INTRODUCTION: The Faculty Welfare Committee met officially thirteen times up to the Spring recess. Individual conferences, surveys, study, and report assignments were also carried out between meetings by the very cooperative committee members. Everybody contributed.

Because of the concerted work of the members, several projects that were started in 1962 - '63 and 1963 - '64 were completed, and three new projects were undertaken this year. The summary and the report which follow describe these various activities. Recommendations for the improvement and the correction of problems have been submitted to the Administration or are presented herewith for faculty approval.

I. Summary of Special Problems Investigated by the Committee

A. The Faculty Handbook: Because of strong recommendations from the two previous committees, requests for this needed guide were continued. Administrative approval of the project was obtained, and Vice Chancellor Vevier gave the special assignment to Mrs. Jean Holzhauer; thus we can expect The Faculty Handbook soon to become a helpful manual of much important data. The Welfare Committee is available for guidance and counsel on the contents of the Handbook. The committee hopes to check it before publication.

B. UWM Nemo: A weekly publication for better communication has been requested through Dr. Vevier's office and has been approved. Publication will begin after The Faculty Handbook is completed.

C. Blood Bank: The Medical Office asked this committee to determine whether the faculty wished to continue and maintain the UWM Blood Bank. Pledge cards were distributed at the February 11th faculty meeting, and also to staff members and faculty members who did not attend the faculty meeting. Since we did not obtain the 200 donors required to have a mobile unit come to the Campus, the drive was again cancelled. Individual members may contribute at the Milwaukee Blood Center.

Miss Ehlers reported that 70 faculty respondees would have contributed. Another 51 were interested but unable to contribute. Only 20 students volunteered along with 9 staff members - a total of 99 possible donors.

Next October a final canvass will be made. This will be the last opportunity to help if the Blood Bank is to be continued at UWM!!

D. Funds for Long-term Illness: A further attempt to provide a more uniform procedure for hiring temporary staff members was made as a follow-up to last year's committee study. Some unassigned funds are needed to employ substitute teachers when a staff member is unable to meet his classes over an extended period of time. A problem case was investigated by the committee during the first semester. However, further study was deemed necessary, and a committee recommendation appears later in the Report on Fringe Benefits.

E. Facilities for Faculty Rest Room Areas: Because several members of the faculty have called the attention of the Faculty Welfare Committee to the fact that in cases of serious illness or needed rest periods there seem to be no adequate rest room facilities on campus for such emergencies, the Welfare Committee decided to look into the matter. After a careful survey of the rest-room and lavatory situation in all major buildings of the campus, it was discovered that provision for
such rest-room facilities has not been given much thought heretofore and that present conditions leave much to be desired. Only in three buildings on campus - Sabin, the Fine Arts Building, and Mitchell - was there any sort of provision in the way of couches, cots, etc., for rest or emergency illness; and even in these three instances such provision had been made only for women faculty and staff. (Since the taking over for office space of the Men's Rest Room off the Faculty Lounge in Mitchell, there is no similar facility at present on campus for men.) In some buildings even lavatory and washroom space is unsatisfactory - particularly in Pearse and Merrill Hall.

The Faculty Welfare Committee, therefore, makes the following recommendations to the Administration to be implemented with all due speed:

1. THAT IN THE CONSTRUCTION OF ALL NEW CAMPUS BUILDINGS A SMALL LOUNGE AREA IMMEDIATELY ADJACENT TO THE LAVATORY BE PROVIDED FOR IN THE BUILDING PLANS -- ONE AREA FOR FACULTY MEN AND ONE FOR FACULTY WOMEN. (SUITABLE MODELS FOR SUCH REST AREAS ARE ALREADY TO BE FOUND IN THE WOMEN'S FACULTY REST ROOM, SECOND FLOOR OF THE FINE ARTS BUILDING, AND THIRD FLOOR OF SABIN -- SINCE BOTH OF THESE OCCUPY A MINIMUM SQUARE FEET OF FLOOR SPACE, ARE CONVENIENTLY ADJACENT TO PLUMBING FACILITIES, AND OFFER SPACE ENOUGH FOR A COUCH AND A CHAIR.)

2. THAT IN THE INTERIM, SUITABLE SPACE -- WITH REST FACILITIES -- BE SET ASIDE IN THE HEALTH CENTER (ONE ROOM FOR FACULTY MEN AND ONE FOR WOMEN) IN THE PRESENTLY UNFINISHED AREAS OF EITHER THE BASEMENT OR THE SECOND FLOOR.

3. THAT SPACE ALLOTMENTS SIMILAR TO THOSE CITED IN THE FINE ARTS BUILDING OR SABIN BE SET ASIDE IN OTHER BUILDINGS ALREADY ON CAMPUS, AS SOON AS SUCH ARRANGEMENTS CAN BE COMPLETED.

