

Faculty Economics and Benefits Committee (FEBC)

Minutes, Thursday October 6, 2011

Present: D. Richards (Chair), J. Conant (as liaison from Senate Exec.), N. Corey, M. Green (as liaison from the budget office), T. Mulkey, L. Maule, L. Phillips, R. McGiverin, S. Shure

1. Approval of minutes from 9/24/11

L. Phillips submitted minutes that read more like a transcript rather than a summary. Committee members did not approve the minutes as submitted by a vote of 0:4:2. They will await a better summarized version for approval at the next meeting.

2. Chair's report

D. Richards informed the committee that Candace Barton and Jeff Jasco will attend the 10.20.11 meeting to discuss pending changes to the prescription drug plan. Diann McKee will attend a meeting to be held the week after, 10.27.11, to discuss VEEBA.

3. Old business

- a. Discussion about summer school policies continued. L. Maule thought the discussion was perhaps moot because there are adequate resources available for summer instruction. D. Richards suggested that FEBC pursue some policy recommendations re: faculty compensation. He requested data from the Registrar's office re: what happens to students who are enrolled in courses that are canceled. Does the University lose money when courses are canceled? How successful are they in finding other courses? Knowing will help the committee formulate a recommendation.

S. Shure suggested a formula for faculty compensation. Another university with which he is familiar set faculty salary at a base rate for classes that enroll at 12 then uses a formula to compensate faculty for "x" number of students over 12 in increments. FEBC could propose that a similar formula be used to compensate faculty teaching students above a certain baseline.

M. Green has requested data re: the summer budget. He suggested that there needs to be some flexibility in any system that's implemented. There is, at present, no limit to summer offerings as long as there are reasonable enrollments. There are several things to consider: including whether students need the course to graduate and the nightmare faced by the Registrar's and Financial Aid offices when courses are canceled at the last minute. Those offices would benefit if the University said summer classes should run with eight students enrolled. All involved would then know ahead of time whether a class would make (students, instructors, Financial Aid, Registrar).

D. Richards will request data from Harriet Hudson about the CAS' summer offerings. L. Maule will distribute data about FS summer courses. Committee members will discuss the issue further when the data is in hand.

4. New business

a. Additional benefits for adjunct faculty

FEBC did not make recommendations re: additional benefits for adjunct faculty last year because that charge was given to the Health Benefits committee. As of this year, full-time, multi-year, appointed faculty receive the same benefits t/tt faculty members do.

D. Richards suggests FEBC investigate parking fees incurred by part-time faculty. They pay full price for a parking pass even if they are only teaching one course. M. Green suggested that the committee ask Bill Mercier to provide information about the parking situation from a public safety perspective.

It was also suggested that FEBC inquire about Recreation Center privileges for part-time faculty. FEBC will invite John Lence to a future meeting to discuss the current policy.

M. Green suggested that FEBC think about formulating policy recommendations for Recreation Center use for faculty/staff dependents. With the increased costs associated with health care, it seems reasonable to create a policy whereby everyone who is covered by a healthcare plan administered by ISU also have access to the Student Recreation Center. R. McGiverin suggested that doing so would complicate the parking pass/fee situation. Committee members suggested that Bill Mercier talk about the feasibility of expanding parking options for Recreation Center users.

5. Tuition benefits for faculty/staff dependents

L. Maule suggested that FEBC revisit the discussion from the last meeting re: changing the process by which faculty members' dependents accounts are credited when taking summer courses. After some discussion, J. Conant made the following motion, seconded by S. Shure and approved, after minor clarification, by a vote of 6:0:0:

"The FEBC recommends that dependents be considered full-time for the purposes of tuition benefits when enrolled in the equivalent of six credit hours in a given summer session."

It was pointed out that this recommendation eliminates the need for dependents to take 12 credit hours over the course of the summer to be considered full-time. It was also pointed out that this policy recommendation is internal to ISU so is not subject to federal regulations that are used to determine "full-time" status for the purposes of distributing financial aid, etc.

Meeting adjourned at 10:00.

Respectfully submitted,

L. Phillips