I. Function of the Committee

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.

II. Activities and Recommendations

The committee aided the Codification Committee in the restructuring of the Faculty Welfare Committee and the definition of its functions.

The committee consulted with the Faculty Lounge Committee and supported that committee's plan for improving the lounge facilities in Mitchell Hall and extending faculty and staff use of that lounge.

The committee reviewed and discussed the report and recommendations of the Special Committee on Fringe Benefits, presented to the University Faculty Assembly April 15, 1970 (UFA Document 49). It endorsed the specific recommendations made in that document and makes the following recommendations to the Committee on Fringe Benefits and to the UWM Faculty (see also Business Still Pending Recommendations, below):

That to item 3, UFA Document 49--"Increased opportunities for leaves of absence, related to the amount of continuous teaching service, as well as the research to be undertaken"--be added provision for a program of sabbatical leaves, during the summer or the regular academic year or both.

That the Fringe Benefits Committee and the UWM faculty and administration give careful consideration to the report of the Madison chapter of the AAUP on the "fringe benefit" situation of the faculty of the University of Wisconsin, in comparison with situations in competing institutions.

The committee discussed ways of improving the facilitating liaison between retired faculty members and UWM and makes the following recommendations, which include and supplement practices already established:
That the retired faculty members be on mailing lists for information about such university functions as union-sponsored programs, concerts, and public lectures, and that retired faculty members be admitted at faculty rates.

That UWM departments send to retired members notices of pertinent lectures and invitations both to general departmental social functions and, where feasible, to special functions such as entertainment for visiting professors or new faculty members.

That UWM departments provide office space for retired members, where space permits and when such space is desired and would be used.

That retired faculty members be encouraged to use departmental and University facilities for study and recreation.

That retired faculty members be granted free use of the library and be eligible for study and carrel assignments for special projects.

That retired faculty members be given free permits for use of unassigned spaces in faculty parking lots.

That a document specifically stating rights and privileges retained by or granted to retired faculty members be given each faculty member at the time of retirement and sent to those already retired.

III. **Business Still Pending**

**Recommendations**

Disability Insurance: The committee endorses the Fringe Benefits Committee recommendation, item 4, UFA Document 49: "Improvement of the present disability income provisions under the retirement system. This includes a less severe definition of disability, a shorter period of service to establish disability, and a higher percentage of salary upon disablement." The committee is continuing the investigation, initiated before the above document was issued, of plans for disability insurance which can be offered by various insurance companies for UWM faculty.

Group Auto Insurance: The committee will continue investigation of the advantages of group auto insurance for UWM faculty if faculty interest warrants.

Faculty Welfare Committee
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M. Gottlieb    A. Spitzbart
E. Kerr, Chmn.

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