F. Facilities for Faculty Dining and Lounge Areas: Mr. Robert Howard, chairman of the subcommittee of the Faculty Welfare Committee, reports their findings and recommendations as developed at the present time. Briefly stated, there is a strong feeling that present facilities will not meet adequately future needs and that planners have tended to overlook the requirements of the faculty in their concern for providing instructional space for students.

There are several alternatives, the best of which seems to be faculty dining and lounge facilities in the proposed new Union addition. The Union offers a centralized location and the most economical concentration of equipment, service and personnel. Increasingly, the Union has become a focal point for social and intellectual activity on the campus. A faculty dining and lounge area can serve the following needs and functions:

1. Provide a social meeting place for faculty, new and old, from the various colleges, schools, and departments.

2. Provide a quiet pleasant environment for luncheon and snack time.

3. Serve as a place where prospective faculty members and visitors may meet department members and be made welcome.

4. Provide a space for faculty-community committees and groups to meet before, during or after the noon hour.

5. Provide space for faculty rest and quiet recreation.
6. Provide a private emergency area for someone suddenly ill and in need of a place to lie down.

On the basis of the sub-committee study and report, the Faculty Welfare Committee recommends that the faculty support the following request:

THAT THE ADMINISTRATION AND THE CAMPUS PLANNERS INCORPORATE A FACULTY DINING AND LOUNGE AREA IN THE NEW UNIVERSITY UNION ADDITION.

II. Fringe Benefits:

The UWM Committee referred the study of University fringe benefits to the Welfare Committee. Dr. Mark Ingraham was invited to present the findings on these problems from his recent book "The Outer Fringe" at the February 11, 1965 Faculty Meeting. This accented the Welfare Committee's previous decision to study this area. Findings and recommendations about four types of benefits judged by a survey of the faculty to be the most important ones at this time are presented in the balance of this report:

A. Sabbatical Leaves
B. Out of State Travel Expenses
C. Funds to Cover Long Term Illnesses
D. Insurance

Another important problem about a vital fringe benefit arose during the second semester when a legislative committee considered revisions of the state retirement system. These changes will apply to University faculty members and are described as they are written at the present time in the last part of this report. Faculty members will be asked to choose between the old and the new plans (if approved) by April 1, 1966.

A. Sabbatical Leaves

In the study of a periodical leave system at UWM, some sources (1) consulted indicated that a sabbatical system was greatly needed while other sources favored concentrating all leave monies in a strengthened research grant program.

UW has a comparatively liberal research grant system administered by an all-university committee through the graduate school. It has no sabbatical leave system. During the current year approximately $2,000,000 was used to further research through Salary Support Grants and Grants in Aid. About 55% of this money was awarded to scholars at UW and 45% to scholars at UWM. Many worthy projects had to be turned down because of inadequate funds.

1. Arguments given for continued concentration on research grants at UWM

a. A liberal research grant system is a valuable inducement in recruiting young active scholars and artists. Younger faculty appear to gain most from the research grant system.

(1) Sources of information: Administrative and faculty opinion, and "The Outer Fringe."
b. The research grant system is flexible. Funds can be repeatedly granted where they are needed to insure the completion of promising studies. Successful projects feed additional funds back into the system through patents held by the Wisconsin Alumni Research Fund.

c. Fears were expressed that the legislature might be less inclined to budget money for research and for salary increases if it were also asked to support an expensive sabbatical leave program.

2. Arguments given for instituting a sabbatical system at UWM

a. The existence of a sabbatical system would be a valuable aid in recruiting new faculty. It would also be useful in preserving and strengthening the qualifications of the older and tenured group on the faculty.

b. The present research grant system tends to discriminate against faculty members whose first commitment is to teaching and to university and community service. These faculty members also need time to remain in touch with developments in their fields and to consider new programs. In this way a sabbatical system might directly improve teaching and student service.

c. The research grant system is said to favor laboratory and studio projects and discriminate against projects in the fields of behavioral science and education. Such projects might be favored through a sabbatical system.

The committee is not yet ready to make recommendations about sabbatical leaves or other leave systems. It will continue to gather information and to study the problem.

B. Out-of-State Travel Funds

<table>
<thead>
<tr>
<th>Purpose</th>
<th>Attendance Participation</th>
<th>Basis</th>
<th>Choice</th>
<th>Travel or Rm. and Bd.</th>
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<tbody>
<tr>
<td>Letters &amp; Science</td>
<td>X</td>
<td></td>
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<tr>
<td>School of Education</td>
<td>X</td>
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<tr>
<td>Fine Arts</td>
<td>X</td>
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<tr>
<td>College of Applied Science &amp; Engineering</td>
<td>X</td>
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<tr>
<td>Division of Commerce</td>
<td>X</td>
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The preceding is a very brief table indicating the fundamental similarities and differences in the various Schools, Colleges, and Divisions. These provisions depend on size of the unit, available funds, and philosophy of the members. The committee believes that this autonomy should be maintained.

