insurance, individual health insurance can cost as much as \$500 per month per person. On an Adjunct salary, a person would need more than a four credit class each semester just to pay for health insurance.

While the Faculty Senate strongly urges the reduction of numbers of Adjunct faculty in favor of creating more full time faculty positions in order to insure not only quality education for students but fair treatment of academics, Faculty Senate recognizes that Adjunct concerns must be addressed. Access to group health insurance, even if the Adjunct faculty member must pay the entire premium him or herself, would substantially benefit a significant percentage of Adjunct faculty (approximately 50%, based on the survey).

Currently, it is not possible to enroll an Adjunct faculty member in the State of Oklahoma insurance plan, because only those faculty members eligible to pay into Oklahoma Teacher's Retirement are eligible for State of Oklahoma insurance. However, other insurance options do exist, such as Blue Cross-Blue Shield small business health insurance. If UCO could negotiate a contract with an alternate insurance provider and allow Adjuncts to buy into that group insurance, this would dramatically lower monthly payments for most Adjunct faculty who currently purchase individual health insurance. Additionally, the University of Oklahoma offers health insurance to its adjunct faculty which they help subsidize according to FTE (.25FTE and OU pays 25%, and so forth). This possibly should be investigated for UCO Adjunct Faculty.

**IV. BUDGET IMPLICATIONS:**

If Adjunct faculty are responsible for 100% of the monthly premium, then budgetary impact should be minimal, limited to administrative fees associated with processing enrollment and monthly premiums.

Submitted 3/3/05

Adjunct Affairs Committee

Primary Author: Senator T. Vaughan

Assigned to: Faculty Welfare Committee