

Since fiscal year 2018, faculty & staff have encountered substantial changes in faculty benefit plans without any formal input from faculty or staff. Upon leaving OKHEEI (Oklahoma Higher Education Employee Interlocal) on Dec. 31, 2018, the university now has more autonomy in its benefits offerings, premium negotiations, etc. This, by design, gives the university flexibility to best allocate resources to fit the benefits needs of faculty & staff. In the spirit of shared governance and transparency, this newfound flexibility creates a situation that must include faculty and staff input. This committee would open a formal line of two-way communication between the benefits office and the faculty & staff.

The sunset clause is needed because of the potential risk of using faculty and staff professional time in this committee for functions that ultimately are not beneficial to the university.

We submit this proposal for the formation of a University Benefits Committee for your consideration.

VI. Office(s) Contacted: (List all offices/departments contacted for information, and keep record of the conversations in your Senate files.)

<u>Name</u>	<u>Office/Department</u>	<u>Date Contacted</u>
Dr. Michael Geib	Faculty Senator, Chair Faculty Welfare Committee	January 2020
Justine Kendall	Human Resources – Benefits	November 2019
Dr. Charlotte Simmons & Dr. Gary Steward Jr.	Academic Affairs, Co-Interim VPs of Academic Affairs	March 2020
Scott DeBoard	Staff Senate, President	March 2020

VII. Office(s) Affected: (Be specific, as these offices may receive the resolution, if passed.)

People & Culture – Benefits
Academic Affairs
Staff Senate

Submitted by Senator Eric Eitrheim of the Faculty Welfare Committee

PASSED UNANIMOUSLY ON 2 APRIL 2020.



JENNIFER BARGER JOHNSON
UCO Faculty Senate President