

**Charge to the Committee on Faculty Staff Human Resources
(formerly known as the Committee on Faculty Staff Benefits)**

(May, 1981; revised 6/92, 9/26/97, 7/2019)

This Committee advises regarding human resources issues affecting members of the faculty and those members of the academic and non-academic staff (hereafter referred to as “staff”) who are not represented by unions. Those issues include: medical and welfare benefits; retirement programs; child care and work-life issues, housing programs; staff tuition and training benefits; staff time-off programs; staff compensation; work organization; staff diversity; access to athletic facilities, libraries, and other campus resources; and staff career development, voluntary benefits, among others.

Faculty appointments, leaves, sabbaticals, housing, and compensation are not within the charge of this committee.

General Charge

The University Committee on Faculty and Staff Human Resources is charged with responsibility for advising and making recommendations to the President and other appropriate administrative officers concerning human resources issues that affect members of the faculty and staff who are not represented by unions.

Specific Duties

1. The Committee shall make recommendations to the President at his request on:
 - a. Faculty and staff employee insurance, benefits, and programs, such as: retirement, disability, medical, dental, and life.
 - b. Faculty and staff benefit programs not involving insurance, such as: eligibility of members of the faculty and staff for campus housing and loans, dependents’ tuition benefits and other educational privileges, vacation, and sick leave.
 - c. Faculty and staff eligibility for such additional benefits as ancillary health services, emergency funds, discount purchases, athletic facilities, and faculty club.
 - d. The design and administration of staff compensation, the organization and classification of staff work duties and responsibilities, and the performance and diversity of staff at the University.
2. In addition to responding to specific requests, the Committee shall have the responsibility periodically to initiate a review of existing faculty and staff benefits, and of staff human resources programs, and to report its findings and recommendations to the President.

3. The Committee shall seek knowledge of new developments in faculty and staff benefits and staff human resources with a view to recommending additions to and revisions of existing programs.
4. The Committee shall solicit periodically the opinions and attitudes of the faculty and staff regarding benefit plans and staff human resource policies.
5. In giving its advice on benefits and other human resource programs, the Committee shall take note of the value of individual programs within the total compensation of faculty and staff.
6. When appropriate, the committee shall seek guidance from external experts in evaluating and recommending new programs or changes to current programs

Membership

The Committee shall consist of ten voting members. Five members will be appointed by the President, including five members of the Academic Council nominated by the Faculty Senate's Committee on Committees. An additional five members shall be chosen by the Vice President for Human Resources from the academic and non-academic staff.

The Vice President for Human Resources, the Associate Vice President for Human Resources, Benefits, the Vice President for Business Affairs and Chief Financial Officer, and the Vice Provost for Budget and Auxiliaries Management shall be ex officio members of the Committee without vote. The Chair of the Committee shall be one of the faculty members and shall be named by the President.

The chairman may appoint non-voting ex officio members to serve at his/her pleasure.

Length of Term

The term of membership for voting members shall be for three years, effective September 1 of the year of appointment and ending August 31 of the third year.

Subcommittees

The Committee may establish such subcommittees as it finds necessary in dealing with its responsibilities. The membership of each subcommittee shall include at least one member from the parent committee, but otherwise may be drawn from any part of the University community.

Meetings

The Committee shall meet at least four times during the academic year.

Staff Support

The Vice President for Human Resources and the Associate Vice President for Human Resources, Benefits shall be responsible for providing staff and secretarial assistance to the Committee and any subcommittees.

Reporting

The Chair of the Committee shall submit an annual report of its discussions, actions, and recommendations to the President of the University no later than August 31 of the committee year.

2020-21 Committee on Faculty Staff Human Resources

Members

Laurence Baker (**Chair**)

Chair and Professor of Health Research and Policy
Senior Fellow at the Stanford Institute for Economic Policy Research
Medicine - Health Research & Policy

Daniel Kessler

Professor of Law and Senior Fellow at the Hoover Institution
Law School

Jeffrey Pfeffer

Thomas D. Dee II Professor of Organizational Behavior
Graduate School of Business

Dr. Laura Roberts

Chair and Katharine Dexter McCormick and Stanley McCormick Memorial Professor
Medicine - Psychiatry and Behavioral Sciences

Sara Singer

Professor of Medicine (General Medical Disciplines) and, by courtesy, of Organizational Behavior at
the Graduate School of Business
Medicine - Primary Care and Population Health

Cori Bossenberry

Assistant Dean, Human Resources
Medicine - Human Resources Group

Beth Goode

Executive Associate Athletics Director
Athletics

Ann Marie Musto

Executive Director of Human Resources
Residential & Dining Enterprises

Steve Olson

Senior Associate Dean for Finance and Administration
Humanities & Sciences Dean's Office

Scott Walters

Associate Provost for Faculty Affairs
Faculty Affairs

Ex-Officio Members

Alain Enthoven

Marriner S. Eccles Professor of Public and Private Management, Emeritus

Graduate School of Business

Randy Livingston
Vice President for Business Affairs
Vice President for Business Affairs and Chief Financial Officer

Dr. Arnold Milstein
Professor of Medicine and the Director of the Clinical Excellence Research Center
Medicine - Primary Care and Population Health

Dana Shelley
Director of Budget Planning and Policy Analysis
University Budget Office

Staff to the Committee

Les Schlaegel
Associate Vice President, Benefits
Human Resources

Elizabeth Zacharias
Vice President for Human Resources
Human Resources

*Please direct all correspondence to Elizabeth Zacharias, VP of Human Resources.