

The UAF Faculty Senate passed the following at Meeting #182, April 2, 2012:

**RESOLUTION:**

**WHEREAS**

The University of Alaska Statewide administration has proposed a policy that the University of Alaska would not hire tobacco users, or anyone whose spouse or dependents are tobacco users;

**WHEREAS**

A university employee may have no knowledge or control over the tobacco use of family members such as a 25-year old dependent child;

**WHEREAS**

Tobacco use rates are high in some countries, including many with highly productive potential university faculty and staff, and this policy would limit hiring of these potential faculty and staff;

**WHEREAS**

The rate of tobacco use among Alaska Natives is approximately double that of the state population as a whole, and this policy would have a disproportionate effect on the hiring of Alaska Natives by the University of Alaska;

**WHEREAS**

Extrapolating medical costs from lifestyle choices and its use in hiring decisions suggests the potential of institutional control over other conditions such as weight, exercise, diet, sleep, and blood chemistry, and is a form of discrimination that contradicts University of Alaska non-discriminatory hiring policies;

**AND WHEREAS**

Many other avenues for cost reduction in the University of Alaska's approach to health care self-insurance have not been explored or tested, including numerous suggestions from the UA Joint Health Care Committee;

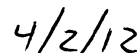
**THEREFORE BE IT RESOLVED**

The UAF Faculty Senate condemns the proposed policy of not hiring a specific group of people based on higher predicted medical expenses, and views this as incompatible with the operation of an open, inclusive institution.

Further, the UAF Faculty Senate urges the University of Alaska administration to actively investigate suggestions from the Joint Health Care Committee, in a collaborative approach to addressing the problem.



President, UAF Faculty Senate



Date

-----  
State of Alaska Division of Public Health:

<http://www.hss.state.ak.us/dph/infocenter/topics/tobacco.htm>

<http://www.hss.state.ak.us/dph/chronic/tobacco/factsheets.htm>

Proposed tobacco user policy: <http://www.alaska.edu/files/benefits/HealthCareFY13Q-A.pdf>