FACULTY COMPENSATION AND BENEFITS COMMITTEE
MINUTES OF MEETING
September 25, 2006

Members Present: Taggart Smith (Chair), Christine Lehmann, David H. Miller, Ian Shipsey

Resource Members: Brent Bowditch, Michele Salla

Liaison Members: Karen Buchholz, CSSAC

Absent: Dan Schuster, APSAC
Cliff Swensen, Purdue Retirees Association

1. Chair Taggart Smith called the meeting to order and committee members were introduced. Taggart reported that Inez Hua will no longer be able to continue as a committee member because of additional work commitments. The Nominating Committee of the Faculty Affairs Committee will appoint a replacement.

A liaison committee member from the Faculty Affairs Committee has yet to be appointed. Taggart will attend the Faculty Affairs Committee meetings until a representative is named.

Members discussed term limits on the Faculty, Compensation and Benefits Committee (5 years); committee purpose; and having a photo of committee members published in Inside Purdue. Michele Salla will contact Julie Rosa, University Periodicals, to schedule.

2. Committee members discussed the limit on the percentage of non-tenured track clinical faculty hired and questioned how clinical faculty are treated at other peer institutions and medical schools vs. non-medical schools. Brent Bowditch will get this data and report back to committee members.

3. The issue of maternity leave for faculty members and peer perception – injuring your reputation for taking maternity leave, stopping the tenure clock, etc., was discussed. Brent Bowditch stated that, according to University policy on maternity leave, an employee can take up to 12 weeks of unpaid leave – but, typically 8 weeks is common and any time beyond the 8 weeks would require a medical reason. Brent will send the University policy on maternity leave to committee members. Brent will also contact Deb Turner, Assistant Director of Employment and Compensation, regarding maternity leave counting as sick leave.

4. Regarding merit pay for faculty, committee members discussed the disparity, the amount of merit pay and allocation, procedures/policy, and whether this is an issue this committee would like to pursue. This issue as it pertains to clerical/service staff was also discussed and the fact that because of minimal pay increases (1-2%) and cost of living increases, many clerical/service staff have additional employment. How Purdue compares in compensation with other Big-10 schools for clerical/service staff was also questioned. Brent Bowditch will invite the Director of the University Budget Office to next month’s committee meeting to address these issues.
5. The issue of Immunizations for dependent children and being considered “preventative” and charged appropriately towards the $400 preventative benefit was discussed along with other services considered preventative and the appropriate coding. Per the committee’s request, Brent Bowditch will report back on the average cost of childhood immunizations for staff on the Purdue 500 and Incentive PPO plans and claim dollars spent in-network vs. out-of-network on these plans.

Members also discussed in-network vs. out-of-network charges and, because of unforeseen circumstances, not being charged properly because of improper coding, etc., and a mechanism to know what to do if these issues arise. A questionnaire (approximately 5 questions) was suggested. Brent will draft a questionnaire for members to review. After review, it was suggested that the questionnaire be sent to a pilot group (approximately 100) initially, refined, and then sent to all staff.

6. Regarding Healthy Purdue, Brent stated that 55% of Purdue staff completed a Health Risk Assessment (HRA) with the following results as the major wellness issues:

   a) Weight
   b) Stress
   c) Sense of Well Being (depression, etc.)

Brent stated that the mental health issue is being addressed with the 2007 mental health benefit expanding to cover counseling and treatment related to stressful situations – marriage or child-rearing problems, work-related stress, etc. Also, the allowable number of outpatient mental health visits will increase to 30 per year on the Incentive PPO, Purdue 500 and Arnett Managed Care plans. The first 8 visits will be free if an in-network provider is used.

7. Brent distributed “What’s New for 2007” regarding benefits changes. In addition to enhanced benefits regarding mental health, Brent mentioned that Mayo Clinic facilities in Minnesota, Arizona and Florida will be paid as in-network providers.

8. Next Committee Meeting: Monday, October 16, 2006
   8:00 a.m. – Room 406, YONG

Minutes Recorded By: Michele Salla