Chair David Miller called the meeting to order and the following issues were discussed:

**Parental Leave** – David Miller presented the following proposal on parental leave to the Senate at their October 14th meeting:

“The Faculty Compensation and Benefits Committee recommend unanimously that Purdue institute a paid parental leave policy, that does not require the use of sick time, and which covers both parents in the cases of pregnancy, childbirth and adoption. In addition, the Faculty Compensation and Benefits Committee believes the University must be proactive in developing and implementing a full range of family-friendly policies.”

Reaction was positive and the Senate will forward their recommendation on to Purdue administration. The Powerpoint Presentation can be found in the Senate minutes of October 15th [http://www2.itap.purdue.edu/faculty/usenate/minutes.cfm?grouping=senate&step=2a](http://www2.itap.purdue.edu/faculty/usenate/minutes.cfm?grouping=senate&step=2a).

**Dental Plan** – The proposal to include the dental plan as part of the medical plan has been presented to the Faculty Affairs Committee and Purdue administration with positive reaction.

**Benefits Feedback Web Site** – Brent Bowditch stated there will be an ongoing Question & Answer column in *Inside Purdue* from questions asked on the web site in hopes of generating more feedback. Dental insurance continues to be the main topic on the web site.

**Benefits Survey** – Brent Bowditch reported on a Benefits Survey by Ohio State University that was sent to 30 universities with 20 responding – including 9 of 11 Big-10 schools. A handout was distributed indicating benefits that peer institutions offer that Purdue does not. One benefit that was offered as a core benefit by all of the institutions surveyed (except Purdue) was dental insurance. Committee members discussed the survey and agreed to get more in-depth information and develop a document with factual data on the various benefits listed in the survey along with adoption benefits and fees and tuition. Members would like to have this document completed by February and present to the Quality of Life Committee.

**Benefits Enrollment** – Brent Bowditch stated that enrollment for 2008 benefits is in
progress with an enrollment deadline of November 9th. David Miller mentioned that the new privacy document was not included in the enrollment materials and Brent stated it will be sent to faculty and staff in January 2008. Members suggested an e-mail be sent to faculty/staff that includes more information, easily accessible web sites, etc., to help people make a better choice on their benefit elections.

**Adoptions Benefits** – Julie Mariga discussed this issue with committee members and how other schools provide this benefit, etc. The Parental Leave proposal that FCBC has recommended to the University Senate includes parental leave for adoption – but, does not cover cost of the adoption. Members agreed to get data from other Universities (as mentioned earlier) regarding adoption benefits and wait to see the outcome of the Parental Leave and Dental Insurance proposals before pursuing this issue.

**Reciprocal Tuition Reduction Agreements** – Daniel Leaird discussed this issue with members and indicated that private schools have this arrangement but state schools do not. Members agreed to get more factual data from other institutions and include this issue on the list of benefits discussed earlier in the Ohio State survey.

**Fringe Benefits/Pay for Post Docs** - Ian Shipsey inquired about comparing what Purdue pays vs. other institutions in regard to fringe benefits and pay for Post docs. Post Docs receive medical benefits but not retirement. Brent Bowditch will contact Sponsored Programs to get data.

**Group Term Life Insurance** – Brent Bowditch discussed a memo received from a faculty member stating how Purdue is overpaying for group term life insurance. Brent stated with the implementation of OnePurdue, Purdue will have more flexibility in offering this program and can go out to bid with other insurance companies - Prudential Insurance Company is the current insurance carrier.

**Next Committee Meeting:** Tuesday, December 11, 2007 – 10:00 a.m.  
Room 298, Physics

Minutes Recorded By: Michele Salla