

Salaries & Benefits Committee 2013-2014 Report

1. Allyson Mower, Senate President, proposed Patricia Eisenman as chair for 2013-2014. All members in attendance at the first committee agreed.

Topics Covered During 2013-2014

2. The Senate Executive Committee requested recommendations from all Senate committees on the best way of incorporating career-line faculty. The Salaries & Benefits committee sent forth the following proposal to the Executive Committee:

“The Salaries and Benefits Committee consists of six members of the faculty (consisting of both career-line and tenure-line faculty), elected by the Academic Senate to serve for three-year terms. The terms of two committee members shall end each year on June 15, and the terms of newly elected committee members shall begin on June 16. Members of the committee shall represent the university faculty as a whole and not any particular area or college. The Chief Human Resources Officer shall be an ex officio nonvoting member of the committee.

The Salaries and Benefits shall function in a research and advisory capacity and shall report to the Senate and from time to time make recommendations to the Senate on matters relating to sabbatical leaves, salaries, salary schedules, cost of living, faculty retirement plans, annuities, health and life insurance, and other benefits. The committee shall not, however, exercise budgetary or administrative powers in relation to these subjects. The committee shall advise the administration on matters pertaining to salaries and benefits and report the advice they gave to the next regular meeting of the Senate.”

3. The Salaries & Benefits Committee met to participate in a very general conversation about the proposed changes in the Medicine Parental Leave Policy 8-002. Dr. Carrie Byington (Vice Dean Academic Affairs and Faculty Development for School of Medicine) spoke to the committee regarding the School of Medicine Parental Leave Policy. This policy is separate from the main campus policy. The old policy was not clear on paid benefits and variations in how policy was administered across departments. The new policy has been compared against our peer schools in the Pac 12 and with other high profile schools. The major changes include six week paid parental leave for all faculty (tenure-lined and career-line) at .75 FTE or greater. The six week salary is based on NIH cap, currently at \$177,900 per year. Although this cap is not the mean of salary, this is higher than the current policy. This change in policy will allow for the use of grants fund to help pay for parental leave. In addition, if the spouse/partner is also employed by the School of Medicine the new policy will allow for a five day or one week leave. IPC has reviewed this policy. It was agreed by all members to support this policy change and a

letter of support from Salaries and Benefits Committee was sent to Dr. Byington.

4. Several meetings were devoted to consideration of possible methods for helping faculty and staff to better understand fees associated with Mutual Funds in faculty and staff retirement portfolios. Dr. Mike Cooper, a professor in Finance and committee member has been involved in research focusing on equity returns predictability, related data-snooping issues, and the behavior of mutual fund investors. Although no definitive plans have been established, a goal of the committee is to establish an on-line presence that would allow faculty and staff to better understand the index fund fees that can substantially impact returns on investment.

Salaries And Benefits Committee
20133-2014

Amy Bergerson Associate Professor	338 MBH (801) 581-6714	Amy.bergerson@utah.edu	2015-2016
Mardi Clayton Associate Professor	5145 Nursing (801) 585-5372	Margaret.clayton@nurs.utah.edu	2015-2016
Mike Cooper Professor	214 KDGB (801) 581-7463	finmc@business.utah.edu	2014-2015
Patricia Eisenman Professor	239-C HPER N (801) 5817929	Patricia.eisenman@hsc.utah.edu	2013-2014
Jeff Herring Chief Human Resource Officer	420 Warkara Way (801) 585-0928	Jeff.herring@utah.edu	Ex-officio member
Lien Fan Shen Assistant Professor	Art Building (801) 585-7673	Lienfan.shen@utah.edu	2015-2016
Edward Zamrini Associate Professor	650 Komas (801) 585-9989	Edward.zamrini@hsc.utah.edu	2014-2015
Allyson Mower Academic Senate President			