

## **Appendix C: Faculty Economic Welfare & Retirement Committee**

Interviewed: Lisa Hoogesteger, Faculty Economic Welfare and Retirement Committee

Interviewer: Shelly Signs, Member, Committee on Committees

Date of Interview: Not Known

### Responses/Discussion of the assessment guide questions:

1. The committee has recently reviewed and updated their charge to be consistent in language with other committees, and to reflect changes in statewide educational leadership changes.
2. Yes, suggested revision below (final revisions suggested 03/17/14):

The Faculty Economic Welfare and Retirement Committee formulates statements of policy and advises on programs which affect the economic benefits of both active and retired faculty. Matters related to salaries, healthcare insurance, ~~Tax-Deferred Investment pension~~ programs, ~~and voluntary retirement programs, retirement benefits,~~ family and child care resources, and optional welfare insurance are all within the purview of this committee. When appropriate, recommendations and findings are made to the Faculty Senate Executive Committee and to the Interinstitutional Faculty Senate. The Committee shall also formulate recommendations to the Faculty Senate Executive Committee for possible submission to the ~~State OSU Board of~~/Higher Education Coordinating Commission (HECC) for amendments to the retirement system and alternative group health and welfare insurance.

The Committee consists of nine faculty, including at least one professional faculty; two or three shall be retired faculty. In addition, the OSU Employee Benefits Manager shall be an ex-officio, non-voting member.

3. 2011/2012 was the last annual report. One will be submitted this year.
4. There are no student members. The group is pleased to have Donna Chastain participate both on behalf of Human Resources and Executive Committee.
5. Introduction: Oregon State University will continue its commitment to becoming a great place to work, learn and flourish. We will create and sustain healthy environments that enable community members to live productive, balanced, and engaged lives.
  - Signature area: Improving Human Health and Wellness

Within Goal #1: Provide a transformative educational experience for all learners Enhance our comprehensive Healthy Campus Initiative, caring about the health and well-being of students, faculty and staff. Provide programs and resources to support a healthy campus commitment as a foundation for academic and life success.

6. OSU's Vision states in part "OSU aspires to be a collaborative, inclusive and caring community..." There is nothing more basic in caring for individuals than looking out for their economic well-being. By researching and advising on policies and programs which affect the economic benefits of active and retired faculty, we show that we do care for the OSU community and the needs of the members of our community and their families. This makes OSU a more attractive employer, and gives us the ability to attract and retain highly qualified faculty.
7. This committee adds value, particularly in the areas of Work/Life balance, Health and Well-being for employees.

8. In addition to the general benefit of looking out for all faculties' economic wellbeing, the Committee has addressed itself to the issue of pay equity to make sure that all classes of faculty are being fairly and equitably paid. The Committee was an advocate for, and partner in, the discussions that lead to the Salary Compression Study, and Professional Faculty Job Category Compensation Program.