

## John Carroll University

### **Faculty Handbook – Proposed Amendments to Part 4 on Fringe Benefits**

**Amendments and Revisions:** It is proposed by the Faculty Handbook Committee that the Faculty Handbook, Part Four: Personnel Policies, VII Fringe Benefits, be amended as presented below,

#### **PART FOUR PERSONNEL POLICIES**

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##### **VII. FRINGE BENEFITS**

A faculty member will receive information (electronically or in hard-copy) concerning the University's benefit offerings at the time the faculty member enters into the Faculty member's first contract with the University. The Faculty will provide input on future benefit offerings through representation on the University's Benefits Committee, which will comprise a representative from Human Resources, a representative from senior administration, three elected members of the staff and three elected members of the faculty. The representative of Human Resources and a representative from the Faculty elected by vote of the committee will co-chair the committee. The Benefits Committee will meet annually and as needed to review the benefit offerings in the context of: wellness, employee needs/value, competitiveness, employer/employee costs, coverage, and the University's strategic goals. The Benefits Committee will forward proposals approved by majority vote within the committee to the President. The President can choose to accept the proposals, or return them to the committee for further deliberation and adjustment. Any final change to fringe benefits will require approval from both the benefits committee and the President. Changes can be scheduled for a future date or take place immediately, depending on the proposal mutually agreed upon.

It will be the responsibility of the Faculty representatives on the committee to present any changes in benefits to the Faculty at the general faculty meeting following approval of the proposed changes by the President.

In the event of declaration of financial exigency or budgetary hardship, the administration can require the Benefits Committee to meet (in-person or virtually) to consider reductions in faculty and staff benefits, including during summer months when the Faculty are off-contract.