

FACULTY ECONOMIC BENEFITS COMMITTEE
2012-2013

September 18, 2012
2:00 p.m., Holmstedt 280

Present: D. Richards, C. Peterson, J. Ryan, J. Park, K. Bolinger, M. Green, N. Corey, S. Buchanan

I. By acclimation, D. Richards, Chair; S. Buchanan Vice-Chair; J. Ryan, Secretary.

II. Reports

K. Bolinger: Charges of FEBC from Senate Exec

a. Ongoing charges

- i. Annual reports on salary and health insurance recommendations. Some considerations include salary compression and inversion, health insurance increases, the newly hired wellness coach, and health insurance incentives.
- ii. UHBC. The chair of FEBC is a representative on this committee.
- iii. Review of policies about faculty summer pay. The committee should explore the question of summer compensation for faculty; incentives for higher summer enrollment, including distance education; and alternative pay structures to the current percentage-based pay such as flat, tiered, and graduated models.

b. New Charges

- i. Consideration of current variation in retired faculty benefits. There is currently a wide variation in the type and scope of benefits offered to retired faculty, including office space, copying, printing, and business cards. The committee should consider whether a university-wide policy is necessary and make recommendations as to what this policy should be if so.
- ii. Consideration of a "three semester" schedule option for faculty. The committee should explore the possibility of an option for faculty to treat summer as another semester replacing either the fall or spring semester. Questions to consider include how to calculate the equivalency in load and how compensation and health insurance payments might be affected by such a schedule.

III. **MOTION TO ADJOURN:** 3:00 p.m. (vote: 8-0-0)