

John Carroll University  
Board of Directors

Faculty Handbook – Proposed Amendments

Fringe Benefits: It is proposed by the Board of Directors that the Faculty Handbook, Part Four: Personnel Policies, Section VII. Fringe Benefits, be amended as presented below. This will replace all existing provisions or procedures related to Faculty Fringe Benefits in the Faculty Handbook, Faculty Constitution or appendices of either document.

PART FOUR  
PERSONNEL POLICIES

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VII. FRINGE BENEFITS

~~The Office of Human Resources distributes a booklet describing Faculty fringe benefits to Faculty members at the time they enter into their first contracts with the University.<sup>32</sup> The University is liable for at least the described level of Faculty fringe benefits or for those mutually agreed upon at a later date. Written copies of any changes in fringe benefits shall be distributed promptly to all Faculty members. Nothing herein shall prevent the University from changing or reducing the Faculty fringe benefit package offered to new Faculty at the time of initial appointment. A short description of the current fringe benefits is given in Appendix G.~~

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 University will notify Faculty members when University benefit offerings are amended, changed and/or canceled.

The Faculty will provide input on future benefit offerings through representation on the University's Benefits Committee (with representation that includes Faculty, staff and administration representatives), which 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 have the opportunity to annually report recommendations to the Human Resources Department.

The Human Resources Department also will review annually the University's benefit offerings, taking into consideration the elements set forth above and any recommendations made by the Benefits Committee. The Human Resources Department then will submit to appropriate administrators (including without limitation the President, the Provost & Academic Vice President, and Vice President for Finance & Administration) its recommendations concerning benefits offerings and any amendments, changes and/or cancelations to any benefit offerings. The Board of Directors will subsequently review any such recommendations submitted by the administration and the Human Resources Department. If ultimately approved by the Board of Directors, such benefits offerings and amendments, changes and/or cancelations will become effective with the start of the next calendar or fiscal year, as determined by the board. Further, upon recommendation by the administration, the Board of Directors also may amend, change and/or cancel the University's benefit offerings for Faculty at

other times, outside of the above process, in extenuating circumstances for situations involving financial exigency or budgetary hardship as set forth in this Handbook, or to meet other legal compliance requirements, with notice to the Benefits Committee and the Faculty, and consideration of timely input from Faculty when possible in light of the urgency of the situation, prior to the effective date and with any amended, changed and/or canceled offerings becoming effective upon Board approval and communication to Faculty, or upon the start of the next calendar or fiscal year when specifically designated by the Board.