

Letter of Interest – University Health Benefits Committee

My name is Marguerita K. DeSander, and I am the department head for the Educational Administration, Leadership and Research department in the College of Education and Behavioral Sciences. I have been a member of the WKU Administration/Faculty since July 1, 2014. Prior to joining WKU, I was a faculty member in the Educational Leadership and Policy Studies program at the George Washington University, where I served as the faculty advisor for the executive doctoral program in Educational Leadership and the faculty advisor for the online Masters and EdS degree programs in Educational Administration. My areas of expertise are in School Law and Educational Personnel/Human Resources.

I am very interested in becoming a member of the WKU University Health Benefits Committee for a variety of reasons. Prior to joining the faculty ranks in higher education, I served as the Assistant Superintendent for Human Resources for Lincoln County Schools in Lincolnton, NC and the Executive Director of Human Resources for Williamsburg-James City County Public Schools in Williamsburg, Virginia. Benefits, specifically health benefits administration, was a primary responsibility in my role for both school districts.

As a result of those experiences, I have a keen understanding of the role and function of benefits administration, and spent many hours working with staff to develop comprehensive benefits systems that provided our staff with quality care while maximizing cost savings not only to the staff, but to the school districts as well.

In my capacity in both school districts, I worked closely with staff and our districts' benefits committee to brainstorm ideas, listen to the needs of our clients, and work collaboratively toward a common goal. I believe in the power of a group process, and understand the importance of bringing a representative group of stakeholders to the table to develop goals and long-range strategic planning. I am a collaborative person by nature and enjoy the synergy that comes about from a dynamic group process.

In addition, I am a lawyer by training, with an emphasis in employment-related issues, so I bring an additional layer of expertise to the table that I believe will be beneficial to the University Health Benefits Committee. I understand the challenges, but also the opportunities that are inherent with laws, policies and regulations as it relates to benefits.

Finally, I believe that it is vital to the University for faculty and staff to be involved, represented on committees and be invested in the decisions that are being made relative to our health and welfare. I want to be part of the solution, and the only way to do that is by putting myself out there to be involved in committees and other service opportunities. If I am selected for the committee, I will be diligent about that responsibility and will do my level best to make positive and meaningful contributions.

Thank you for your consideration of my nomination.



A LEADING AMERICAN UNIVERSITY WITH INTERNATIONAL REACH

December 3, 2014

To Whom It May Concern:

I am interested in serving on the University Health Benefits Committee. I will bring to the committee a sincere interest in serving my colleagues at WKU and a background that might be helpful to the committee. Many years ago I was an insurance broker—licensed in all lines of insurance, and I have served as a city administrator, and as a county housing authority director. My educational degrees are in Public Administration and I have been here at WKU for ten years.

Thank you for your consideration. Please let me know if you need any further information. I can be reached at Victoria.gordon@wku.edu or by telephone at 270-745-6192.

Sincerely,

Victoria Gordon
Associate Professor
Director, Master of Public Administration Program

The Spirit Makes the Master

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A LEADING AMERICAN UNIVERSITY WITH INTERNATIONAL REACH
DEPARTMENT OF HISTORY

3 December 2014

RE: Candidate for Benefits Committee: Eric Kondratieff

Dear Fellow Faculty Senators:

I have volunteered as a candidate for the Benefits Committee for the following reasons:

- 1) I am seriously concerned about the current, downward trend in terms of *real* compensation, especially as it affects faculty and staff at the lower ends of the pay scale. Over the past several years, most of WKU's employee salaries have remained effectively stagnant, or worse, thanks to the constant increase in the costs of goods and services.¹ Meanwhile, the increased cost of our health benefits options, combined with the large, front-loaded deductibles, represents a major new factor in the erosion of many WKU employees' ability to provide for themselves and their families. I would like to do my part to ameliorate this situation in any way possible.
- 2) My education and experience from my first (pre-Academic) career (1986-1997) may be of use to the committee. I earned a B.S. degree (1986) in Business Management and International Finance, with a dual minor in Accounting and Economics. I subsequently spent 11 years in the Financial Analysis & Planning and Insurance industries, particularly in insurance claims. My work experience includes commercial property and business loss contracts and claims, as well as internal budget analysis and managerial work. I understand how insurance companies work. I could adapt and apply this experience to the work of the committee. And, I would be able to hit the ground running.
- 3) Finally, I am already a member of the new Budget and Finance Committee. A dual-membership would allow for communication between the two committees and, hopefully, some coordination of efforts on behalf of the faculty and staff whose interests we have all volunteered to serve.

