The meeting was called to order at 12:21.

Members present: Terry Borg, Liz Guess, Deborah Haliczer, Brian May, Sue Mini, Gina Shannon, George Slotsve, Sherilynn Spear.

I. Approve Agenda (Shannon moved; Borg seconded). Approve (as amended) minutes from March 6, 2014 meeting (Shannon; Spear); passed unanimously (May abstaining).

II. Old Business:

A. Insurance and Benefits report (Guess)

1. What do we know about benefit changes in the new FY?

   Few significant ones will occur—changes in copays and deductibles, perhaps. A 4/22 meeting will provide the details. The good news is that no one will HAVE to make a change this year. There will be changes, albeit fairly small ones, to the vision-health coverage.


3. Pension Issues: April 24 SURS session; Retirement Application sessions; pension issues in general

   4/24 will be the date of a meeting (streamed on NIU TV) of employees. The 4/23 meeting the day before is for annuitants. There have been 8000 retirement counselling sessions by five SURS employees over the last year. SURS prohibits local campuses from counselling (i.e., HR cannot help SURS counsel, even if counselling is needed: as a measure of how much things will change with the adoption of the new system, note that refunds of over-contributions are going to take a hit.) Retirement application sessions are held twice a week. The committee discussed the June 30, 2104 date mentioned in a recent Presidential missive, “The Baker Report” —is it, then, significant? Answer: almost certainly. The question of how, after all, one retires also arose: 1. file your app. (sixty days before target date); 2. don’t resign until after a SURS session, though do go and have a (non-binding) chat with the chair. HR has been very, very busy dispensing this advice. Some discussion of related issues (such as rescinding a tendered resignation) ensued. The pension issue has
preoccupied HR all year. Some questions having to do with legal challenges to the new law were discussed. SURS has made available a master-list of the legal challenges now underway.

B. Annuitants Association report: (April 23, SURS session)

An open meeting is coming up 6/3, one at which a good synopsis of our current situation will be offered—not much to report right now.

C. Other benefit updates

D. Morale and workloads—What can we do about morale and workload concerns?

People are worried about “increments”; none is anticipated. Our “parlous state of funding” (Haliczer) has become widely recognized. Enrollment is down. A perfect storm has developed. Tuition is going up 2%; but dorm rates will be going down, thankfully. APAC has said it wants to push to even out paychecks (for example, so that folks are paid every 2 weeks instead of semi-monthly).

E. Salaries and increments update

Increments are not expected.

F. Dual Career issues

PCSW Research Committee wonders, given our crisis in hiring, why not use the dual-career deal as a way of recruiting? They will be proposing that we do. The Research Report, due the end of May, will address the question of hiring and retention and make the point that it’s not just a faculty issue—and not just a woman’s issue. It’s a recruitment issue, especially given the pension issues. Hence the proposal.

Would we (UBC) support such a proposal in principle? The PCSW-RC has asked. Answer: yes, we wish to encourage this line of thinking, and this plan sounds intriguing, if a necessarily a bit vague. Discussion tabled (Shannon; Borg) until the committee can review the final, approved proposal.

G. Other issues: None.
III. New Business:

   A. Members whose terms are ending: Bottiglieri, Shannon.

      UBC thanked Gina Shannon for excellent service for two years. Bottiglieri was not present and will be acknowledged by mail.

   B. Members who are appointed: Arado, Haliczer, Mini, Spear.

      Arado may be replaced. Haliczer, Mini, and Spear will probably continue.

IV. Next meeting:

   8/28? No, Thursday 9/4, at noon, probably. We will be choosing a chair.

Meeting Adjourned, 1:55 (Shannon; Mini).