TO: Dr. Parviz Famouri  
WVU Senate Chairperson

FROM: Dr. Stanley H. Cohen  
Chair, Faculty Senate Welfare Committee

DATE: April 27, 2007


The Faculty Senate Welfare Committee members were:

*Stan Cohen, ECAS, Chair  
*Samuel Ameri, CEMR, Chair-elect  
*Lauralee Sherwood, MED  
*Linda Vona-Davis, MED  
*Barbara LaGodna, LIB  
Dennis Ruscello, HRE  
Henry Rauch, ECAS  
Peter Marshall, EXT  
Adolph Neidermeyer, BE  
Kevin Outterson, Chair-Elect, Senate Executive Committee, Ex-officio  
David Morgan, Retired Faculty Representative, Ex-officio  
Linda Adams, Staff Welfare Committee, Ex-officio  
Bobbie Brandt, President's Office, Ex-officio

* Faculty Senators

Additional visitors present or in correspondence with the committee and contributing to the committee’s work and review during this period were:

Margaret Phillips, Human Resources  
Toni Christian, Human Resources  
C. B. Wilson, Provost Office  
David Harshbarger, HSC Wellness Program  
Cynthia Curry, Human Resources  
Michael Gansor, Risk Management  
Peter V. Schaeffer, Division of Resource Management

The Senate Welfare Committee expresses its appreciation and gratitude to these individuals who greatly facilitated the completion of our work.

We met six times during the 2006-2007 academic year. The following topics summarize the major welfare items discussed during the year:

- Reviewed the feasibility of a campus-wide Wellness Initiative
• Discussed continuing rising PEIA premium costs with Human Resources and possible new strategies that might contain further increases

• Reviewed how the Committee might assist on matters dealing with PEIA and the AEI (Annual Experience Increment) during the 2007 Legislative session

• Discussed the newly proposed faculty full time nontenurable teaching appointment policy under consideration by the HEPC

The following Committee recommendations were proposed to the Senate Executive Committee. They remain under study by the Executive Committee and were forwarded to the Office of the Provost for further review and cost assessment. An update on their current status is also included below.

(1) The Faculty Senate should investigate what specific steps would need to be implemented by WVU, the WV Board of Governors, and/or other appropriate agencies to reclassify WVU term hired faculty (0.8 FTE appointed persons) as full time status faculty employees for purposes of eligibility in the calculation of the Annual Experience Increment in salary. [According to the Provost’s Office the new faculty nontenure term appointment policy would now cover these faculty under the new contract procedure.]

(2) The Faculty Senate should investigate what specific steps would need to be implemented by WVU, the WV Board of Governors, and/or other appropriate agencies to reclassify WVU phased retirement faculty as full time status faculty employees for purposes of eligibility in the calculation of the Annual Experience Increment in salary. [The Provost Office is considering how to devise phased-retirement contracts that might include payments equivalent to the AEI supplement.]

(3) The Faculty Senate recommends to the WVU Office of Business Services, section on Insurance and Risk Management, that an on-line driver safety training course (such as the Smith course) be made mandatory for all WVU employees using either WVU vehicles or their own vehicles for WVU related business activities, to save WVU on driving insurance premiums. [Because the University’s motor pool is now outsourced to Enterprise Rental, it is no longer immediately relevant. However, any possible cost savings due to training should be investigated with the company.]

(4) The Faculty Senate recommends that WVU set up a WVU main campus-wide health wellness program, through coordination with both WVU Office of Human Resources, and the WVU Health Sciences Center Wellness Program, by the end of academic year 2006-2007. Participation in this program by WVU employees would be voluntary. [Human Resources is presently implementing the program on the downtown campus. There is now a search underway for a Wellness Program Coordinator who would carry out this initiative.]

(5) The Faculty Senate recommends that dependents of WVU employees receive expanded financial benefits, specifically at least a 50% discount on WVU tuition and fees for dependents taking WVU courses. [A study of eligibility and cost assessment is in progress.]
The Welfare Committee recommends the followings goals for the 2007-2008 academic year:

- The Committee should review all matters that pertain to the welfare of faculty at WVU. [A possible new item is establishing a more regular system of co-ordination of the WVU Spring Break with the Monongalia County Board of Education and the County K-12 spring break.]

- The Committee should discuss ways to implement a regular and routine system of soliciting input from faculty regarding their opinions and concerns about current welfare issues. Other universities and their faculty senates employ survey instruments that might prove useful on the WVU campus.

- The committee should continue to review implementation of the Campus-wide Wellness Program.

- The Committee should continue to seek strategies that will contain and even reduce PEIA premium costs. This effort would involve regular discussion with Human Resources as this unit develops new strategies for personnel benefits plans.

Respectfully submitted,

Stanley H. Cohen
Chair, Welfare Committee