

Report from the University Senate - March 2019

Recent Senate Approved Proposals

- 2-19: Revision to Policy 104.1 Developing Academic Policy at MTU
- 4-19: Expanded Endowment for Graduate Support
- 8-19: Sabbatical Leave for Lecturer Track Faculty
- 10-19: Modification of Graduate Faculty Status in Faculty Handbook
- 11-19: Procedure for Review of Graduate Faculty Status
- 12-19: Establish a Policy on the Quality of Online Courses
- 14-19: Proposal to Shelve Certificate Program: Teaching English to Speakers of Other Languages (TESOL)
- 15-19: Proposal to Shelve Minor Program: Teaching English to Speakers of Other Languages (TESOL)
- 17-19: Proposal for a New Concentration in Data Analytics Within the B.S. in Accounting
- 26-19: Proposal for Graduate Certificate in Safety and Security of Autonomous Cyber-Physical Systems
- Seven Proposals Shelving Various Unused Academic Programs (Proposals 18-19, 19-19, 20-19, 21-19, 22-19, 23-19, 25-19)

Senate Proposals Pending

- 5-19: Revised Policy on Compensation of Senate Officers
- 10-19: Modification of Graduate Faculty Status in Faculty Handbook
- 11-19: Procedure for Review of Graduate Faculty Status
- 13-19: Proposal for Minor in Forest Biomaterials
- 16-19: Minor in Business
- 24-19: Proposal for a new Master's in Engineering Management
- 27-19: Proposal for Minor in Systems Engineering
- 28-19: Modify Class Start Times
- 29-19: Proposal to Reinstate (Unshelve) the Bachelor of Science Degree in Mining Engineering
- 30-19: Proposal for a Master of Science in Mechatronics
- 31-19: Chemistry Department Charter
- 32-19: Revision to Senate Policy 411.1: Graduate Certificates
- 33-19: Proposal for a Graduate Certificate in Mechatronics
- XX-19: Academic rank librarian appointments
- XX-19: Bi-Monthly Pay Periods
- XX-19: Enhance Retirement Benefits
- XX-19: Modification of TRIP Benefit

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- University support for the current defined contribution retirement plan has decreased by over (41%) in the past decade, and now nearly all peer institutions provide more competitive retirement plans.
- Staff and faculty wage increases have not kept up with inflation.
- The trend over the past decade has been to shift the increasing cost of benefits to employees.
- To attract and retain talented faculty and staff in the increasingly challenging environment of higher education, a broader, more inclusive perspective on benefits is needed.
- Constitute a University Benefits Planning Committee, comprised of elected individuals from across the various University constituencies, charged with reviewing, evaluating, and recommending strategies for benefits planning (see upcoming FBC proposal).

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Table 9. Medical benefit claims paid by Michigan Tech (fiscal year based on audited financial statements, net of employee premiums). (Source: *University Senate Financial Overview*, University Senate, Michigan Technological University, December 2018).

Fiscal Year	Actual Expenditure	Expenditure in 2008 Dollars
2008	\$13,875,743	\$13,875,743
2009	\$13,980,633	\$14,339,530
2010	\$14,310,670	\$14,302,470
2011	\$14,748,919	\$14,503,570
2012	\$15,735,827	\$15,034,420
2013	\$14,377,991	\$13,521,240
2014	\$12,498,807	\$11,571,370
2015	\$14,475,538	\$13,413,780
2016	\$13,333,124	\$12,188,150
2017	\$14,691,242	\$13,101,000

University costs related to medical benefit expenditures and total employee benefit costs to the University have declined over this period when adjusting for inflation, despite the continued rising cost of health care nationally (22.5% since 2001) and in spite of adding 12% more faculty and staff. This means that employees have absorbed the majority of rising health care costs.

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Table 10. Total employee benefit costs to Michigan Tech. (Source: *University Senate Financial Overview*, University Senate, Michigan Technological University, December 2018).

Fiscal Year	Payments for Benefits	Expenditure in 2008 Dollars
2008	\$35,802,819	\$35,802,819
2009	\$35,859,251	\$35,848,551
2010	\$34,709,950	\$33,811,795
2011	\$35,124,359	\$33,666,101
2012	\$37,803,478	\$35,204,191
2013	\$34,740,933	\$31,844,345
2014	\$34,132,400	\$30,800,231
2015	\$36,256,688	\$32,746,395
2016	\$36,428,782	\$32,456,176
2017	\$38,852,584	\$33,771,361