**FRC Resolution on Shared Governance Regarding Employee Benefits (**Draft, 11/12/18)

***Resolution Summary: This resolution reaffirms the 2013 “Resolution on TCU Employee Benefits,” expresses concern that the Faculty Senate was not consulted regarding the recent reductions in benefits, respectfully asks for a meaningful dialogue to consider the restoration of the PPO90 plan and the domestic partner policy, and, in the spirit of shared governance, calls for the involvement of the Faculty Senate representatives in future decision-making discussions on benefits.***

*Whereas the TCU administration, faculty, and staff have strongly supported a campus culture of connection, collaboration, and cooperation; and*

*Whereas shared governance has been widely endorsed as a part of this campus culture; and*

*Whereas the TCU Faculty Senate’s “Resolution on TCU Employee Benefits,” adopted by the Senate on May 2, 2013, resolves that employee compensation and benefits should be maintained at current levels or increased, and reduced only in the case of a severe budget crisis that threatens TCU’s well-being; and*

*Whereas the 2013 resolution states that benefit reductions should occur only after the TCU Faculty Senate has had the opportunity to discuss and make a recommendation concerning proposed reductions and that “designated representatives of the TCU Faculty Senate take part in Cabinet-level discussions” when changes in compensation and benefits are discussed; and*

*Whereas the TCU administration has recently—and without consultation—reduced employee benefits by precluding employees from enrolling in the PPO90 health insurance option and ending access to benefits for domestic partners; and*

*Whereas these reductions in benefits are inconsistent with TCU’s Vision in Action Lead On strategic plan, which calls for strengthening the workforce and emphasizes the importance of diversity, equity, and inclusion,*

*Therefore, be it resolved that the TCU Faculty Senate (1) expresses its concern that the Faculty Senate was not consulted in the administrative recent decisions to reduce benefits, and therefore, (2) respectfully asks for a meaningful dialogue with the Chancellor, the Cabinet, and the Retirement and Benefit Plan Committee to consider the restoration of full access to the PPO90 plan and the domestic partner policy, and (3) calls for specific procedures to implement a greater level of shared governance by involving Faculty Senate representatives in all future administrative deliberations on benefits.*