Colleagues, thank you for the time you have taken to read and consider the above points. I hope you will support my willingness to serve in this capacity.

Sincerely,

Eric Kondratieff
Assistant Professor of History

¹ The Nat'l Consumer Price Index rose 1.6% in 2010, 3.2% in 2011, 2.1% in 2012, 1.5% in 2013, and is currently at 1.7% for 2014 (this last includes the dampening effect of the recent decrease in energy). NB: BGKY trends and experience may differ in detail but not in the aggregate. Source: <http://www.usinflationcalculator.com/inflation/consumer-price-index-and-annual-percent-changes-from-1913-to-2008> (this includes data up to mid-2014).



A LEADING AMERICAN UNIVERSITY WITH INTERNATIONAL REACH
COLLEGE OF HEALTH AND HUMAN SERVICES

December 3, 2014

To
Chair, University Senate
Western Kentucky University
Bowling Green, KY.

RE: University Health Benefits Committee

I am writing to express my interest in the opportunity to serve on the University Health Benefits Committee. I am an associate professor of healthcare administration and director of Master of Health Administration program in the department of public health. I would be honored and pleased to get the opportunity to expand my contribution to the WKU community through the important work of the health benefits committee. First, as a member of the WKU community for nearly 8 years and having been impacted by the decisions made by this committee, I feel my voice of experience would make a good addition to the deliberations related to health benefits. Second, I believe my background in health services research and health administration would be instrumental in fostering discussions about health benefits while incorporating useful and constructive healthcare recommendations. I have served and I am still serving on different departmental and college committees including tenure committee (chair, department); internationalization committee (member, CHHS); and emerging professions committee (member, CHHS). I am also currently serving on the WKU committee on the International Year of South Africa.

Thank you and I hope to hear from you with a feedback on this Senate process.

Sincerely,

William N. Mkanta, Ph.D.

The Spirit Makes the Master

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Margaret --

I am interesting in being selected to serve on the University Health Benefits Committee. I have been a WKU faculty librarian since October 2000, and am familiar with the many options and permutations to our benefits that have gone down since that time.

I've served on several university-level committees before -- currently I'm on the Senate's Faculty Handbook Committee and also on the Provost's Space Committee.

Thank you for your consideration.

Katherine

Katherine Pennavaria
Associate Professor
Coordinator, Visual & Performing Arts Library Western Kentucky University Cravens 207
(270) 745-6119

Cheryl Pence Wolf

Ph.D., NCC, LPCA, PHR, CHt

Assistant Professor
Counseling and Student Affairs
Western Kentucky University

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Dr. Margaret Crowder
Chair, University Senate
Department of Geography and Geology
1906 College Heights Blvd. #31066
Bowling Green, KY 42101-1066

December 2, 2014

Dear Dr. Crowder and the University Senate:

I would like to be considered for the position on the University Health Benefits Committee beginning January 1, 2015. I am currently an Assistant Professor in the Department of Counseling and Student Affairs in the College of Education and Behavioral Sciences. I have specialties and research interests in career counseling, job negotiation (salary & benefits), and overall wellness. I have studied, published, and presented on each of these areas so the Benefits Committee is appealing as it includes a combination of my interests.

In addition to my service as a tenure track faculty member, I have previous professional experience in human resources and finance. I hold a B.S. in Economics from the U.S. Naval Academy; M.S. in Human Resource Management from Troy University; and a M.Ed. and Ed.S. in Mental Health Counseling and Ph.D. in Counselor Education from the University of Florida. In addition, I maintain active certifications as a Nationally Certified Counselor (NCC) and Certified Professional in Human Resources (PHR).

My current and previous experience in counseling, human resources, and finance allows for a quicker comprehension of the benefits issues that will be discussed in the committee so that I may actively contribute in an effective manner. I also find the information personally and professionally interesting and know how important these issues are to employees at WKU so I would take my role on the committee seriously.

Based on my experience and background, I feel that I may be a good fit for this position on the University Health Benefits Committee. I look forward to contributing to the team of professionals working on the benefits offered through the university. Thank you for your consideration and I look forward to discussing this opportunity with you further.

Please feel free to contact me at cheryl.wolf@wku.edu or (270) 745-4484 if you have any questions.

Sincerely,



Cheryl Wolf, Ph.D, NCC, LPCA, PHR, CHt