**Faculty Economic Benefits Committee (FEBC)  
Standing Committee of the University Senate  
Annual Report for 2018-2019**

**Approved 4/29/2019: 5:0:0**

# **Committee composition**

M. Affan Badar (vice-chairperson), Kevin Bolinger, Natalie Bulick, Debra Israel (chairperson), Jin Park, Brad Venable (spring), Debra Vincent (secretary), Ex-officio: Kent Games (Senate Exec liaison), Mark Green (Academic Affairs liaison)

**Summary of Accomplishments**

1. The FEBC recommended an expansion of family hours at the Student Recreation Center. These were endorsed by Faculty Senate (3/21/19), and agreed to by Student Affairs, and are now implemented for the Spring and Fall Semesters. See details below.

*Extend SRC Family Hours for the Fall and Spring semesters to Friday and more SRC Family Hours for the Fall and Spring semesters on Saturdays and Sundays.*

*Therefore, SRC Family Hours for the Fall and Spring Semester are to be changed to as follows:*

|  |  |
| --- | --- |
| *Fri.* | *3:00 pm - 7:00 pm* |
| *Sat.* | *8:00 am - 7:00 pm* |
| *Sun.* | *12:00 pm - 7:00 pm* |

*Motion approved @ FEBC: 7-0-0*

*Motion endorsed by Exec: 7-0-0*

*Approval in Apr. 4, 2019 letter from VP for Student Affairs, Dr. Willie Banks, Jr.: Student Affairs and Campus Recreation staff have reviewed the proposal submitted via Faculty Senate on behalf of FEBC. Campus Recreation remains supportive in hosting informal recreation opportunities for faculty, staff, and their families in the Student Recreation Center. Further, Campus Recreation is prepared to extend services to these ISU community members per the Faculty Senate memo.*

1. The FEBC noted that faculty may not be aware of the deadline to sign up for Flexible Spending Accounts, as this must be done annually, unlike other health benefits which do not require action. We asked HR to highlight this in their notifications of the deadline to faculty and staff, which they did in their following email.
2. The FEBC recommended that education benefits be extended to dependents who are not degree-seeking ISU students, for up to 12 credit hours, at the same 80 percent rate (see proposal and rationale below). This proposal was tabled by the Executive Committee (4/23/19).

*We propose to add an additional benefit for dependents of employees at 80% of tuition for up to 12 credit hours total for non-degree seeking students. FEBC meeting 4/1/2019, approved 5:0:0*

*Rationale: Extending the current tuition benefit for dependents to non-degree seeking students is a good additional benefit to help attract employees to ISU. This is expected to be a relatively low-cost benefit, but one that will increase the goodwill of employees towards ISU. We also expect that this benefit could serve as a recruitment tool, since if these dependents have a good experience with one or two classes at ISU, they may be more likely to enroll at ISU as degree-seeking students in the future.*

1. Currently, when regular faculty are hired, a percentage of their salary goes towards retirement. FEBC examined the history of this percentage, as a follow-up to the AY 2017-18 charge to examine impediments to retirement. The percentage has not changed since it was initiated. Further, it was noted by a committee member that when one requests a change in the percentage, a dollar amount must be given rather than a percentage. This means that the amount is fixed, rather than increasing automatically with salary increases. Given recent economic research on retirement accounts, the FEBC recommends that this policy should be examined to best fit faculty needs.
2. In 2017-18 the FEBC recommended that HR set up regular meetings with departments or colleges on a rotating basis, at their meetings, to provide up-to-date information on retirement benefits. In meeting with HR representatives (Candy Barton) this year, this dissemination of information on a regular basis was also encouraged.
3. FEBC members reviewed the Staff Council survey on daycare, after we became aware of the survey through the announcement at Faculty Senate. The committee is supportive of working with Staff Council on improving day care access for faculty, staff and students.
4. FEBC received a question about domestic partner benefits. HR explained that now that same-sex marriage is legal, ISU does not offer domestic partner benefits. The issue was not pursued further at this time.
5. FEBC noted that rules governing flexible spending accounts have changed, and it may benefit ISU faculty to operate under the new rules instead of the old ones. More information may be needed to formulate a recommendation on this issue. Information was requested from Candy Barton.

**Summary of Actions on FEBC Charges from Executive Committee:**

1. **Continue regular annual reports on salary and health insurance recommendations**

This year the university utilized the same model for salary increases as in past years. As the university evaluates whether or not to use the salary model with target salaries for tenure and tenure-track faculty, the FEBC suggests that transition issues to any new model be considered carefully. The FEBC next year may want to take up this issue. The committee received the Oct. 1 aggregate report on salaries from VP McKee. No additional salary analysis was conducted by the committee this year. Candy Barton presented up-date on health insurance to FEBC on October 4, 2018. No rate increases were being proposed and HR is happy with the changes being implemented with Anthem. FEBC did not have recommendations for changes. Individual issues may be brought to HR as they can help solve problems associated with denial of benefits.

1. **Review the Wellness changes (if any).** The committee met with Amy Demchak, the new Employee Wellness Coordinator. She is instituting various wellness programs. The FEBC commends her activities both for physical and mental well-being. The committee suggests that she conduct a survey to further assess faculty and staff wellness needs.
2. **Evaluate temporary faculty benefits as compared to those for regular faculty.** No major changes had been noted since this comparison was made in AY 2016-17. Committee focused on following-up on the issue of payroll deduction for parking for temporary faculty. VP McKee attended our meeting on Feb. 18, 2019, and stated that they will move forward with allowing part-time faculty to use a payroll deduction for a one-year permit, starting in fall 2019. This will be done on a one year trial basis and then they will re-evaluate. The FEBC also requested that payroll deduction be allowed when paying for remote parking. VP McKee stated that she will look into this.
3. **Coordinate a review of faculty salaries with the Office of the General Counsel regarding gender equity and other possible discrepancies.** Committee met with General Counsel twice. The second meeting also included Brice Yates, Interim AVP for Inclusive Excellence. The main suggestion is to ask the consultants that provide the Affirmative Action report to provide data in a format that would help in comparisons at the department or college level between ISU and other institutions in the U.S. The General Counsel suggests that analysis of salaries should be conducted by outside consultants rather than internal committees. Therefore, no further action was taken on this charge.
4. **Produce and submit an annual report in time for the final Senate meeting of 2018-19** This is the annual report.