



UNIVERSITY OF SOUTH CAROLINA

COLUMBIA, S.C. 29208

COLLEGE OF BUSINESS ADMINISTRATION

SCHOOL OF ACCOUNTING
The H. William Close Building

September 21, 1990

TO: Faculty Senate

FROM: Faculty Welfare Committee *CDS/MPA*
Caroline D. Strobel, 1989-1990 Chairman

During the academic year 1989 - 1990 the Faculty Welfare Committee considered and/or acted on the following subjects.

1. The work of a special task force to consider various child care options as a fringe benefit was completed. The committee carefully considered the task force recommendations and made the following recommendations together with a submission of the Task Force report to the Faculty Senate.
 - a. The University prepare a list of child care facilities together with some information about them. This list is to be made available to any faculty, staff or graduate students, particularly incoming personnel.
 - b. A child care provider be encouraged to locate near the campus and provide extended hours 7:30 am - 10:00 pm on a drop-in basis.

These recommendations were made because of the tight budget situation and the lack of a cafeteria plan for benefits that would make an enlarged child care program a more feasible benefit option.

The Faculty Senate did not accept the report and a second task force has been formed by Acting President Smith. The Benefits Office has made a survey of child care facilities and a list has been prepared and is available for faculty, staff and graduate students.

2. A task force has been set up to study a parental leave policy. The Task Force is chaired by Arlene Andrews. A report including a recommended leave policy is scheduled to be submitted to the Welfare Committee sometime during the 1990-1991 year.
3. The process of asbestos litigation was closely followed. This is continuing to be monitored to assure that proceeds from the settlement are used to eliminate asbestos from the affected buildings.
4. A merit pay and equity pay policy was discussed at length throughout the year in an effort to work with the administration to fashion a policy that would satisfy all parties. A final plan was tentively agreed to at the July committee meeting and will be reviewed at the September meeting. It will be submitted to the Budget and Steering Committees for comment. It is planned to be submitted to the Faculty Senate in October, to be voted on at the November meeting.
5. There have been a number of discussions about the problems with health and medical benefits. It is anticipated that further work will be done on this during 1990-1991 probably in coordination with Clemson University.
6. Several discussions have been held concerning the hiring of a lobbyist to represent faculty interests before the Legislature. This is not meant to conflict with any Administration lobbying. The University of Nebraska has been very successful with this activity and we have been soliciting more information about how it has been structured.
7. Peter Becker submitted a report to the Faculty Senate in the fall of 1989. The committee had endorsed this report. The report was reviewed by various faculty committees.
8. The legislature requested vitas, salary information and teaching loads of all members of the Faculty Welfare Committee. President Holderman protested this request, but the request was again made. Provost Smith met with Caroline Strobel and Peter Becker and requested that we comply. All members of the Committee complied and the material was forwarded to the State Senator making the request. This problem was reported to the Faculty Steering Committee.