

FACULTY WELFARE COMMITTEE

ANNUAL REPORT 1980-81

At the initial meeting of the Faculty Welfare Committee for the 1980-81 academic year the following topics of principle concern by the faculty were expressed:

1. A need for closer coordination with the Clemson University Welfare Committee on items of mutual concern.
2. A need for inquiry into the matter of dental coverage in the Blue Cross/Blue Shield Medical Plan.
3. A need for review of procedures for the termination of tenured faculty.
4. A need for faculty input into the development of guidelines for the distribution of faculty salary increases.
5. A need for continued improvement in the procedures for the reporting of tenure and promotion decisions.
6. A need for greater understanding of the State Retirement System and its applicability for University faculty.
7. A need for review of the USC faculty fringe benefits package.
8. A need for inquiry into the action by the USC Credit Union to require loan repayments in twelve months.

Members of the USC Faculty Welfare Committee met on two occasions with members of the Clemson University Welfare Committee. The second joint meeting was attended by Mr. Purvis Collins, Director of the South Carolina Retirement System. Mr. Collins responded to questions concerning the Retirement System, reporting procedures and investment policies. The complete minutes of this meeting are on file in the Faculty Senate Office.

Both the USC and Clemson Welfare Committees endorsed the proposal by the South Carolina Council of University and College Presidents for the fringe benefits package for faculty members to be reviewed by an outside consulting firm. This proposal has been submitted to the Office of the Governor.

With current state and budgetary constraints imminent, additional or expanded benefits for state employees appears doubtful. It is also doubtful that some faculty members are currently aware of the several benefits already available. In order to better inform the faculty of existing benefits the USC Faculty Welfare Committee has recommended to the University Administration that an annual personalized benefits report be prepared for each employee. The College of Business Administration has developed a model report for its faculty and the Committee has recommended its adoption for the entire University.

The Faculty Welfare Committee attempted to analyze in detail the benefits and limitations of the South Carolina Deferred Compensation Plan. Questions were submitted to the administrators of Plan; however, the response was inadequate for the purpose of permitting a full report to the faculty. Additional data is being gathered; until a more complete analysis is made the Welfare Committee recommends that faculty wishing to enroll in this plan or any similar plan carefully consider the benefits as they relate to the faculty member's individual needs.

During the 1980-81 year the University of South Carolina Finance Division agreed to remit payments to tax sheltered annuity plans on a semi-monthly plan as opposed to the monthly remittance which had previously been the policy. This change was in response to a recommendation made by the Welfare Committee.

The Welfare Committee requested that the USC Credit Union rescind its decision to require monthly loan repayments to nine month faculty. Although the Credit Union Board did not reverse its decision it agreed to work with individual members where the change would present a hardship. The Credit Union Board agreed for the first time to make membership and loans available to new faculty to assist in moving and relocation costs.

During the 1980-81 year the Faculty Advisory Committee proposed changes in the procedures for termination of tenured faculty and changes in the academic grievance procedures, the Faculty Welfare Committee reviewed and made recommendations in the procedures.

The Faculty Welfare Committee requested and was granted a meeting with the Provost in order to provide faculty input in the determination of a merit increase plan for the 1981-82 academic year.

The following items have been identified for study during the 1981-82 year:

1. Review of the implications of State employees withdrawing from the Social Security System.
2. Tuition benefits for faculty dependents.
3. Review of the procedures for awarding promotion salary increments.
4. Completion of the full report on the State Deferred Compensation Plan.

Faculty members are asked to inform the Faculty Welfare Committee of other items that should be addressed during the 1981-82 academic year.

A complete file of minutes of the 1980-81 meetings of the Faculty Welfare Committee is on file in the Faculty Senate Office.

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