Chair Taggart Smith called the meeting to order and the following issues were discussed:

**Health Plan Advisory Committee** - This committee will have a joint meeting with the Health Plan Advisory Committee on March 29, 2007 from 9:00-11:00 a.m. in Room 204, Stewart Center.

**Parental Leave** – According to a survey of Big-10 schools and peer institutions, there is a trend to grant paid time off leave to both parents. Brent Bowditch will send a summary of this survey prepared by John Beelke to members. Issues regarding parental leave discussed by the committee included the length of paid time off; faculty that are “off teaching” and whether that should be part of the leave policy and when the leave would begin – after the birth of the baby or adoption or prior. Brent Bowditch will draft a resolution from FCBC members regarding their endorsement of a parental leave policy and send to them via e-mail for feedback and approval. After approval, Brent Bowditch will forward to John Beelke, etc.

**Financial Learning Initiative (FLI)** - Teresa Wesner, Benefits Manager - Retirement, Life and Disability in Human Resource Services, asked for the committee’s support for FLI a new program that stresses the importance of retirement education and saving for retirement. Other committees supporting this endeavor are APSAC and CSSAC. Teresa indicated that currently 3,300 faculty and staff (25%) are contributing to a tax deferred annuity (TDA) in addition to the University contribution to TIAA/CREF or PERF. Teresa stated that financial stress was one of the top three reasons for causing stress according to results of the Health Risk Assessment completed by faculty and staff. To promote FLI, Benefit Counselors are going to departments, along with representatives from TIAA/CREF, and providing retirement education and scheduling one-on-one counseling sessions. A suggestion was made to have these presentations available on the WEB (powerpoint, etc.).

Kate LaMar, liaison for Purdue retirees on the PURcare plan, reported on retiree’s concerns in regard to their medical and prescription insurance, the cost of retiree
insurance, etc. Discussion followed on the high cost of retiree medical insurance and the fact that employees are unaware of retiree premium costs until they are ready to retire. Teresa Wesner and Kate LaMar have met with a subcommittee of the Purdue Retiree Benefits Committee to discuss how to educate staff preparing for retirement regarding their medical insurance and other important issues. Teresa mentioned that Staff Benefits and the Purdue Retirees Association, along with PERF and TIAA/CREF representatives, sponsor a “Retirement Day” in the spring and fall for staff age 50 and over that provides information in preparing for retirement. Regional Campus employees are also welcome to attend these sessions.

Committee members agreed verbally to endorse the Financial Learning Initiative program. A suggestion was made to have a flyer printed describing the program for distribution to various areas/schools on campus.

**Privacy Document** - Brent will send a revised document via e-mail to committee members for their feedback.

**Faculty Compensation** – Members discussed the document indicating the salaries for the various schools at Purdue along with rank in comparison with peer institutions and agreed that this is an issue for the Faculty Affairs Committee and University Senate.

**Oral Health** – More information will be provided at next month’s meeting.

**Pill Splitting** – Committee members discussed the pros and cons and agreed it should be promoted. Human Resource Services will send out information to faculty/staff with a warning to check with their doctor to see if pill can be split. Members were encouraged to check out the University of Michigan web site that promotes pill splitting.

**Feedback on Web Site** – [https://physics.purdue.edu/feedback/benefits](https://physics.purdue.edu/feedback/benefits) - The Frequently Asked Question section has been completed and personal information will be edited and omitted. A suggestion was made to add retirees to the web site. Future agenda items for this committee from the web site include: Quit Smoking – Staywell; Alternative Medicine; Infertility Treatment; Sick Leave Transfer (donate sick leave to colleague), etc. Members will discuss list of issues for this committee to pursue in a future meeting.

**March Meeting Date**: A joint committee meeting with the Health Plan Advisory Committee – Thursday, March 29 – 9:00 a.m. – 11:00 a.m. in Room 204, Stewart Center.

Minutes Recorded By: Michele Salla