



## COUNCIL ON BENEFITS

July 1, 2024 to June 30, 2025

### Functions:

1. To review with the President policies and decision-making processes which bear on the benefits program at Dartmouth College.
2. To advise and consult with appropriate constituent groups on significant changes being contemplated well before the deadline for finalizing them.
3. To receive from the Office of Human Resources on at least an annual basis a report, complete with appropriate data and comparative information, regarding 1) responsiveness of the benefit plan to the needs of faculty and staff, 2) competitiveness with the plans of other institutions, and 3) cost effectiveness of Dartmouth's benefit plan.
4. To review and evaluate the College's employee benefits program and to make recommendations to the President with regard to the modification of existing employee benefit plans and the design of any new benefit programs
5. To submit a report to the General Faculty and other interested parties at the end of the academic year.

### Membership:

The Council on Benefits shall consist of four members of the Faculty of Arts and Sciences (one drawn from the voting membership of the Committee on Faculty and three appointed by the Committee on Organization and Policy), one member from the Faculty of the Tuck School, one member from the Faculty of the Thayer School, two members from the Faculty of the Geisel School, four representatives from exempt ranks and eight members from non-exempt and non-union service employee ranks. Members shall serve on the council for a term of three years, with the terms of service staggered. The chair shall be appointed by the President from among the members. The Vice President and Chief Human Resources Officer, or their representative, shall be a non-voting member and serve as staff to the council.

| <u>Name</u>                  | <u>Membership</u>                 | <u>Term End Date</u> |
|------------------------------|-----------------------------------|----------------------|
| Lynn Patyk                   | A&S Faculty member - COF delegate | Role-Based           |
| Rich Howarth                 | A&S Faculty member - COP          | June 30, 2025        |
| Russ Muirhead                | A&S Faculty member - COP          | June 30, 2027        |
| Glenn Micalizio              | A&S Faculty member - COP          | June 30, 2026        |
| Phil Stocken                 | Tuck Faculty Member               | June 30, 2025        |
| Geoff Luke                   | Thayer faculty member             | June 30, 2025        |
| Caitlin Howe                 | Geisel Faculty Member             | June 30, 2027        |
| Matthew Havrda, <b>Chair</b> | Geisel Faculty Member             | June 30, 2025        |
| Jay Satterfield              | Staff, Exempt                     | June 30, 2026        |
| Donna Lawless                | Staff, Exempt                     | June 30, 2027        |
| Nick Ryan                    | Staff, Exempt                     | June 30, 2027        |
| Rachel Shook                 | Staff, Exempt                     | June 30, 2027        |



|                                      |   |               |
|--------------------------------------|---|---------------|
| Sarah Westney                        | Staff, Non-Exempt                                 | June 30, 2026 |
| Amy Howald                           | Staff, Non-Exempt                                 | June 30, 2027 |
| Bridget M. Colacchio                 | Staff, Non-Exempt                                 | June 30, 2027 |
| Kylie Young                          | Staff, Non-Exempt                                 | June 30, 2027 |
| Meagan A. Cote                       | Staff, Non-Exempt                                 | June 30, 2027 |
| Danielle Pierce                      | Staff, Non-Exempt                                 | June 30, 2027 |
| VACANT                               | Staff, Non-Exempt                                 | June 30, 2027 |
| VACANT                               | Staff, Non-Exempt                                 | June 30, 2027 |
| Michelle Scichilone, <b>Convener</b> | Executive Director, Total Rewards                 | Role-Based*   |
| Sara Lester                          | Chief Human Resources Officer (or representative) | Role-Based*   |
| Scott Frew                           | Chief Financial Officer                           | Role-Based*   |
| Josh Keniston                        | Sr. VP, Capital Planning and Campus Operations    | Role-Based*   |
| Diane Ingalls                        | Controller and VP for Finance                     | Role-Based*   |
| Jake Kransteuber                     | Sr. Financial Analyst                             | Role-Based*   |
| Courtney Rotchford                   | Director, Benefits and Wellness                   | Role-Based*   |
| Kate Eldridge                        | Sr. Benefits Administrator                        | Role-Based*   |

\* non-voting meeting participants