Senate Fringe Benefits Committee Report

December 11, 2023

The Senate Fringe Benefits Committee met with Executive Vice-President and Chief Financial Officer Jackie Travisano on Thursday November 9; she also invited Shannon Araya and Dedee DeLongpré Johnston from HR to join the meeting. Since that meeting, on November 20 EVP and CFO Travisano announced that Brandon Gilliland is returning to Wake Forest as Senior Vice President for Finance and Administration, effective January 1. Also beginning January 1, Vice President for Human Resources & Sustainability, Dedee DeLongpré Johnston will transition into a new role as Vice President for Sustainability and Chief of Staff to Travisano. Lianne Sullivan-Crowley will join Wake Forest to lead Human Resources in an interim capacity through June 30, 2024.  The University will conduct a national search for a Vice President for Human Resources.

Issues raised at the Senate Fringe Benefits Committee meeting with EVP and CFO Travisano included the request that full Fringe Benefits Committee meetings be set at times members of the Senate Fringe Benefits Committee are available. HR agreed to consult with Senate Fringe Benefits Committee members before scheduling future meetings, and after consultation with committee members, meetings for the spring semester 2024 were set for January 10, February 28, March 27, April 25, May 30. The committee asked that the agenda for the meetings be sent out in advance, and that the slides presented at the meeting be sent to committee members, preferably in advance of the meeting. The committee would like more of the data HR presents at the full Fringe Benefit Committee meetings to be shared with the faculty and staff. We asked how decisions will be made on fringe benefits issues, including a high deductible health plan with health savings plan and on pay-banded premiums; what criteria are used in making decisions, what is the timeframe for making decisions, and who makes these decisions. We asked if some polling of faculty/staff members about their interest in various benefit options would be useful in making decisions. We also asked about the timetable for faculty and staff reserving positions at the new Child Care Center, projected to open in Fall 2024. Admission to the Child Care Center will be handled by the outside vender that will manage the center, rather than by HR; information on cost and reservations for positions should take place some time this spring. After the meeting, a question arose from the Business School in the context of recruiting new faculty, about whether new faculty would be eligible to reserve positions in the Child Care Center for their children, and, if so, how this would occur. We received the reply from HR: "The Center will verify employment status at the time of registration, so as long as the new colleague has a [wfu.edu](http://wfu.edu/) email address or a hire letter, they should be ok."

The full Fringe Benefits Committee will meet next on January 10; fringe benefits concerns should be sent to any of the members of the Senate Fringe Benefits Committee.

Ellen Kirkman, Chair

Simone Caron

Sarah Morath

Stacie Petter

Emily Poole Pharr