Annual Report and Recommendations of the Faculty Welfare Committee, 1959-60

I. Function.

To advise the Faculty on such matters as pertain to sick leave, credit union, group insurance, retirement and all other matters of faculty welfare in addition to the above which are not handled by other university committees. (UW--M FM 4/11/57; FD 5)

II. Activities during the 1959-60 academic year.

A. During the larger part of the academic year the committee has been engaged in the study of a number of items of faculty welfare in terms of justification and implementation. While the studies have not been completed, the committee believes that the faculty should know the various subjects under consideration. They are:

1. The desirability of extending travel expense allowance for purposes of recruitment of new personnel and a limited amount of audience participation at professional meetings. Limited audience participation was envisaged as meaning university payment of expenses for say one person annually out of a department of 10. According to this formula, a 5 man department would be allowed to send one of its members to a professional meeting once every two years.

2. The possible recommendation that faculty grievances be sent to the Welfare Committee for investigation and disposition.

3. The critical need for additional secretarial help in a number of departments.

4. The need for additional student help in some departments.

5. Greater financial encouragement for research activities. This might take the form of an expansion of the present grants which are made on an annual, semester, or summer basis. Possibly the question of a sabbatical program should be reopened.

6. The desirability of more clarification of criteria which are considered in awarding research grants.

7. The desirability of university payment of premiums for various insurance programs.

8. The desirability of fee exemption for enrollment in university courses by faculty, spouses, and children.

9. Permitting faculty to receive free physical examinations from the University medical service.

B. A group of faculty and staff members desired to establish a UW--M Credit Union. It was thought desirable to have faculty approval before carrying out these plans. The Faculty Welfare Committee was asked to be the channel to bring the
matter before the faculty. On March 10, 1960 the faculty voted "that the Faculty Welfare Committee prepare a prospectus on the proposed credit union and present it to the faculty and staff."

C. The committee canvassed the faculty to determine the potential demand for faculty rental housing of the type in the apartment building on the northeast corner of Kenwood Boulevard and Downer Avenue. Returns indicated almost enough faculty members, at present, would be interested in this housing under assumptions of tax exemption and low depreciation. The administration is giving further study to these financial aspects of the proposal.

D. Members of the committee rendered informal advice with respect to the group health insurance programs instituted early this year for state employees.

III. The Committee recommends that the studies listed in II. A. above be completed as bases for possible future committee recommendations.

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