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DOC 1998-02 Tuition Exchange Program, Benefits, and Severance Package

University of Dayton. Faculty Affairs Committee

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PROPOSAL TO THE ACADEMIC SENATE

TITLE: Tuition Exchange Program, Benefits, and Severance Package

SUBMITTED BY: Faculty Affairs Committee of the Academic Senate

DATE: March 27, 1998

APPROVED BY: Academic Senate

ACTION IS: Consultation

REFERENCE IS: Faculty Handbook, Pg. 48

DESCRIPTION OF PROPOSAL:

The document asserts the positions taken by the Faculty Affairs Committee in favor of the tuition exchange program, in opposition to current University limits on benefits support, and in support of early severance levels being the same whether faculty were on full employment or phased retirement.

1998-- FACAS Committee Actions moved forward to the Executive Committee--

The Faculty Affairs Committee of the Academic Senate unanimously passed the following motions:

The committee supports implementation of a tuition exchange program as a five-year experiment to be supported out of discretionary funds.

The FAC opposes the University plan to set a fixed dollar amount of University contribution to retiree health care and endorses sustaining a quality level of health care for retirees consistent with current standards.

On March 13th, 1998, the FAC reaffirmed the committee's Dec. 4th, 1997 motion* (see below--concerning medical insurance for active employees and tuition remission benefits) and requested that the Executive Committee consider appropriate action.

The FAC supports the concept that the early severance calculation for faculty participating in phased retirement should be based on 100% of the salary of the person's last year of full-time service.

*Dec. 4, 1997

In principle, the Faculty Affairs Committee of the Academic Senate is opposed to reductions in the benefits portion of faculty and staff compensation. We have serious reservations about the substantive content of "Recommended Benefit Plan Changes for FY98-9" which was circulated to the ELC on November 11, 1997. We believe that the University's contribution to medical insurance for active employees should at least remain constant in real dollar terms. (This means that the University should increase their contributions in absolute dollar terms at the same rate that the cost of living is increasing in the United States.) We also believe that tuition remission benefits should not be reduced for any employees.