

**Request for Action: Salary and Benefits Committee 07-08**  
**Presidential Response: September 30, 2009**

There were eight charges for the committee:

- Continue to monitor salary equity assessment issues.
- Continue to monitor retirement plan investment options and plan performance in 2007-08.
- Promote and monitor the implementation of a financial planning benefit.
- Provide input on and monitor the impact of new ancillary insurance programs.
- Provide input on and monitor the implementation of a policy on parental leave for teaching faculty. This should include an investigation of how various academic units and other institutions handle these issues.
- Interest has been expressed in the option of Type B 10-month contracts for administrative faculty. This might be an attractive and efficient model for administrative positions that have primary duties during the academic year, in Student Services for example. Refer this issue to the Administrative Faculty Personnel Policies and Procedures Committee for 2007-08.
- Retirement benefits for faculty overloads.
- HSA's for health benefits (connected to med coverage).

Recommendations:

- The committee should continue to monitor salary equity assessment issues. The committee could be charged with a close look at the age/experience issue. However, due to the current leadership transition at HR it is questionable whether a satisfying resolution of the matter could be achieved.

**Presidential Response: Approved**

- The committee should continue monitoring retirement plan investment options and plan performance. It should also monitor and promote educational programs by, or sponsored by, the university.

**Presidential Response: Approved**

- The committee should monitor and promote HR's educational efforts with respect to this new and important benefit. If colleagues do not know about this benefit, or do not understand its importance, they cannot be saved from potentially disastrous investment decisions.

**Presidential Response: Approved**

- It could be worth charging the committee with a comprehensive review of the palette of insurance vehicles offered through HR. Are the rates competitive? Are the conditions favorable? Is the marketing transparent? The committee could then work with HR to optimize quality in ancillary insurance program offerings.

**Presidential Response: Disapproved. HR Doesn't offer insurance. Insurance plans are offered through the system.**

- Parental Leave Proposal: The complete proposal accompanies this report.  
**Presidential Response: Disapproved – See Parental Leave RFA**
- Should be a Type B 10-month contract for Administrative Faculty.  
**Presidential Response: UNR already developed contracts for 10 month periods.**
- UNR should consider introducing HSAs, mainly for the benefit of healthy and young as well as comparatively sick colleagues, but only with the condition that there is a strong educational component upon enrollment which makes clear to enrollees that they might be blinded by the seemingly highly favorable conditions of an HSA, but in fact might be losing money unless they are using the HSAs as a retirement investment vehicle in a manner which they are unlikely to be able to figure out by themselves.  
**Presidential Response: Disapproved. This recommendation would need to be made to the NSHE office. UNR cannot undertake this initiative on its own.**