University Senate Document 09-5
22 March 2010

To: **The University Senate**
From: **University Resources Policy Committee**
Subject: **Survey of Employee Opinion on Proposal to Rebalance Salary and TIAA-CREF Retirement Benefit**
Disposition: **University Senate for Approval**

WHEREAS: As part of the discussion of future budget considerations the administration has proposed a rebalancing of salary and TIAA-CREF retirement benefit, with the new retirement benefit reduced to 10% of salary from the current 14.6% (average) of salary and the rebalanced salary increased by a dollar amount equal to the proposed retirement reduction;

WHEREAS: The rebalancing proposal has been advocated as a means of enhancing Purdue's competitiveness for new hires as well as providing employees with a greater choice in the distribution of their compensation;

WHEREAS: The opinion of employees affected by the rebalancing proposal on this shift in compensation has not been assessed directly.

THEREFORE, BE IT RESOLVED THAT:

1. The University Senate should conduct a survey of employee opinion on this proposal, to include all faculty and staff receiving TIAA-CREF contribution benefits.

2. The survey results should be reported to the Chair of the Senate.

3. The survey will have the following form:

An example of rebalancing:

Current: salary + TIAA-CREF contribution = $ 60,000 + $ 8,640 = $ 68,640

Rebalanced: salary + TIAA-CREF contribution = $ 62,400*+$ 6,240 = $ 68,640

(* salary increase is subject to additional FICA and other income taxes; salary increase may be re-deferred to other retirement instruments)

Survey Question: Do you favor the rebalancing proposal?

(Options: Yes, No, No opinion)

Demographic Information: (Check those that apply)

Faculty (Options: Assistant Professor, Associate Professor, Full Professor)

Staff receiving TIAA-CREF contributions

Current Salary (Options: less than $50,000, $50,000-$100,000, greater than $100,000)

Approving:

Morris Levy (Chair)
Shawn Donkin
Charlotte E. Erdmann
Geraldine S. Friedman
Mark A. Green
Eric P. Kvam
Daniel K. Mroczek
Martin Okos
Philip E. Pope
Arthur P. Schwab