

## Faculty Welfare Committee Annual Report 2004-2005

Faculty Welfare Committee (FWC) members for 2004-2005 were Linda Allman (Continuing Education), Craig Davis (School of Medicine), Joan Donohue (Moore School of Business), Diane Follingstad (Psychology), Marja Warehime (Languages, Literatures, and Cultures), and Kenneth Whitby (Political Science). Ex-officio: Jim Augustine (Chair, Faculty Senate; in attendance Eugene Reeder (chair-elect, Faculty Senate); Linda Allman chaired the Committee.

### **Faculty Benefits**

The majority of the Committee's time and effort was devoted to identifying existing faculty benefits, such as the extension of appointment (HR policy ACAF 1.31), comparing benefits with SEC and non-SEC institutions, and pursuing benefit enhancements. Benefits having the most significance and interest to faculty are being more closely examined:

**parental leave**—The Committee will invite faculty who have been involved with these issues to a future meeting.

**preventive health care**—Provost Becker expressed support and asked that the Committee develop a proposal recommending the inclusion of a preventive health check-up for our health plan.

**tuition waivers for dependents**—The Committee has identified a number of SEC institutions that have tuition remission for faculty dependents and is considering developing a proposal.

The Committee established a link on the Faculty Senate web page that provides a one-stop faculty benefits page (links offered to Regional, Aiken and Upstate Faculty Senates); persuaded Human Resources to develop an on-line faculty orientation program modeled after Clemson University's. HR sought grant money from the Administration to design and produce a web-based program for USC faculty. Requested that HR attend annually either the Fall General Faculty or a Faculty Senate meeting to give updates concerning insurance open enrollment and to answer questions about benefits; considered but did not fund the Weight Watchers at Work Program (of interest to a very limited number of faculty) discussed complaints about the preferred drug list (no right to appeal; prescriptions not on the State's list)

### **Strom Thurmond Wellness Center faculty fees**

The Committee worked with Jerry Brewer, Director of Student Life, and his staff to develop a proposal to reduce faculty membership fees. FWC unanimously adopted an optional limited-hours membership fee beginning July 1, 2005 that gives faculty access to the Strom Thurmond Wellness Center for \$20 a month from 6 am to 1 pm on weekdays and all day on Saturdays, Sundays, and holidays.

### **Background checks**

The Committee made recommendations to the draft policy for background checks on new hires presented by the Vice President of Human Resources.

**Differential Tuition**

Differential Tuition was not pursued due to interest expressed by the Council of Deans.

**Flu Shots**

The Committee voted to support the cost of flu shots for faculty members who contributed to the Family Fund. Due to manufacturing problems, the amount of vaccine serum used was far less than that approved, resulting in only 77 shots at a cost of \$1,155.

**Funding for Flu shots**

The Chair asked that the Committee build on the knowledge gained this year about the Family Fund financial allocation process.

**Summer Compensation**

Without providing faculty an opportunity for input, the Council of Deans revised the summer compensation policy (HR1.81) which addresses remuneration for summer thesis and dissertation supervision. Despite many attempts, including an appearance by the Council of Deans' Chair at a Faculty Welfare Committee meeting, changes to the policy were not forthcoming. The language of the new policy is vague and leaves remuneration solely to the discretion of the Deans and department chairs.

**Chair and new members**

Marja Warehime was elected chair for 2005-2006. New committee members are Beth Bilderback (University Libraries), Don Jordan (Center for Science Education), and Lisa Rashley (Continuing Education). Joel Samuels (School of Law) began serving a one-year replacement term for Kenny Whitby, May 2005.

The Chair wishes to thank the Committee members for their hard work during a year in which much was accomplished. The Committee is especially grateful to Faculty Senate Chair Jim Augustine for his valuable mentoring and guidance.

Respectfully submitted,

Linda K. Allman, Chair