

**Faculty Senate
Faculty Welfare Committee Meeting**

**Agenda
1/30/2017**

Call to Order: 1:30pm

*Review and Approval of Previous Minutes (December)- **Approved***

Old Business:

- Welfare Committee Resolution delivered at last Faculty Senate Meeting- complete. Voting resulted in approximately 88% approval of resolution/passed.

- Follow-up on University Benefits Advisory Committee Meetings (Dates, Times, Members, etc.)

- Sarah Pitt was present and able to update the committee on plans to initiate the University Benefits Advisory Committee Meetings in Mid-February of this year, with routine meetings going forward to consider next year's benefits. Sarah also mentioned that a timeline would be shared regarding the processes of reviewing the Benefits for 2018.

- Sarah asked for the input of the Faculty Welfare Committee to help in the development of pertinent questions to use in a survey for faculty and staff regarding what aspects of their benefits they valued the most (i.e., what is more important to them, premiums, deductibles, co-pays, etc.; orthodontics, chiropractic, etc., and how the overall process was, etc.). It was mentioned that a similar sounding survey was used a few years ago and that Tanlee Watson can be reached for a copy of this survey to start us out with. It was acknowledged that although some data was collected a few years back, the perspectives may now be different considering the current healthcare costs and options.

- Survey date is aimed to be end of February, 2017

- Robert asked what the percentage of employee turnover was over the past 2 years (to get an idea for what % of new faculty/staff will be surveyed for the first time). Sarah responded that this is something worth looking into. She also mentioned that the HR department will be revisiting Exit Interviews to try to decipher the reasons for separation from ECU (i.e., pay, insurance costs, other job opportunities, etc.). This will also be helpful in gauging if insurance and pay are some of the top reasons.

- What is the timeline and plan for the review of next year's Insurance Packaging? This was discussed by Sarah and will be shared in more detail at the first University Benefits Advisory Meeting in February.

New Business:

- Committee Report Items:

- Follow-up meeting between Dr. Mullaney and President Benson regarding closure of the Weaver Fitness Center (Weights portion): Robert reported that he met with President Benson on January 11th to discuss the closure of the Weaver facility. It was clarified by President Benson at this time that only the weight portion and the cardio equipment are what will be discontinued as a free benefit to faculty and staff. He emphasized that the basketball courts and also the pool will still be available and free to faculty and staff. Discussion ensued about the low usage rates as part of the decision.

- Committee discussion on the topic on 1/30/17 shared these comments from the meeting on 1/11 and also discussed the clear and transparent dissemination of the closure of this facility. It was mentioned that it was vaguely recalled to have been posted via e-mail (not exactly sure when) through the EKU Today newsletter. Question arose as to whether or not this was the most clear and obvious mode of communication. It was added that a sign was placed on the Weaver Wellness Center door, but also that this would have only informed those few who used the facility in the first place. Another issue discussed was that comment from faculty and staff came largely after the closure occurred; which again could have been due to the vague mode of communication. *It was suggested to research/review the exact announcement and the level of detail communicated so that future actions can be improved.*

- Other issues:

- Sarah Pitt updated the committee in that the Outsourcing issues with grounds and maintenance is a long and tedious process, but that one vendor has been identified with strong potential and is still in the review and negotiations process.

- Sarah Pitt mentioned that the Healthy You at EKU may have officially found a much better, user-friendly platform for January, 2018 and that plans will soon be rolled out.

- SACS will be on campus February 21-23rd

- Ombudsman has been hired; as communicated at the BOR Meeting today.

Question/Comments:

Next Meeting: 2/27/2017 at 1:30pm at Keen Johnson Main Area.

Adjourn: 2:15pm

Welfare Committee Charges:

- The primary function of the Welfare Committee is to sit on the University Benefits Advisory Committee, raise appropriate questions, become knowledgeable about all benefit programs and communicate (explain) that information to the Senate in a timely manner.
- Review issues related to summer school pay, proration of faculty salaries, pressure on faculty to teach summer classes for reduced pay, a rate of pay that has been stagnant for a number of years, and share pertinent information with the Budget Committee.

- Continue to monitor and inform the Faculty Senate on matters related to compensation including but not limited to IPEP, salary compression, across-the-board salary increases, and merit pay.

Members Present: Robert Mullaney, Erin Eliassen, Sarah Pitt, Tracy Spigelman