

## **Faculty Benefits Meeting**

March 2, 2016

SU 108 3:15 p.m.

**Members in Attendance:** Debbie Patten, Kimberly Allen-Kattus, Emily Shifley, John Farrar, Marius Truta, Ben Martz, Kajsa Larson, Jackie Wroughton, Stephanie Hughes, David Dunevant, Deb Engel Chilcote, Matthew Zacate, Melissa Moon, Justin Yates, Perry Bratcher

### **Call to order**

Adoption of the Agenda

Approval of the Minutes of the February 3 meeting with two corrections,

1 formatting correction page one under Business, p. 2 regarding health benefits survey typed as 3 questions, but actually only 2 questions.

One further note: regarding members present;  
Justin Yates was present at the February meeting but his name was left off of the list of members present.

### **Announcements:**

Health Benefits Survey went on line. Benefits members were encouraged to remind their colleagues to participate.

Hopefully the Survey can be reviewed by March 8 in time for bid proposals.

After collation of written responses. We will collect information during review

### **Business**

Grant Awards money

In 2015 = Provost gave additional 12,000 dollars

In 2014 provost gave \$4000. Additional dollars

Question: Should we increase amount of awards or increase the number of recipients?

Question: How much of an increase should be requested?

**Note** was made that travel absorbs most of the money

**Note** was made there were a low # of applicants

Suggestion was made that the low number of applicants might be the result of the fact that there was little money available for grants in comparison with the amount of work necessary to produce the proposal.

It was further suggested that the small amount of money available with the awards might not only deter applicants but also adversely affect quality of those that were submitted, hence quality and quantity affected by low dollar amounts of grants

Noted that \$6000.00 was supposed to be the amount awarded individuals though some applicants requested less.

Suggestion was made to link the dollar amount to a percentage like the formula used for sabbaticals.

Faculty might be polled as to whether they would support more money to grants and summer fellowships.

Suggestion was made to have Faculty Development Fellowships mirror ratios used for Sabbaticals

Perhaps money could be a % of salary

It was noted that the salary disparity might make this unfair

Should the limit be \$6000.00 or \$7000.00?

Project Grants 75 K

Development 90 K

Suggestion was made to find out where funding is and ask for part of it.

Suggestion 10% @ 7500. 00 for project grants

Look at what was lost in inflation index between 2009 and 2010 with Benchmark

Ask faculty how much they might need?

Suggestion model after Cinsam \$12,000 to \$13,000 for single applicants

\$18,000 for group applicants.

Noted that it would be necessary to justify request.

It was proposed that no upper limit should be asked, rather ask for what you need and then justify it.

Matthew will investigate what they might have available in Budget for increase of Project Grant dollars.

**Tuition Waiver report:**

Between 2014 and 2015 130 faculty and staff took advantage of Tuition waiver  
75 faculty and staff took advantage of tuition waiver during the summer

no numbers yet on dependent's use of tuition waiver as the person who has that information has been out of the office.

In terms of setting limits based on time worked, it was pointed out that this was not possible

State statute sets rule that state employees eligible for max 6 credit hours waiver.

It was further noted in contrast to other Kentucky universities NKU's policy most liberal

Fewer restrictions

Recipients do not have to pay back money if they drop or fail the course

Noted that at present NKU is investing millions into tuition waiver.

Little chance of an increase in hours because of the potential loss of tuition dollars to the university.

Meeting Adjourned

Respectfully submitted

Kimberly Allen-Kattus