

*Meeting Minutes*

*Committee on Faculty Welfare - February 25, 2009; 11:30 A.M. to 1:00 P.M.*

*Drafted by: Bonnie O'Neill*

**Present:** Charles (Steve) Melching (chair), Ed Sanchez, Bonnie O'Neill, Richard Abrams, Priya Barnes, Judith McMullen, Vicky Romans. **Guest:** Provost John Pauly

Steve Melching called the meeting to order at 11:30 a.m.

1. Issues discussed with Provost John Pauly:

(a) making university processes more productive and accessible

(b) Academic Senate processes; Provost Pauly's views of the Academic Senate

→MU tends to have a "resolution culture" without enforcement or processes for how to do things.

→Provost Pauly wants to move towards a better process and wants to get the right people at the table *early on*

→A key issue is how to move ahead *together* on issues

2. Feedback on specific CFW issues from Provost Pauly:

→With current financial difficulties, new commitments of funding will be difficult, especially regarding healthcare; top budget additions for next year include \$140,000 for graduate teaching and research assistants, and increasing doctoral student stipends

→Health insurance issues are not entirely under University control; discussion of accounting rules

→Cost for retiree health insurance: has data for only a sample of schools & need full range

→Summer tuition remission: Office of Financial Aid and Human Resources Department were not communicating effectively; discussion of what can be done here.

→Tuition Exchange: flow of students between schools didn't work and MU faced deficits

→Part-Time Salary Motion from CFW: Although it may not be equitable, University does not budget for part-time faculty and money comes from various sources. Provost Pauly is committed to talking about the issue, although it may be difficult to do anything in the short-term.

→Key point of emphasis: Provost Pauly wants to get committees in touch with the right people for gathering necessary information on issues upfront.

3. Provost Pauly took questions from Committee Members on topics of retiree health benefits, the process for where to gather needed information, phased retirement issues, role of CFW (advocacy versus fact-finding/research), developing relationships between groups (e.g., Human Resources).

4. Following Provost Pauly's departure, a motion was made by Bonnie O'Neill for approval of the minutes of the 12/3/08 meeting, seconded by Ed Sanchez, and were unanimously approved.

5. A discussion of a Faculty Exit Survey took place; Steve Melching will talk to HR to get their Administrative Form and send a copy to Bonnie O'Neill for comments/feedback from her graduate Staffing students.

6. Bonnie O'Neill presented a report on the Subcommittee on Retiree Benefits. The subcommittee had gotten some information (much of which was discussed earlier with Provost Pauly) and the committee has not moved on anything yet. More information will come at a later date.

7. A discussion of Partial Retirement issues took place. Steve Melching will talk to those who sent us information to get more details on how it works. He indicated that Loyola-Chicago and St. Louis both have phased/partial retirement plans.

8. The next meeting is scheduled for April 1, 2009 at 11:30 in the AMU.

The meeting was adjourned at 12:55.

Respectfully submitted by Bonnie O'Neill.