

**Faculty Welfare Committee  
Annual Report  
March 2002-February 2003**

**Charge and Composition:** The FWC is appointed by the Chancellor. It works for and reports on the improvement of faculty working conditions, including salaries and benefits.

**Committee Members:**

Adaora Adimora (2003), Beth Kurtz-Costes (2004), David Guilkey (2005), Ed Halloran (2005), Laura Hanson (2003), Victor Marshall (2005), Michael Peck (2004), Judy White (Chair, 2003); The terms of Doug Elvers, John Galassi, Diane Kjervik ended 2002.

**Activities:**

1. Identified the following **focus areas** for 2002-2003: recruitment and retention of faculty is critical:

- Health Insurance benefits
- Salary reports
- Tenure reports

**2. Actions:**

a. Reviewed Report on the 2002 Faculty Salary Equity Study and the Gender Equity Proposal. In response, recommendations sent to Chancellor Moeser:

- Salary information should be made easily accessible to all faculty within their divisions, departments, and schools, including notification that the information exists and where it is housed within the academic unit.
- An accountability process should be required for each administrative level in which salary decisions are made, including required written justification for any gender inequities, as well as disparate salaries.

b. Reviewed *Faculty Council Resolution 2003-3: Concerning Gender Equity in Faculty Salaries* and recommended FWC be represented on the ad hoc faculty committee.

c. Dr. Lynn Williford, Director of Office of Institutional Research, presented a report on data collected routinely by OIR that includes diversity (e.g., hiring patterns, tenure vs. fixed-term, women in science), faculty age, faculty residence by county, benefits, and salaries (e.g., departmental comparisons, peer

comparisons, and gender and ethnicity comparisons). FWC expressed interest in percentage of fixed-term vs. tenure, percent of faculty on "contingency clause" (soft money) salaries, influence of phased retirement options for faculty, and length of years to promotion to full professor by gender. AAU Peer Comparison Report on Benefits and Salary Compression data to be presented to FWC in late spring.

d. Laurie Charest, Vice-Chancellor of Human Resource, presented a report on the State Health Plan. The following were identified as concerns:

- The State Health Plan is currently in a "death spiral" with costs exceeding revenues. There has been a significant decrease in the number of family members participating in the State Health Plan, leaving a population that is older and less healthy than the population at large.
- Without major structural change to the plan, we can expect premium increases in double digits accompanied by higher co-pays and deductibles or other diminishment in plan coverage.
- Plan coverage is already inadequate, especially as it relates to coverage for employees and family members traveling out of state. This problem affects University faculty and staff differentially since our faculty and staff tend to travel more than most State employees.
- Given the difficult fiscal environment, it is reasonable to expect that faculty and staff will be asked to absorb cost increases. This will exacerbate the already serious exodus of family members from the plan, leaving many of our employees without health insurance coverage for their families.
- In order to recruit and retain faculty and staff, especially in competition with other research universities, it is imperative that the University be able to offer a comprehensive health insurance benefit at a reasonable cost to its employees.

A letter to President Broad to be drafted in March about these concerns.

e. FWC Chair met with Drake Maynard, Senior Director of Benefits, and Bill Danish, consultant, to review retirement benefits. Mr. Danish confirmed that the retirement options are very good and better than in the corporate environment. Mr. Maynard, in consultation with Mr. Danish, are exploring ways to improve education and involvement of individuals with their own retirement plans.

Submitted February 28, 2003

Judy A. White, Chair