

FACULTY/STAFF WELFARE COMMITTEE

Meeting Minutes

November 11, 2009

I. Call to Order:

The regular meeting of the Faculty/Staff Welfare Committee was called to order at 3:00 p.m. on November 11, 2009 in the Guillot University Center, Room 206 by Kari-Kay Harp.

II. Members Present:

Present members were: Kari-Kay Harp, Nick Mauriello, Janice Myhan, Mike Thompson, Rick Lester, Jami Schepman, Richard Statom, Birdie Bailey, David Shields, Steve Smith and Catherine White. Members not in attendance were: Glenda Richey and Julie Yates.

III. Guest Speakers/New Business:

Dr. John Thornell, Mr. Mike Hunter and Ms. Becky Price were invited to speak about the benefits of a Flexible Spending Account (FSA). Dr. Thornell distributed a handout explaining the positive aspects of the FSA. The handout showed the savings of \$1,050 for an individual in the 35% tax bracket who declared \$3,000 of annual FSA. Dr. Smith commented that employees in the lower tax brackets would see lower possible savings. Mr. Hunter added that FSA is very common in the Huntsville area and that without FSA an employee would need to accrue medical expenses of 7.5% of income to declare them on annual taxes. Copies of Blue Cross's plan were distributed and Dr. Thornell recommended that UNA include the opportunity for employees to use FSA.

IV. Approval of Agenda

The agenda was unanimously approved as distributed after our invited presentation.

V. New Business Continued

a. Review of Committee Charge - Ms. Harp questioned the parameters of the word "monitor" in our committee charge. Does this group do more than monitor? Do we need

to change the word? Dr. Statom suggested that we review the new Shared Governance document and see how our committee fits into the whole system and then go back and work on the language of our charge. Ms. Harp was a 2nd to this motion.

b. University Tobacco Policy – It was agreed that we would look at this policy after Shared Governance does. It was also agreed that we should consider this New Business only after we clarified our committee charge at the next meeting.

c. Employee Recognition Award – While there was general discussion about the merits of a personal parking space issued with this award and the need for this award to equate to faculty awards, it was also agreed that we should consider this New Business only after we clarified our committee charge at the next meeting.

d. Combination of Faculty and Staff Handbooks – It was noted that the provost is in charge of the faculty HR issues and the committee discussed the possibility of a combined manual that contains the same policies for both faculty and staff. It was also agreed that we should consider this New Business only after we clarified our committee charge at the next meeting.

VI. Old Business

Dr. Statom motioned to extend all New and Old Business as Old Business for the next meeting pending the reconsideration of our committee charge. Ms. Harp was a 2nd to this motion.

a. Hepatitis B Vaccines – Extended to 12/02/2009

b. Donated Leave Bank – Extended to 12/02/2009

c. Student Recreation Center Proposal for Reduced Fees – Extended to 12/02/2009

VII. Adjournment

Meeting was adjourned at 4:40 p.m. The next general meeting will be at 3:00 p.m. on December 2, 2009 in the Guillot University Center, Room 206.

Minutes submitted by: Nick Mauriello, Vice-Chair