However, the committee suggests(2) that the following recommendations be given strong consideration by the appropriate administrative groups:

1. Make more money available for out-of-state travel support but that it be taken out of other sources than the supplies and expenses budget.

2. Liberalize the policy regarding funds for people attending, or only having minor participation in, societies, conferences, conventions, etc.

3. Re-evaluate the soundness of allocating funds for recruitment out of this budget. Provide a separate fund to bring a prospective candidate to the campus.

4. Request that the University make available station wagons for out-of-state travel, within a reasonable distance (300 miles or less) to accommodate more people at the same mileage expense.

5. Re-evaluate the 7c per mile reimbursement on car travel. At least a 10c minimum would be more realistic in terms of actual cost.

6. Re-evaluate the regulation of the governor's approval as necessary "redtape" in the requests.

7. Consider the possibility of making money available in advance.

8. Re-consider the unrealistic regulation against tipping.

C. Funds to Cover Long Term Illness

At the University of Wisconsin there is no formal policy to cover temporary disability due to illness or accident but rather a generous policy where colleagues assume added duties to cover the class assignment of the absentee. This was found to be the policy in about 60% of the Universities and colleges surveyed by M. H. Ingraham. "There is some faculty pressure for a more definite sick leave policy, although in actual practice it could hardly be more generous than the informal one now followed." - a comment added to a questionnaire cited by M. H. Ingraham. However, the faculty members who absorb the extra work are often overloaded for a long period of time.

If there is sufficient faculty interest, long term group disability insurance might be suggested for evaluation by an appropriate committee.

The Faculty Welfare Committee recommends faculty concurrence on the following:

THE ADMINISTRATION SHOULD TRY TO PROVIDE SOME UNASSIGNED FUNDS TO EMPLOY SUBSTITUTE ASSISTANCE FOR A FACULTY MEMBER WITH A LONG TERM ILLNESS OR DISABILITY IN ORDER TO MINIMIZE THE LOAD ON OTHER FACULTY MEMBERS.

(2) These suggestions stem from the faculty questionnaire, discussions with Deans, committee study, and Mark H. Ingraham's book, "The Outer Fringe".
D. Insurance Benefits

The University has two kinds of insurance which are provided for faculty welfare. Details of these plans are reported in Faculty Document 294, February 11, 1965. Further information is available from Dr. Jaworski, Personnel Director, and Mr. McGaskey, Payroll Officer.

1. Health Insurance:

Employees of the state may become members of the Associated Hospital Service, Inc., and the Wisconsin Physicians Service for hospitalization and surgical-medical protection. Full payment of all surgical charges covered by the contract are guaranteed by W.P.S. No faculty over-charges need to be paid. The faculty member (and other state employees) must be members of one of the State Retirement Systems for six months before they can be enrolled in the health insurance plan. This latter provision is probably unnecessarily severe for faculty members who usually contract for one to three years of service, but it can only be changed by legislative action.

Major medical coverage is provided by two sources giving the employee a choice:

a. Wisconsin Physicians Service - Blue Shield

A number of the faculty members feel that less expensive coverage should be investigated, the state should absorb most or all of the costs of the protected, and the six-month waiting period should be eliminated.

2. Life Insurance:

All faculty members have two insurance policies available to them:

a. State Group Life Insurance (voluntary) provides $1000 of term insurance for each $1000 of salary. Employee presently pays about 68% of the cost. (E.g. a person with $10,000 salary would be charged $4.00/mo. for $10,000 worth of term insurance up to age 40; thereafter the same amount of insurance would cost $6.00/mo.)

b. University of Wisconsin Employees, Inc., Group Life Insurance (voluntary) for $3000 worth of insurance at a cost of $0.92/mo. up to $4.62/mo., depending on age.

A third insurance, Faculty Association Group Life Insurance, is required of all male faculty members only at $12.00/yr. The amount of the insurance varies according to age (less as member gets older) and actuarial experience.

3. Liability Insurance:

Since July 12, 1963 the state has provided liability coverage for University employees. It protects the faculty members against:

- Libel-slander suits
- Malpractice
- Bodily injury
- Property damage
Protection against senseless suits is also provided. Court costs are included.

A number of faculty members believe that regular insurance should also be included in the program, that the state contribution toward these benefits should be increased, and that the faculty members share should be reduced or eliminated.

