



Benefit Advisory Council

Mission Statement

The Benefit Advisory Council (BAC) is charged with analyzing and making recommendations related to university benefit plan designs in conformance with the guiding principles and strategies defined by Total Compensation Committee (TCC) under the direction of the President. The BAC will explore options and suggest changes that meet the objectives and goals established by the TCC. They will consider competitiveness, financial sustainability and fairness in their recommendations. The BAC serves as an advisory body to the TCC. Ultimate decision making authority regarding University benefit programs rests with the President and the Board of Trustees, or its delegate.

Organization

The BAC will be Co-Chaired by the Senior Associate Vice President for Finance and Administration and the Faculty Senate Finance and Facilities Chair. Additional voting members of the committee will include:

Membership / Selection Process	Term
Faculty Senate representative appointed by President	3 Year
Administrative Senate representative appointed by President	3 Year
Classified Senate representative appointed by President	3 Year
AFSCME representative appointed by President	3 Year
Regional Campus representative appointed by Provost	3 Year
Chief Finance and Administrative Officer (CFAO) representative appointed by VPF&A	3 Year
Dean appointed by Provost	3 Year
Chairs and Directors representative appointed by Provost	3 Year
Associate Provost for Academic Budget & Planning	Ongoing
Vice President for Student Affairs	Ongoing
Chief Human Resource Officer	Ongoing
President's Chief of Staff – Ex-officio	Ongoing

The Committee will be staffed by the Senior Director of Benefits and the Budget Director.

Responsibilities

At least quarterly, the BAC will be convened to discuss the University benefit programs and determine any need for significant changes to the benefits based upon the objectives established by the TCC. Although the BAC is advisory in nature, in some cases the group may be asked to make recommendations based on appropriate analysis and review of program information and data provided by University Human Resources and/or its benefit consultants.

In addition, members of the BAC may bring forward issues and concerns of which they are aware, representing themselves or their constituents. Members help Human Resources and the TCC understand the needs and concerns of Ohio University faculty and staff related to employee benefits.

The BAC will review benefit offerings annually prior to Open Enrollment and ensure that any recommended changes have been appropriately vetted and approved by the TCC and President and/or Board of Trustees. The BAC will ensure any system changes and modifications to existing policies, procedures and processes are performed and completed. For purposes of this Charter, Benefits include medical, dental, life insurance, vision, long-term disability, short-term disability, retirement plans, and paid time off programs such as vacation and sick leave or other similar benefits as modified or added at the TCC's request or as required by federal or state regulations.

The BAC will provide the TCC with recommendations that will attain the established goals and objectives established by that Committee. The TCC will review, modify and/or approve the recommendations of the BAC and submit approved changes to the President and/or the Board of Trustee for final approval.