

Report

From Senate Ad Hoc Committee on Faculty Benefits

Charge 2 from the Faculty Senate Executive Committee:

This committee is charged with looking into the feasibility of establishing a standing senate committee on Employee/Faculty Benefits. The objective would be to (over time) build up a group of faculty on this campus who may be considered a valuable resource and experts on this topic such that senators and other faculty members would have a faculty resource, other than the Office of Human Resources in case they had questions or concerns related to benefits. This committee could be asked to present a current status of faculty benefits report to the senate on a regular basis similar to B&P and FCC.

Findings and Rationale

- The *Faculty Handbook*, 6.1.1, subscribes to faculty shared governance in the selection of faculty fringe benefits: "The faculty should participate in the selection of fringe benefit programs and in the periodic review of those programs."
- In addition, the FH, 6.1.1, invests faculty shared governance on fringe benefits in two committees: "The Fringe Benefits Committee (President's Committee) and Health Care Plans Review Committee (Vice President for Administrative and Information Services) have compositions that allow faculty input on benefits issues."
- However, The Fringe Benefits Committee has been inactive since at least 2009 and has currently been disbanded. According to the entry for the Fringe Benefits Committee in the *University Committees Handbook*, the "Committee will be formed as needed." The Health Care Plans Review Committee, once a subcommittee of the Fringe Benefits Committee, continues to be active. That committee has only 3 faculty members on the committee who are appointed, and has as its charge (*University Committees Handbook*), "To examine and make recommendations concerning the University's employee group health care plans."
- In reviewing standing committee structure at other institutions, we find that it is common to have a Faculty Senate committee that deals with faculty benefits.

Thus this Committee concludes that the current university level committee structure inadequately provides for faculty shared governance/input on issues of faculty benefits and recommends that a permanent standing committee of the Faculty Senate on Faculty Benefits be created.

(Please see next page)

Proposed Committee on Faculty Benefits

In response to Charge 2: We propose the formation of a Senate standing committee on faculty benefits with the following duties

Committee on Faculty Benefits

(a) Purpose

(aa) Shall maintain communication with personnel in the Office of Human Resources concerning current faculty benefits

(bb) Shall annually, no later than October of each year, communicate current and proposed benefits to faculty in order to enable informed participation during the open enrollment period.

(cc) Shall assist faculty members in understanding and/or obtaining benefits that are provided for or offered to faculty.

(dd) Shall annually submit a committee report on the status of faculty benefits to the Faculty Senate during the Spring semester that includes:

- a review of faculty benefits offered at other state and peer institutions
- an annual update of comparative data on the faculty benefits provided or available to faculty at MSU to that provided to faculty of state and peer institutions
- a review of data from Faculty Concerns Committee surveys concerning faculty satisfaction with fringe benefits
- a review of feedback solicited from the faculty in regard to current and desired benefits
- a listing of specific committee recommendations

(b) Membership

The Committee on Faculty Benefits of the Faculty Senate shall consist of six members. The members will be elected by the Faculty Senate from a list of tenured faculty compiled by the Secretary of the Faculty. Each Department/School shall send the name of a tenured faculty member who has expertise or interest in matters inherent to faculty benefits to the Secretary of the Faculty (a statement of expertise/interest should be included with the name of the nominee). Note: Greenwood Laboratory School may submit the name of a tenured faculty member for consideration. A ballot of all submitted names and statements of expertise/interests shall be prepared. To initially constitute the committee, Senators shall vote for six of the nominees. Terms of service shall be three years with the possibility of unlimited repeated terms. Following the constitution of the committee, each elected member shall draw for either a one, two, or three year term. Subsequently, each year, two members of the six members from those initially elected by the Senate shall either rotate off of the committee, per initial term expiration, or may be considered for re-election to a three year term. Annual elections shall be done in the same manner as the initial election, only selecting two committee members (or more if vacancies arise before term completion). The Committee shall elect the chair from among its elected members. The chair must have either served on the Committee the previous year or have past experience serving on the committee.

