**Faculty Economic Benefits Committee (FEBC)
Standing Committee of the University Senate
Annual Report for 2021-22**

**FEBC Approved 7-0-0 April 28, 2022**

# **Committee composition**

Sheikh Ferdous, Mike Chambers, Lindsey Eberman, Jill Moore, Jin Park (vice-chair), Christine Taylor (secretary), Erik Southard (chair), Ex-officio: Kandace Hinton (Senate Executive Committee liaison), Susan Powers (Academic Affairs liaison)

**Charge: *Continue regular annual reports on salary and health insurance recommendations:***

1. Salary Recommendations: The committee did not focus on the issue of salary recommendations this year due to the difficult budget situation of the University. VP Diann McKee met with the committee on February 3, 2022. VP McKee updated the committee on the changes to the University retirement policy that were approved by the BOT on February 18, 2022 with an effective date of March 1, 2022. The primary changes were as follows: 1) reinstatement of the retirement definition to age 60, 2) instatement of a rule of 85 (age 55 plus 30 years of service) allowing for early retirement, and 3) provision of transitional coverage bridge to Medicare for eligible parties. See benefits page for additional details on these policy changes. Also available at <http://www.indstate.edu/sites/default/files/media/human-resources/docs/retirement-modifications-to-policy-550.pdf>

The committee continues to be concerned about the lack of raises, record inflation, salary compression, and the impact this may have on the ability to keep and recruit faculty. We recommend that the FEBC continue to provide input in the future when budgets allow for more substantial salary increases (either targeted or across-the-board). We commend the administration for not making changes to the retirement incentive program; this remains a strong recruitment and retention element.

We understand from VP McKee that there are no current plans to move away from TIAA-CREF. The university has retained AON Investments to provide a review of the current TIAA plan investment structure and benchmark with industry common best practices. This work is in its infancy.

In further discussion of benefits management, Margaret Mary Welch has been promoted to Director of Compensation and Benefits and will now have benefit responsibility moving forward. Joey Newport is currently working remotely to assist with retirement consultations and other benefits. It is anticipated that Joey will finish his work prior to the end of summer 2022.

1. Financial Wellness: Joey Newport attended the FEBC meetings on October 28, 2021 and December 2, 2021. Joey spoke about the various fund types and investment options available to ISU employees. Currently ISU only offers TIAA products. Employees are encouraged to meet with TIAA representatives to plan for their retirement. The committee expressed interest in employees being encouraged to engage in these discussions and for financial wellness information to be targeted to employees at an early point in their time at Indiana State. TIAA CREF representatives are typically on campus every month and are happy to meet with employees to discuss investment options. These sessions are typically well attended by faculty. TIAA meetings have shifted to virtual only at this time given the current state of the pandemic. There are also a number of educational programs that can be accessed via TIAA’s webpage. Some programs are live and others are on-demand.

For those interested in different investment options, there is a brokerage window which has about 3500-4000 mutual funds. Joey is working on coming up with Qualtrics survey options to update life insurance beneficiaries. Employees are currently able to change retirement withholdings via a Qualtrics survey rather than emailing Joey.

FEBC made recommendations about how best to reach employees with information regarding investments and financial wellness.

1. Health Insurance: Health benefits now fall under the purview of the Employee Health Benefit Committee. Changes to health benefits have been announced and were discussed at Faculty Senate on September 30, 2021.
2. Wellness Programming: The committee communicated to VP McKee its concerns about the future of wellness programming at Indiana State University for faculty and staff. Echoing our concerns, VP McKee informed the committee that ISU is looking at various options, both internally and externally, to determine where we can get the most value for the resources that we have to work with.
3. Summer Pay: On February 7, 2022 Senate Executive Committee notified Erik Southard that a charge to revise summer pay would be coming to the committee. The charged arrived on February 9, 2022. Along with the charge from Senate Executive Committee came a proposal from the senate officers to consider a compensation structure based on credit hour and rank, not salary, such as:

Lecturers /Instructors 1$K/CR

Sr. Instructors/Asst. Professors $1.5K/CR

Assoc. Profs $1.75K/CR

Prof $2K/CR

Senate Executive Committee also requested that any FEBC proposal address the issue of a minimum or maximum cap on summer courses.

The committee met and, it was the will of the committee to work toward a proposal to attempt to address long-standing issues with summer pay. While the work was not popular amongst committee members, the consensus was that as faculty, with the opportunity to engage in faculty governance, the committee had an obligation to engage in this discussion to preserve our role and our voice in the governance process. After reviewing data from VP Susan Powers, soliciting feedback from campus colleagues, and hours of discussion, FEBC approved a proposal to revise summer pay on 3/17/2022 with a vote of 4-1-0. The language for that proposal is listed below:

**505.12 Summer Sessions**

**505.12.1 Summer Term Salaries Based on Teaching Load.** Summer term salaries are based on the number of credit hours (or equivalent) taught.

