

Meeting Minutes

Meeting: Committee on Faculty Welfare, Dec. 3, 2008, 11:30 a.m. - 1:00 p.m.

Drafted by: Priya Barnes

Present: Steve (Charles) Melching, Bonnie O'Neill, Judi McMullen, Edward Sanchez, Victoria Romans, Priya Barnes

Guest: Lisa Hanson

Charles Melching called the meeting to order at 11:35 a.m.

1. The meeting minutes for the last Committee meeting held Oct. 22, 2008, were unanimously approved.
2. Lisa Hanson, chair of the Subcommittee on Equity, was introduced. She presented updates from the Subcommittee.
 - a. The Subcommittee is working on breaking down of the Annual Salary Report by department to determine departmental issues.
 - b. The Subcommittee also has members working at the Child Care Center, spearheaded by Sandra Hunter. Issues under consideration include:
 - i. Business plan
 - ii. Salary increases for child care workers
 - iii. Space
3. Bonnie O'Neill presented a report on the Subcommittee on Retiree Health Insurance.
 - a. This subcommittee is gathering market practice information for addressing gaps in coverage that may occur when an employee takes early retirement.
4. Steve Melching provided an update on his conversation with Bill Thorn, chair of the University Academic Senate, on two pending motions before the UAS and a request.
 - a. Request: Two volunteers are needed to serve on the task force to review the new online teaching evaluation system. Steve Melching reported that two volunteers had already been secured from the Subcommittee on Equity (Virginia Chappell and Cheryl Maranto).
 - b. Motions on Employee Summer Tuition Remission and Tuition Exchange Program: Bill Thorn suggested we contact Chuck Lamb's office to calculate the financial impact of these motions on Marquette. Steve Melching reported he had initiated this request with Chuck Lamb's office.
 - c. Motion on Partial Retirement Programs: Bill Thorn mentioned that Marquette had looked into this program in the past and asked that we research the idea further by learning about practices at other Jesuit institutions.

- i. Assignments for surveying Jesuit institutions were made by the group. Steve Melching will attempt to secure a list of HR contacts at these institutions through Marquette's HR office.
 - ii. Questions to be asked of institutions include:
 - 1. What retirement options are offered?
 - 2. What are the qualification criteria?
- 5. In other business, Steve Melching indicated that the issue of part-time faculty salaries would be revisited at a later date.
- 6. Next meeting date: Feb. 4, 2008, 11:30 pm at AMU

Meeting adjourned.