

**Marquette University
Faculty Welfare Committee
Meeting Minutes**

February 12, 2008; 11:30 a.m. to 1 p.m.

Present: Richard Abrams
Jackie Kazik
Todd Hernandez
Judi McMullen
Iga Hjertstedt
Steve Melching
Vicky Romans
Bonnie O'Neil

Next meeting: March 25, 2008; 11:30 to 1 p.m. ; AMU 233

1. Review/Approval minutes January 16, 2008 meeting

Review: reviewed
Corrections: no corrections
Moved: Judi McMullen
Second: Todd Hernandez
Motion passed: 7 in favor, 0 opposed, 1 abstained

2. Discussion – Retiree Health Insurance

Draft for motion on retiree health insurance was discussed. Faculty Council is working on a similar draft. They are likely to be the committee to present the motion to the University Academic Senate as they are the larger body and drafted a motion earlier.

Changes were made to the wording of the motion as such:

"We move that Marquette University retirees under age 65 <<<and their currently covered family members>>> be placed in the same risk group as active employees so that retirees' health and dental insurance premiums will be identical to premiums paid by active employees." <<<It is understood that retirees will pay 100% of their premiums.>>>

Moved: Judi McMullen
Second: Steve Melching
Motion passed: 8 in favor, none opposed, none abstained

The motion will be sent to Bill Thorn for inclusion in the Faculty Council motion to the UAS.

It was also discussed that Steve McCauley had said at the January meeting that he would have accounting calculate figures for the past three years with the retirees in the pool and compare it to the current experience. To date, he has not reported those numbers to us. Jackie Kazik will contact Steve to remind him of this.

3a. Discussion and approval of motion submitted by Subcommittee on Equity:

The following motion was reviewed and discussed by committee members and approved:

Moved: Steve Melching

Second: Jackie Kazik

Motion passed: 8 in favor; none opposed; none abstained

"We move that all college-enrolled children of faculty eligible for tuition remission be allowed to receive this remission for summer study at Marquette, regardless of whether they are attending Marquette, a FACHEX affiliate or another college or university."

Discussion followed the approval and Bonnie O'Neil motioned for reopening of the discussion. This was seconded by Judi McMullen, and the following changes (in brackets) were made to the motion after discussing the fact that this is an employee benefit and not just a faculty benefit:

"We move that all college-enrolled children of ~~faculty~~ <<employees>> eligible for tuition remission be allowed to receive this remission for summer study at Marquette, regardless of whether they are attending Marquette, a FACHEX affiliate or another college or university."

This new draft of the motion then was voted upon:

Moved : Bonnie O'Neil

Second: Judi McMullen

Motion passed: 8 in favor; none opposed; none abstained

3b. A motion was then drafted by our committee re: tuition exchange program to read as follows:

"We move that the University resume membership in the Tuition Exchange program. It is understood that the University would continue its current participation in the FACHEX system."

Brief Background

Since August of 1998, Marquette University had a tuition remission policy that included both the current FACHEX system as well as membership in the Tuition Exchange program. This Tuition Exchange program was discontinued for unknown reasons in 2004.

The Tuition Exchange program is a nonprofit association of colleges and universities currently representing 586 private and public participating institutions in 47 states, DC, and the UK representing the diversity of higher education in the United States. As Marquette tries to recruit new faculty and staff, the reinstating the previous policy will allow more of our children to participate in tuition remission as well as providemany more schools and more diverse opportunities for our dependents.

4. Reelection of members

The two members whose terms will expire in 2008, Judi McMullen and Jackie Kazik, have both expressed interest in reelection for another term.

5. Adjourn – the meeting was adjourned at 1 p.m.