

**Faculty Senate
Faculty Welfare Committee Meeting**

**Minutes
4/24/2017**

Call to Order: 1:30pm

Review and Approval of Previous Minutes (March 27, 2017; pending):

Old Business:

- What was discussed in March? Only Cui and Erin were in attendance. Minutes are in the process of being written for review at the last meeting scheduled for May or via e-mail.

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

- Meeting dates and times: April 27th at 9:30am.

- Sarah- Update on 2018 Employee Benefits Survey.

Results: Looking good so far as per 2017 claims. It is hopeful that prices/premiums will remain the same for 2018. Still many months left to determine usage for 2017. Results sent in the morning of 4/24 by Sarah.

- **Correction needed:** At the last FS Meeting, Senator Day asked co-Chair Zhang if the Benefits Committee had met, the answer provided was “yes,” when in fact it has not yet met.

- **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 (4/27/17).

New Business:

- Committee Report Items:

- How are we looking as far as usage of Health Insurance Plans for 2017 (towards 2018 options)? Discussed above.

- Other committee topics for discussion:

- Parking issue, fees, start date were discussed. Committee told by Dr. Mullaney that a meeting with the other co-Chair, Lora Snyder, will take place on 4/27/17 following the Benefits Advisory Group Meeting and details will be shared after that point. Discussion took place for some time, with various views and opinions

expressed. Senator Zhang asked as to whether or not it is appropriate to draft a statement or resolution of the opinion from the Faculty Welfare Committee about the parking related issues. It was agreed that a statement should be made.

- Other pending issues:

- Dr. Mullaney indicated that the Faculty Welfare Committee has been busy defending faculty related issues, and has been on the offense for the past year against issues related to increased costs, decreased budgets, budget cuts, and the taking away of resources. He suggested that we also “balance” the work of the committee and try to identify more positive, forthcoming issues, such as those that can be communicated to the faculty and that the faculty can look forward to in the upcoming year(s); rather than just being hopeful for such changes. Issues were discussed briefly regarding possible “good news” issues that can be explored for the Faculty Welfare. Such issues included: EKU Childcare for Faculty, Steady or routine Merit Increases, Fitness and other healthcare and wellness offerings. These will be explored in future meetings by the Faculty Welfare Committee.

Question/Comments:

Next Meeting: 5/08/2017 at 1:30pm at Keen Johnson Main Area.

Adjourn Time: **2:30pm**

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
- Chi Zhang
- Sarah Pitt
- Erin Eliassen
- Steven Szabo
- Ralph Turner