

Compensation and Welfare Committee Report

The Compensation and Welfare Committee met on September 7, 2021. We shared with the committee information received from the Benefits Advisory Committee regarding the 8.7% increase in health insurance premiums for coming year. Although several additions to the plan have been made, the premium increase appears to be much higher than increases in the industry. We will be collecting information on premium increases on other campuses in New Jersey to gauge the extent to which our increases are in line with other universities.

The committee discussed agenda items for the upcoming academic year. The top priority for the year will be total faculty compensation, particularly salary restoration and COLA increase in light of the substantial increase in the cost of benefits. We will be examining total faculty compensation including allocations for faculty development, merit pay that was suspended during COVID, TIAA/CREF contributions for stipend work, and other compensation items. We will also continue work on agenda items from last year.

Finally, the committee is bringing a resolution to the Senate for restoration of Tuition Remission for Doctoral Credits for SHMS Faculty hired prior to September 5, 2019.

Respectfully Submitted,

Sona Patel and Roseanne Mirabella
Co-Chairs, Compensation and Welfare