

Faculty Benefits Meeting Agenda  
December 4, 2024  
Zoom; 3:15

Call to Order

Approval of Minutes

Adoption of Agenda

**Old Business**

- FDA Subcommittees Reports / Recommendation to Solidify Recommendations
- Tuition Waiver Subcommittee formation (Jennifer, Ell
  - subcommittee to work with Budget Committee members

**New Business**

- FDA Next Steps - Additional meeting if needed - Timeline for FDA
  - *Dec 1 Full Committee report DUE to Provost (fixed date each year)*
  - *Dec 24 Provost notification to applicants (fixed date each year) – December 20<sup>th</sup> ?*
- FDA Tools / Documents Discussion
  - Remove applying for multiple rewards in the evaluation criteria sections (keep on the cover page for informational purposes only – in the event of a tie breaker)
  - Any unneeded criteria?
    - Do we need the “Not Applicable” section now that we have changed the verbiage in the Evaluation Criteria to stated that the applicant “addressed” each area? Meaning that, they should have wrote “Not Applicable” if the area was not applicable to them. If they did not address an area at all then they would score lowest score.
- Tuition Waiver Subcommittee Charge
  - CHARGE: Join forces with budget committee to propose changes to the Tuition Waiver policy
    - Revise current policy
      - changing policies is not a quick process
    - Draft and propose revised policy to change promote changes that meet faculty/staff needs.
    - What do faculty want? Request full tuition remissions, graduate level coverage for dependents, expand to other relatives?
  - Meetings:
    - Meet with Janel Bloch and 1-2 others
    - Meetings will likely be irregular — just enough to get some ideas together and create a draft.
- Revisit Benefits Priorities – Narrow Previous List to focus on 1-2 things for spring
  - Tuition waiver coverage – full tuition remissions, graduate level coverage for dependents, expand to other relatives?
  - Reinstating faculty/staff Recreation center gym access – remove faculty gym fees – follow up with Patty about request for University Health Initiatives for university wide reductions in health premiums.
  - Retirement funding,
  - *What else?* Including non-tenure track faculty in FDAs has been mentioned

**Future Business**

- Request Lori Southwood, Chief Human Resources Officer, present to our committee at next meeting about expense of the tuition waiver and address other questions
- Request Kim Baker, Director of Wellness present on currently – Faculty/Staff Health Initiatives/Benefits
- Revisit Other Benefits Priorities

**Future Meetings @ 3:15pm**

Fall 2024 @ 3:15pm <ul style="list-style-type: none"><li>• November 13*[at chair's discretion]</li><li>• December 4</li></ul>	Spring 2025 @ 3:15pm <ul style="list-style-type: none"><li>• January 15</li><li>• February 5</li><li>• March 5</li><li>• April 2</li><li>• May 7</li></ul>
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