

Bylaws for the Kenyon College Benefits Advisory Committee

Membership: This is an advisory committee of the College and will consist of one of the Staff Council Co-Chairs, Chair of the Staff Council Benefits Subcommittee, Chair of the Faculty Affairs Committee (FAC), Chair of the Faculty or the designate, Provost, Director of Human Resources, Assistant Director of Human Resources, Chief of Staff, and the VP for Finance.

Committee Chairs: Led by the Provost and Vice President for Finance with support and information provided by the Office of Human Resources. The Committee Chairs are permanent appointments.

Charge: The Benefits Advisory Committee will review existing benefit programs and make recommendations for the improvement, addition, or deletion of programs. The Committee will also advise regarding significant benefit program design changes. The members representing Staff Council and FAC will serve as liaisons to their respective committees about benefit matters, including bringing concerns that may arise in Staff Council and FAC about benefits or policies to the attention of the committee.

The Committee will strive to consider benefits for employees using the following criteria:

- Aligns with Kenyon's culture and values
- Competitive in relation to recruiting new faculty and staff
- Responds to diverse employee needs
- Sustainable for the College
- Supports employee engagement

Meetings: There will generally be one meeting of the Benefits Committee each semester and others will be scheduled as needed. The agenda will be prepared by the Committee Chairs and distributed prior to each meeting.

Revised March 2022, not yet adopted

New Revisions June 2022

New Revisions July 2022

New Revisions August 2022, adopted