

UNIVERSITY SENATE
of
LOYOLA UNIVERSITY CHICAGO

MEASURE OF THE SENATE

**Resolution Calling for Shared Governance input in the re-establishment and expansion of the Benefits
Advisory Committee (BAC)**

*To request active participation in establishing the guidelines for the re-constitution and expansion of the
Benefits Advisory Committee*

Version 1

2020 - 001

to be filed by the Secretary of the Senate

Signed by the Chairperson of the University Senate



Discussion of Resolution presented at November 22, 2019 meeting

Online voting January 13-14, 2020

Vote: 18 in favor; 0 opposed; 1 abstention

Resolution **PASSED**

Resolution Calling for Shared Governance input in the re-establishment and expansion of the Benefits Advisory Committee (BAC)

To request active participation in establishing the guidelines for the re-constitution and expansion of the Benefits Advisory Committee

Whereas, the recent decision to change health care providers was made without consultation with Loyola shared governance bodies (i.e. university senate, faculty council or staff council), and

Whereas, President Rooney and HR have committed to re-establishing the defunct Benefits Advisory Committee (BAC) as a means to ensure inclusion of shared governance in benefits decisions moving forward.

Be It Resolved, that The University Senate requests active participation in establishing the guidelines for the re-establishment and expansion of the Benefits Advisory Committee including input regarding the following:

- Determining its size and membership
 - Specifically, we want to ensure sufficient faculty and staff representation.
- Appointment of faculty and staff members
 - Consistent with Presidents Rooney's request at a Nov 1, 2019 meeting with the Chairs of Senate and Faculty Council, we agree it is important that the Senate, Faculty Council and Staff Council all participate in appointing faculty and staff to this committee.
- Transparency regarding meeting discussions and membership
 - It is important member lists and the topics discussed be publicly available as they were in the past so that the community knows who their representatives are and what topics are being discussed (see BAC webpage example below).
- Frequency of meetings
 - Consistent with the Nov 13, 2019 memo from HR, we agree it is important that this Committee "schedule regular meetings each semester" to ensure real time input on an ongoing basis rather than being assembled on an "as needed basis".
- The charge of the committee
 - Previously the BAC was replaced by a financial working group, but it important that the primary focus of this group not be solely on finances. Additionally, to ensure the committee is utilized there would have to be some understanding/agreement that regular HR consultation with the BAC is required/expected.
- How the agenda of the meetings are set
 - Specifically, it is important that the committee members are able to bring issues and concerns across all benefits related matters raised by the community and their respective shared governance bodies to the attention of the BAC.
- To whom the committee reports
 - While clearly the BAC ultimately would serve to advise HR and the President, it is also important that the members of BAC are recognized as shared governance representatives who will also be reporting back to Loyola's shared governance bodies and enhancing communication about benefits across the Loyola community.

BENEFITS ADVISORY COMMITTEE

- [Purpose of Benefits Advisory Committee](#)
- [Charter](#)
- [Members](#)
- [Meeting Schedule](#)
- [Previous Meetings - Agendas & Related Documents](#)

PURPOSE OF BENEFITS ADVISORY COMMITTEE

The Benefits Advisory Committee is a team of faculty and staff and human resources professionals who are appointed by the President of the University. The group's purpose is to promote awareness of University's benefit plans among faculty and staff. The Group will offer advice, feedback and recommendations to the Director of Compensation and Benefits and Vice-President of Human Resources regarding benefit program design, benefit communication strategies, benefit communications (all media) and benefit educational programming. The committee will promote awareness of University's benefit plans among faculty and staff.

BENEFITS ADVISORY COMMITTEE ROSTERS

- [2009-2010](#)
- [2010-2011](#)

MEETING SCHEDULE

Committee must meet at least quarterly and more frequently as is necessary to carry out its responsibilities and act upon matters under the charter.

Upcoming Meetings:

Monday, April 18, 2011
10:00 P.M. - 12:00 P. M.
Lewis Towers, Rm 853, WTC

PREVIOUS MEETINGS - AGENDAS & RELATED DOCUMENTS

Date	Agenda	Related Documents
March 19, 2010	Agenda	<ul style="list-style-type: none"> • Article-The Employer Match & Participant Behavior • Article- Perspectives on Retirement System Reform for the 21st Century • University Benefits Budget Memo • Total Compensation Statement • BAC Charter • Presentation • Peer Institutions Retirement Survey Results • Faculty & Staff DCRP Savings
April 23, 2010	Agenda	<ul style="list-style-type: none"> • Presentation • Faculty & Staff Engagement Survey
May 10, 2010	Agenda	<ul style="list-style-type: none"> • Salary Deferral Models
June 28, 2010	Agenda	<ul style="list-style-type: none"> • Faculty Maternity Leave Proposal • Actuarial Study • 2010-2011 BAC Roster
August 2, 2010	Agenda	<ul style="list-style-type: none"> • Presentation
Sept. 13, 2010	Agenda	