

Materials linked from the October 14, 2021 Faculty Senate agenda.

Purpose and Rationale: The Executive Committee proposes to combine the Faculty Welfare and Retirement Committee and the Faculty Status Committee to create the Faculty Welfare Committee.

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 programs, 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 OSU Board of Trustees/Higher Education Coordinating Committee (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.

The **Faculty Status Committee** serves to protect the rights of all faculty, including teaching and research faculty, professional faculty, instructors, courtesy appointees and adjuncts. It examines existing policies and processes relevant to academic freedom, shared governance, appointments, reappointments, decisions not to reappoint, promotions, the granting of tenure, termination, and procedures for review, appeals, and other grievances associated with employment.

When appropriate, recommendations and findings are made to the Faculty Senate Executive Committee and to the Interinstitutional Faculty Senate. The committee makes recommendations to the OSU Faculty Senate, works collaboratively with other faculty-oriented committees, and represents faculty rights on task forces.

The chair of the Faculty Status Committee serves as a representative on the Faculty Consultative Group. Generally, the full Committee meets quarterly; subcommittees may meet more frequently depending on the nature of issues under consideration.

The Committee is composed of nine Faculty members representing the broad spectrum of faculty appointments as identified in the OSU Faculty Senate Bylaws.

Proposed Standing Rules: Faculty Welfare Committee

The Faculty Interests Committee serves to protect the interests of all faculty, including teaching and research faculty and professional faculty. The Committee also examines relevant existing policies and processes, formulates statements of policy and advises on programs that affect the economic benefits of both active and retired faculty. The Committee makes recommendations to the OSU Faculty Senate and to the Interinstitutional Faculty Senate. Members work collaboratively with other faculty-oriented committees, and represent faculty rights on task forces/ad hoc committees/work groups.

The Committee is composed of nine Faculty members representing the broad spectrum of faculty appointments as identified in the OSU Faculty Senate Bylaws; one to two faculty members may be retired. In addition, the OSU Employee Benefits Manager shall be an ex-officio, non-voting member. The chair serves as a member of the Faculty Consultative Group.