

Minutes
Faculty Affairs Committee Meeting
December 10, 2008; 10:00 am; 1270 FAB

Present: K. Browne, S. Calkins (Administration Liaison), W. Crossland (Chair), A. Goodman (AAUP/AFT Liaison), J. Jarosz, L. Keashly, P. Kernsmith, K. Padmanabhan (Non-Senate), L. Romano (Policy Committee Liaison), M. Sengstock.

Absent with notice: C. McNath (Student Council Liaison), A. Popadic, R. Parnell, L. Puscheck, J. Wang.

Absent: S. Putatunda,

[Information added after the meeting.]

The meeting was called to order at 10:03 am.

1. *Approval of minutes of November 12, 2008.*

Approved

2. *Priorities for topics this year*

a) Mentoring, b) forum on retirement, c) behavioral issues in the classroom and d) the faculty club were prioritized highest to lowest, respectively, in the order to be covered by the FAC this year. Since the forum needs immediate planning, we will work on it in parallel with mentoring.

3. *Center for Academic Excellence in National Security Intelligence Studies (CAE)*

Although a joint committee meeting (Student Affairs, Curriculum and Instruction, FAC) had been scheduled for 12/11, the meeting was cancelled at the request of the CAE. The rescheduling of the meeting was still uncertain at the time of the FAC meeting. The FAC reviewed some possible questions to ask the representatives of the CAE, if and when the meeting occurs. [The joint meeting was later cancelled for December. Rescheduling will be attempted for January.]

4. *Forum on Retirement - financial strategies for retirement*

a. Date: Wednesday, February 25, 2009; snow date: March 4, 2009 [Confirmed]

b. Venue: Law school auditorium [Confirmed]

c. Format: Some members of the committee suggested that this year's forum should be restricted to experts on subjects such as: annuities, social security (when should you start?), health care choices, portfolio management, benefit law, reverse mortgages and others. Some expressed the worry that in this bad financial climate, the retirees' stories might be discouraging or that it might be hard to find people to talk about finances, a rather personal subject. Professors Romano and Calkins favored keeping retirees as part of the mix of speakers to put a human face on the issues of financial planning. They were curious about how people decided when to retire, what they did with their money after retirement, what strategies they used to preserve their money, when did they start taking social security payments, and what is it like psychologically to no longer have a salary. Committee members stressed the need to have retirees who were managing successfully. Some on the committee expressed the concern that having TIAA-CREF and Fidelity would promote their products. Prof. Kernsmith suggested inviting someone independent of TIAA-CREF and Fidelity. Prof. Calkins recommended a specific non-WSU retiree with expertise in money management who no longer had clients and was knowledgeable about TIAA-CREF as well. It was agreed that Fidelity and TIAA-CREF should be on the program because most of the faculty and staff have their retirement funds invested in those companies.

Health care in retirement will be addressed by the AAUP-AFT because of their work in this area over the years in contract negotiations. Professor Romano suggested they cover issues such as what does Medicare pay for, what do medigap policies cover, which policies cover drugs, are the policies portable from one state to another, are there other policies available through the AAUP-AFT? Professor Calkins thought they should also mention that other types of health coverage are available to retirees through the university including dental and vision care.

Professor Calkins will check with some deans to get suggestions of people who might be more financially knowledgeable and willing to speak. Professor Padmanabhan suggested Prof. J.T. Chen, Prof. Hori from Biology as possible speakers.

- d. Financial support for the venue, parking and recording will be provided by the Academic Senate. The Provost will be asked if her office will pay for refreshments. [Provost agreed to pay for refreshments]
- e. Participants will be:
 - 1. Three retirees
 - 2. TIAA/CREF representative
 - 3. Fidelity representative
 - 4. AAUP/AFT healthcare expert
- f. We will need two volunteers (other than Padu and Regina who did this last year) to carry microphones to audience members during the question/answer portion of the forum. [We will also need two volunteers to set up and take down tables and chairs]

5. *Mentoring (January 14, 2009 meeting)*

Professor Keashly noted that the Office of the Vice President for Research (OVPR) through academic development seminars has programs both for junior faculty seeking mentoring and for senior faculty who can provide mentoring. It would be interesting to know what their concerns and plans are for mentoring. The OVPR will be helpful in providing background on mentoring across campus because they are aware of mentoring activities in different departments. Professor Calkins will ask Freda Giblin, Director of Inter-Institutional Initiatives (OVPR) to attend. The committee will also invite Linda Roth (medical school Office of Faculty Affairs). [Both Dr. Giblin and Dr. Roth agreed to attend.]

6. *Security*

Professor Padmanabhan asked that we invite someone from the WSU police to talk to us about what security measures are in place for the campus, what plans are there for emergencies. Although not on our priority list we will try to work this topic in after February.

7. **Next Meeting: Wednesday, January 14, 2009, 10:00 - 11:30 am, 1270 FAB**

7. *Adjourn*

Adjourned at 11:07.

As approved at the Faculty Affairs Committee meeting of January 14, 2009