RECOMMENDATIONS:

The UWM Welfare Committee recommends that:

1. THE FACULTY REQUEST THAT THE ADMINISTRATION WORK TOWARD BROADER HEALTH INSURANCE PROVISIONS.

2. THERE BE INCREASES IN GROUP INSURANCE PLANS WHICH WOULD PROVIDE AT LEAST TWICE AS MUCH INSURANCE AS A PERSON EARNED PER YEAR.

3. THE PAYMENTS SHOULD GRADUALLY BE ABSORBED BY THE STATE SO THAT THE EMPLOYEE'S SHARE CAN REMAIN AS PART OF HIS TAKE-HOME SALARY.

4. IT BE STRONGLY URGED THAT THE SIX MONTH WAITING PERIODS PRESENT IN SOME OF THESE PLANS BE ELIMINATED FOR FACULTY MEMBERS AS SOON AS POSSIBLE.
AN ADDENDUM TO THE WELFARE COMMITTEE REPORT ON FRINGE BENEFITS

The legislature has considered changes in the State Retirement Systems as suggested by the State Retirement Research Council of the State Legislature.

The following changes have received the most support. They are designed to provide more money for retirement and disability payments, but the expense of such a program has cut into death benefits and vesting of funds. It will also cost each faculty member 2 1/2% more above the first $4800 (soon $5600) of his salary.

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<th>Benefits</th>
<th>Present Plan</th>
<th>Proposed Plan</th>
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| Annuities (Retirement payments) | Money purchase - including a variable annuity. This has been paying about 35% of a person's average high salary (for five of his last ten years of employment) as a yearly retirement benefit. | Formula plan. \[ F = \frac{6}{7} N S + \frac{3}{7} N \% E \]  
\[ N = \text{number of years} \]  
\[ S = \text{salary} \]  
\[ E = \text{social security} \]  
This would provide 50 - 60% of the faculty member's average high salary during five of his last ten years of employment as a retirement benefit. |
| Death Benefit                | State and Individual deposits to his heirs.                                  | Individual's deposits only to his wife or children.                           |
|                              |                                                                              | After 60 a formula payment provides more.                                    |
| Disability Annuity           | $100/mo. when eligible (5 Yr.)                                               | Formula plan. Often provides 50% of salary when eligible (5 yrs.)             |
| Vesting (Upon leaving state employment) | If left in fund can purchase an annuity after age 50 with State and individual deposits. | Can get annuity with individual deposit plus a share of the formula. (Little when young - increases with age.) |
| Variable                     | Member can assign 50% of his fund to growth stocks. Has had good experience up to the present. | Essentially the same, but modified as to past gains. Some gains will be siphoned off to pay the retirement fund needs. |
| Dividends on Fixed Annuity   | Money from more stable stocks and bonds now is paid into member's account. | ? Not sure.                                                                  |

Cost:
- Individual: 4 1/2% of salary
- State: 4 1/2% of salary

4 1/2% of \( S + 2 \ 1/2\% \) above soc. sec. maximum
Sum sufficient to keep fund actuarially sound. Exact amount will be up to State Retirement Board. However, individual will put in more than the state will contribute. (However, the additional share contributed by the state for the first year will actually amount to about $5,000,000.)
Timetable:

If passed, teachers will have the features of the law presented by the State Teacher's Retirement Board by January, 1966. Teachers decide to join or not by April, 1966. The plan will begin July, 1966. New faculty members will come under the new bill - no choice.

Mr. Ingraham believes that the bill should be improved before it is passed. Companion retirement bills for state employees, judges, and legislators will be included. Eventually it is hoped that a separate plan for the University Faculty will be set with the Teachers Insurance and Annuity Association (T.I.A.A.) which can provide a better retirement plan for teachers than we have now or will have in the new bill.

Mr. Bicknell, University actuary, considers this bill but the first part of general improvements which will be effectuated in succeeding years.

"While this is not a model bill", said Mr. Bicknell, "the deficiencies are so out in the open that they will be corrected."

"The state will probably contribute about 6 1/4%, and this is a step forward toward T.I.A.A."

Mr. Clodius believes some parts of the bill should be strengthened now or soon. He directs attention to bill 1728 which would cause the state to pick up the employees' tab for retirement payments.

On April 12, 1965, the Faculty Retirement Association, of which we are all members, (attended by Sweetland and Schoeller) passed the following resolution:

"A good retirement bill should be built at least in part on these principles:

1. All funds should be vested in the individual member's account.

2. All state and individual funds should accrue to survivors as a death benefit.

3. The minimum state contribution should be sufficient to match or surpass the employees contribution.

The administration is urged to seek such necessary improvements in the bill so as to coincide with these principles."

Committee:
Eunice Bonow
Fern Ehlers
Marie Merkel
Ruth Milofsky
Harriet Sweetland
Arthur Schoeller, Chairman