Minutes for January 29, 2008
Budget and Faculty Welfare Committee

Present:
Jeanette Norton, Chair (08) Agriculture
Steven Harris (09) Vice Chair, Libraries
Ted Evans (10) Science
Jim Bame (08) Humanities, Arts and Social Sciences
JoLene Bunnell (10) Extension
Charles Salzberg (09) Education and Human Services
Gary Stewardson (10) Engineering
Fred Baker (08) Alternate for Gene Schupp
Vance Grange (10) Business

1. November minutes were approved.

2. Programs for review
   1) J. Norton reported on discussion with Dean Burnham about process and work flow. Chairs of BFW and Graduate Council will add one another to committee email distribution lists to facilitate sharing information. A possible change is that program changes will be accepted only in August and January. This may increase BFW work load at those times, but will eliminate the need to rush program review through the process.
   2) College of Education department restructure seems to be proceeding normally. No objections from BFW.
   3) Review of status on previously reviewed programs:
      a. Anthropology (Archaeology and Cultural Resource Management): department will remove description of assistantships from the proposal. Questions about revenue projections were raised by Grad. Council. A library report was added to the proposal.
      b. Interior Design: Grad. Council had concerns about the faculty base for the program. The proposal was rejected. They will have to resubmit if they wish to proceed.
      c. Music (Piano Performance): is being reviewed by Grad. Council currently. Council has the similar concerns about TA stipends as BFW.

3. Discussion topics:
   1) faculty salary inversion (loyalty tax): V. Grange spoke about the importance of addressing this issue. The President and Provost voiced their concerns about it at the November meeting with BFW, but did not identify good solutions. Grange found several strategies used in other states. BFW will do a brief literature review, with the hopes of identifying 1 or 2 possible approaches by the end of April to be presented to the Faculty Senate in the Fall. The issue will be included as an item of concern in the Annual Summary of BFW.
   2) USU budget priorities: BFW felt it was important to have the President and Provost present budget priorities to the committee so that it might be involved in the “budget
preparation process” as described in the committee charge. J. Norton will request those priorities from the Administration.

3) Conflict of interest policy outcome: suggested wording changes from BFW for the compliance forms were presented to the Faculty Senate. The Compliance Office is in agreement with the changes. The $500 hurdle should be used as a screening tool not a policy. Changes in policy will need to be approved by the Faculty Senate.

4) Supplemental health insurance for retirees: J. Norton made an inquiry about this through EBAB. A group option for Medicare supplemental coverage is important because it can lower the cost, and at that age many individuals cannot get coverage unless they are part of a group. The cost of the coverage would be paid by the individuals. There would be no cost to USU for the plan itself than staff time to investigate and maintain. The issue will be included as an item of concern in the Annual Summary of BFW.

5) Grievance Committee schedule: BFW was asked to consider the possibility of changing the schedule for the Grievance Committee. Currently, deadlines for review of grievances do not include the summer months. Change in the schedule will have to be approved by Faculty Senate. Discussion included the possibility of using alternates, or giving supplemental pay if committee members were required to serve during summer months. None of these alternatives were considered viable. BFW recommends maintaining the current policy.

4. Outline for BFW Summary Report: Committee members were asked to submit suggested changes or additions to J. Norton within a week. Some concern was expressed about whether employees at regional campuses had sufficient opportunity to take part in Wellness Program offerings. All USU employees are assessed a $5 monthly fee to fund the Program. The issue of USU self-funding of health coverage was discussed. V. Grange noted that self-funding was seen to be more cost-effective than the previous coverage through EMIA.

5. No new business items raised.