

Faculty Assembly

November 8, 2011

Library Conference Room

Ralph Olliges, Faculty Senate President, called the meeting to order.

Ralph Olliges reminded all present about the faculty social this Friday, November 11th.

Insurance Committee Update

Mary Ann Drake gave an Insurance Committee update. She reported that the Insurance Committee is comprised of: Joe Stimpfl, Ralph Olliges, Troy Luh, Mary Ann Drake. Mary Ann thanked Cheryl Fritz from Human Resources for attending the Faculty Assembly meeting.

Insurance information was mailed to employee homes on October 26th. Open Enrollment is to run from 10/31/11 to 11/18/11.

A Benefits fair was held on (11/8) from 10-2 in Sunnen Lounge.

Mary Ann reported that it has been a good year at Webster as we have the lowest increases that we have had in awhile:

- Health insurance - POS rates stayed the same with no plan design changes
- EPO rates increased by only 6%: the \$250 deductible will be re-instated for this plan. Dental and vision plans will have slight increases.

This is a passive enrollment. All participation will continue as currently enrolled unless changes are made EXCEPT the Section 125 Dependent Care and Medical Reimbursement plan which requires an annual enrollment.

Long term care is currently underutilized. It would be wise to apply before you need this type of coverage.

Supplemental life has some changes this year. Hartford is offering employees an opportunity to elect coverage for the first time or increase coverage for themselves and spouses/domestic partners without providing Evidence of Insurability.

Cheryl Fritz stated that your paycheck is the best way to see what benefits you are currently participating in. If it is still unclear by looking at your paycheck, she encouraged people to contact Human Resources for further assistance.

Joe Stimpfl mentioned that outside of Webster, there is a rise in Wellness Programs which is voluntary. Employers are adding incentives to encourage individuals to participate in Wellness Programs. This may be something that needs to be considered in the future at Webster.

Salary and Fringe Benefits Update

The SFB Committee is comprised of: Joe Stimpfl, George Slusarz, Paula Witkowski, and Dean Eckhoff. A link was sent to all faculty to take a SFB survey. Everyone was encouraged to take the survey as it is important to the work of the SFB Committee. Questions on the survey deal with merit and how to build a system of equity for faculty. After the survey results have been recorded, SFB will hold several open meetings to address any issues. A focus group might be assigned to address any issues resulting from the survey.

A committee has been formed to look at concerns regarding adjunct faculty (pay rates, various benefits, etc.). The mandate of the committee is broader than simply benefits and salary and the committee will report at the end of this academic year.

There has been some confusion about the Mercer adjustments as some adjustments took place immediately and some are to take place in the future based on budget and market. It was stated that administration should be questioned as to what Mercer was really about; Mercer was a Board initiative.

An in-depth discussion took place regarding gender inequity and how Webster is long overdue for a gender study. In the past, a committee was formed to conduct a study of gender and equity. It is felt that Mercer had gender inequities. One problem encountered, regardless of who conducts the study, is that Human Resources cannot release certain data due to privacy issues. As the discussion continued the following two motions were made:

Motion1: The Faculty Assembly requests that the administration provide the Salary and Fringe Benefit Committee with the following faculty data (sex, years of service, rank, School/College, and base salary) for use in salary and fringe benefit negotiations. Such data will be kept confidential and will not be distributed or discussed outside the committee unless it is presented in aggregate form (i.e., group data in excess of 5 individuals). A vote was taken and the results are as follows: 84 in favor; 1 opposed; 3 abstained. Motion carried.

Motion 2: The Faculty Assembly requests that the administration and senate create a joint equity committee to oversee a salary equity analysis. The committee will be able to access any relevant data and if necessary employ an outside consultant. The analysis will be completed by the end of the academic year (2011-2012) and will be implemented immediately. A vote was taken and the results are as follows: 61 in favor; 7 opposed; 12 abstained. Motion carried.

The group was cautioned on proceeding carefully to make sure the issue is in compliance with civil rights.

Faculty Research Grants

Joe Stimpfl and Dan Hellinger presented the following information. The purpose of the Faculty Research Grant is to encourage and promote faculty research and professional development. Grants allow you to apply for projects which will lead to an academic work product. The category has been broadened and is consistent with the University Handbook. It is hoped that a representative from Faculty Senate will be appointed to the Faculty Research Grants Selection Committee.

The Faculty Assembly adjourned at 4:30 p.m.