

ANNUAL REPORT OF THE FACULTY WELFARE COMMITTEE

I. DATE: May 6, 1981  
TO: Faculty Senate  
FROM: Prem P. Sehgal, Chairperson  
Thadys J. Dewar, Secretary

II. Membership of the Committee:

Ex officio: Chancellor; Chair of the Faculty Senate, Tom Johnson;  
Vice Chair of the Faculty Senate, Walter Pories; Director  
of Personnel, Melvin Buck

Tennala Gross, Mathematics	1981
Y.J. Lao, Allied Health	1981
James Rees, Drama and Speech	1981
Prem Sehgal, Biology	1981
Robert Hursey, Mathematics	1982
Philip Shea, Geography	1982
Sallie Mann, Library Services	1983
Patricia Dunn, HPERS	1983
Thadys J. Dewar, Business Education	1983

III. Committee Meetings (Dates and Members Absent)

August 25, 1980	Buck, Brewer, Johnson, Pories
September 15, 1980	Brewer, Johnson, Pories
October 15, 1980	Brewer, Pories, Rees
November 12, 1980	Buck, Brewer, Gross, Pories
December 3, 1980	Buck, Brewer, Mann, Pories
January 14, 1981	Buck, Brewer, Dewar, Dunn, Johnson, Pories
February 16, 1981	Brewer, Gross, Pories, Rees
March 16, 1981	Buck, Brewer, Gross, Pories, Rees
March 30, 1981	Brewer, Gross, Pories, Rees
April 24, 1981	Brewer, Pories, Buck, Gross, Rees, Hursey, Shea, Mann, Dunn

IV. Dates of Reports to the Faculty Senate: None. One resolution was presented to the Faculty Senate on February 17, 1981. Resolution was approved.

V. Specific Instructions Given to Committee by Faculty Senate: Specific instructions for the Faculty Welfare Committee are included in the new charge of the Faculty Welfare Committee.

VI. Committee Organization, Subcommittees, Research Activities, etc.

Prem Sehgal, Chair  
James Rees, Vice Chair  
Thadys J. Dewar, Secretary

1. Salary Analysis Committee: Bob Hursey; Y.J. Lao; Tennala Gross; Sallie Mann, alternate
2. Employee Benefits Committee: Bob Hursey, J.J. Lao, Jim Rees, Prem Sehgal, Tennala Gross, Pat Dunn, Melvin Buck (ex officio)



3. Retirees' Benefits Committee: Sallie Mann, Pat Dunn, Thadys Dewar
4. Tax Sheltering of Retirement Contributions: Bob Hursey
5. Computerized File of Faculty Data: Tennala Gross

VII. Committee Accomplishments:

1. Distributed the revised brochure, "A Brief Description of Retirement Plans."
2. Worked with Dr. Meyer and Servomation Corporation in the establishment of the Mendenhall Faculty Dining Area.
3. Conducted a follow-up study of recommendations for adjustment of salaries flagged by sub-committee.
4. Investigated the new system of maintaining and updating faculty personnel files.
5. Raised issues listed in IV above.
6. Prepared resolution concerning benefits package for retiring personnel.
7. Worked with Faculty and Staff Benefits Committee in its efforts to secure a sound insurance program to replace the coverage previously provided by Home Security Life Insurance Company.
8. Authenticated salaries and salary-related data.
9. Conducted a salary analysis of salaries of faculty of Arts and Sciences and flagged salaries for special consideration. (Three members met with Dr. Robert Maier to discuss the recommendations.)

VIII. Citation of Resolution Numbers Originating with the Committee:

81-14 (Faculty Senate Minute for February 17, 1981.)

IX. Proposals and/or Business to be Carried Over to Next Year:

1. Analysis of salaries in professional schools and College of Arts and Sciences.
2. Development of a salary schedule for consideration by Faculty Senate.
3. Survey regarding unionization and work satisfaction.
4. Consideration of early retirement incentive program.

X. Evaluation of the Committee:

- A. Structure: Satisfactory
- B. Duties: Based on New Charge
- C. Functions: Satisfactory
- D. Personnel: Satisfactory

XI. Suggestions for Improving the Effectiveness of the Committee:

None

Prem Sehgal, Chairperson  
Thadys J. Dewar, Secretary