

FACULTY SALARY AND BUDGET COMMITTEE

FEBRUARY 13, 2015

PRESENT: Marty Abramson, Neal Buckwalter, Larry Burns, Gregg Dimkoff, Kathy Gulembo (ex-officio), Robert Hollister (Chair), Lori Houghton-Rahrig, Nancy Mack, Paul Murphy, Zack Kurmas, Julia Mason, Jon Rose, Ashley Rosener, Paul Stephenson, Joel Stillerman, Lawrence Williams (student), Mike Yuhas.

1. The meeting was called to order at 12:00pm.
2. The Minutes of January 30, 2015 were reviewed and approved.
3. The committee discussed the previous approved proposal to add a resource analysis section to the self study process administered by UAC. Every 6 years a unit must submit a self study (with the exception of some units that undergo extensive review as part of external accreditation). FSBC proposed last year that a section be added to the self study that addresses fiscal trends. Last year UAC approved this addition but there were delays. The delay has allowed an opportunity to make modifications to the proposed section. FSBC agreed to proceed as previously planned, but allowed the flexibility to potentially make modifications as needed (pending full committee review of the final product –if changed).
4. The FSBC was made aware of a potential change in university policy that would no longer provide benefits to part-time faculty. The committee voiced concern. In particular the committee felt strongly that a faculty member that became part-time temporarily should retain the employer managed healthcare program. There was some willingness within the committee toward allowing the administration to drop coverage for faculty on a permanent part-time appointment; but this item needs further discussion before the committee would support it. However if the committee were to support the dropping of healthcare coverage for faculty permanently on a part-time appointment, there was concerned that the handbook language needs to be changed to clearly make it possible to allow temporarily part-time faculty to retain their healthcare coverage.
5. A brief explanation of policies being considered by the benefits committee was discussed. The committee voiced no concern over increasing the deductible for 2016 by \$500 to \$3500 for a family. The FSBC discussed three potential ways to further change the healthcare coverage for 2017. The committee was strongly opposed to instituting co-insurance because it puts the highest cost burden on the fewest faculty (those using the most healthcare). There was limited discussion on the pros and cons of instituting a premium versus increasing the deductible. In general there appeared to be more willingness to raise the deductible. In general there was also a feeling that \$4000 for a family is reaching a threshold where it might make sense to institute a premium because a premium spreads the cost among all faculty and is therefore a smaller potential cost to any individual faculty member. But no clear consensus was reached.
6. The meeting adjourned at 1:30pm.