



FACULTY SENATE PROPOSAL
FSP-2019-2020-004
Faculty Welfare Committee

- I. Proposal Name:** Formation of a University Benefits Committee
- II. Committee Assigned/Sponsoring Committee:** Faculty Welfare Committee
- III. Proposal Statement:**

Faculty Senate would like to propose the formation of a University Benefits Committee to increase representation by faculty and staff in any decision-making regarding university benefits.

This committee would meet monthly with the Director of Benefits and would be generally tasked with providing formal feedback from faculty & staff regarding benefits. Committee objectives would include providing actionable feedback to the Benefits Office regarding faculty & staff benefit preferences, disseminating information between faculty & staff and the Benefits Office, reporting to both faculty & staff senates, and other tasks charged by the President of the University.

Six members would serve on this committee: three faculty members appointed by the faculty senate and three staff members appointed by the staff senate. The process for appointing these members, who do not need to be senators, can be determined by the respective senates. This University Committee would have two-year terms. The first committee would begin immediately and self-determine the methodology for creating staggered elections as to prevent all members transitioning upon the same year.

This committee would be given access to all information and criteria used in the consideration of changes in benefits offerings. This information can be made confidential and not disseminated beyond the committee at the discretion of the President of the University.

In order to assess the efficacy of this committee, a sunset clause would be implemented requiring a reevaluation after its third year by the Faculty Welfare Committee (Faculty Senate) in conjunction with the Compensation Committee (Staff Senate). If these committees deem the University Benefits Committee effective in its objectives and useful for the university, the committee will become a permanent University Committee. If this is not found to be the case, the University Benefits Committee would be disbanded.

- IV. Definition of Terms:** N/A
- V. Justification:**

Currently, there are no formal feedback mechanisms for faculty & staff regarding their benefits.