**505.12.2 Summer Term Rate of Pay.** The rate of payment shall be a flat fee based upon rank.

a. Pay shall be as follows: Lecturers/Instructors $1,250 per credit, Senior

Instructors/Assistant Professors $1,500 per credit, Associate Professors $2,000 per credit, Professors $2,500 per credit.

b. Faculty teaching arranged/independent study sections will be paid a flat stipend per student. Rate shall be $300-400 per student up to a maximum of $2500. The rate shall be determined based upon the amount of time and effort put into instruction.

**505.12.3 Enrollment Guidelines Must Be Met.** Summer session courses are subject to meeting minimum enrollment guidelines of the University (8 for undergraduate courses and 6 for graduate courses). If a course does not meet the minimum enrollment guidelines, the department chair may offer a faculty member the opportunity to teach at the course utilizing the arranged/independent study model presented in Section 505.12.2.

**505.12.3.1** Undergraduate course sections with enrollments of 40 or less may not be divided into multiple sections for the purpose of employing more faculty to teach. Sections with enrollment greater than 40 may be considered for division into smaller enrolled sections.

**505.12.4 Summer Term Teaching Assignments.** Department chairs are responsible for scheduling department courses and for appointing faculty to teaching assignments.

**505.12.5 Timing of Pay.** Summer session faculty receive compensation following completion of the teaching assignment.

The language was revised in Senate Executive Committee and was debated and amended on the Senate floor on March 31, 2022. Ultimately, new summer pay language was narrowly approved 17-13-0 in a secret ballot vote. The approved language is as follows:

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**505.12.1 Summer Term Salaries Based on Teaching Load.** Summer term salaries are based on the number of credit hours (or equivalent) taught.

**505.12.2 Summer Term Rate of Pay.** The rate of payment shall be a flat fee based upon rank.

a. Pay shall be as follows: Assistant Professors, Associate Professors, and Full Professors: 3% of the salary floor for their respective rank, per credit. Senior Instructors: 2.75% of the salary floor for Assistant Professors, per credit. Instructors: 2.5% of the salary floor for Assistant Professors, per credit. Lecturers’ pay shall be consistent with their compensation for Fall and Spring semester courses.

b. Faculty teaching arranged/independent study sections will be paid a flat stipend per student. Rate shall be $300-400 per student up to a maximum of $2500. The rate shall be determined based upon the amount of time and effort put into instruction.

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It is anticipated that this language will be approved by the Board of Trustees and will be effective summer 2023.

**Charge: *Produce and submit an annual report by April 29, 2022.***

1. This is the annual report.

**Other (Non-charge) Related Activities:**

1. Compensation for substitute instructors (due to people out for COVID, FMLA): FEBC discussed various scenarios, some COVID related and some not, whereby the need arises for a faculty member to be away from teaching duties for a 2-4 week period. In these circumstances, Academic Affairs does not have any established guidance for how to compensate a part-time temporary faculty member who steps in to cover for this short-term basis. Various pay rates and structures were debated and discussed with input from VP Susan Powers.

The following language was approved 6-0-0 on October 14, 2021.

When a part-time temporary faculty (PTTF) member steps in as a short-term substitute instructor for another faculty member, the PTTF will be paid a sum equal to the weeks covered divided by the weeks scheduled for the course, multiplied by the pay rate per credit hour for the PTTF. The sum can be rounded up to the nearest $25.

1. Retirement benefits, long-time faculty: FEBC discussed various mechanisms for allowing access to University resources for long-term faculty who separate from the institution, including long-term instructors and lecturers. It was decided that faculty wanting to have continued access to the library apply for affiliate faculty status. Affiliate faculty status is defined at 305.10.1.3. in the faculty handbook. Affiliate faculty have many on-campus privileges and library borrowing privileges like faculty as long as they have a sponsor. However, they do not get retiree parking privileges and they only receive guest access to the Student Rec Center.

The process to make the request is outlined at the following URL:

<https://www.google.com/url?client=internal-element-cse&cx=009518751984494415591:_syjfg8ny3a&q=https://www2.indstate.edu/resources/academicaffairs/docs/faculty_affiliate_appts.doc&sa=U&ved=2ahUKEwiQzNOX06D3AhWJg4kEHUfgD6YQFnoECAgQAQ&usg=AOvVaw1nO6PtM0TxoNahoMlgZzoY>