

FACULTY WELFARE COMMITTEE
ANNUAL REPORT 1983-1984

The Faculty Welfare Committee considered a number of important University policies this year. Copies of the reports are on file in the Faculty Senate Office. All but the final one (Insurance) have already been distributed in some form to the Faculty. The Insurance Report will be included on the agenda of the September 1984 Faculty Senate Meeting.

The Committee began the year with an inquiry into the newly levied 10% administrative charge on E Fund accounts. We met with Vice President Denton and were provided with an explanation of the administration's rationale for the charge. The Committee's discussion led to a recommendation that the administration be requested to distinguish between profit-making and non-profit-making activities and that the latter be exempted from the surcharge. This recommendation was adopted by the Faculty Senate and forwarded to President Holderman. His reply and that of Vice President Denton lead us to believe that requests made by faculty for appropriate exemptions from the surcharge will be met with approval. (Appendix A)

The Committee also made inquiries into the Educational Foundation administrative charges. We met with Mr. Chris Vlahoplus in his position as Executive Director of the Educational Foundation and with Mr. John O'Donnell, the Foundation's Financial Officer. The Foundation's policies on fund raising and administrative fees were outlined and discussed. A report of the Committee's conclusions was circulated to the faculty for information purposes; no recommendations were offered. (Appendix B)

A major study was carried out in response to faculty concerns about changes in interest policies of Variable Annuity Life Insurance Company tax shelter accounts. The Committee considered the complaints of faculty members, met with and questioned the campus VALIC representative, and discussed materials submitted by an investigative subcommittee. The Committee's report explained that VALIC practices were consistent with current industry policies, found no grounds for further investigation, and informed faculty of their right to move their funds to accounts with other companies in a tax free exchange. (Appendix C)

In an ongoing effort to keep abreast of University insurance coverage affecting faculty, the Committee met with members of the State Insurance Commission about the new tort liability policy and the fire and extended coverage policy. The findings and recommendations will be submitted to the first Faculty Senate meeting in the Fall. (Appendix D)

In response to a letter from the Clemson Faculty Senate, the Welfare Committee looked into the diverting of funds from the State Employee's Health Insurance Reserve Fund to use for general State funding. The Committee reported to the Faculty Senate which passed a recommendation to write a letter to the State Legislature similar to that sent by the Clemson Senate. (Appendix E)

At the final meeting of the year the Committee invited Provost Borkowski to discuss long term University policies on hiring and tenure. Next year the Committee may want to continue these discussions. Also the Committee has been asked by individuals and groups to look into the University's policies on retirement, tenure, and sick leave. (Appendix F)

Respectfully submitted,

Natalie Kaufman Hevener
Chair

*Appendixes A-F are on file in the Faculty Senate Office.