

**B.C. FACULTY COMPENSATION COMMITTEE (FCC)'S    May 2003**  
**END OF YEAR REPORT TO FACULTY**  
**(REPORT #3)**

This is the end of year FCC report to the faculty for the 2002-2003 academic year. FCC report #1 on "Salary and Fringe Benefits" was submitted to you in the Winter term, and Report #2 on "Survey Of Faculty Attitudes Toward Governance" in March, 2003.

This report covers recent developments. Since March, the FCC had two monthly meetings with the Administration, one meeting with representatives of Metropolitan Insurance, and three planning meetings, or a total of six meetings.

**1. IMPLEMENTATION OF FACULTY VOTE FOR A FACULTY SENATE.**

As a result of the survey,(please see March FCC report, or [www2.bc.edu/~wallacej/FCC/FCChome.html](http://www2.bc.edu/~wallacej/FCC/FCChome.html)), the FCC established an ad hoc Task Force on a Faculty Senate (sub-committee of FCC) consisting of volunteers who have experience with B.C. and the subject:

Altbach, Philip	Prof., Education
Anderson, Ronald, S.J.	Assoc. Prof., Philosophy
Corsini, Louis	Assoc. Prof., Management
Heineman, John	Prof., History
Houchin, John H., Vice-Chair	Assoc. Prof., Theater
Iatridis, Demetrius	Prof., Social Work
Lawson, Alan	Prof., History Dept.
Madoff, Ray D.	Assoc. Prof., Law
McGowan, Richard, S.J.	Assoc. Prof., Management
Malec, Michael A.	Assoc. Prof., Sociology
Mott, Sandra R.	Assoc. Prof., Nursing
Olivieri, Rita J.	Assoc. Prof., Nursing
Petersen, Harold	Assoc. Prof., Economics
Pullin, Diana C.    Co-Chair	Prof., Education
Quinn, Joseph F.	Dean, College of A&S
Veeder, Nancy	Assoc. Prof., Social Work
Wangler, Thomas	Assoc. Prof., Theology
Wilt, Judith        Co-Chair	Prof., English

The Task Force has already met three times.

Its mandate is to submit operational recommendations to the FCC during the first semester of the 2003-04 academic year for the establishment of a BC Faculty Senate.

The Task Force is developing plans to:

- review what other comparable universities do and how their Senates are organized;
- review the scope of existing university wide committees at BC
- receive inputs as needed
- analyze such issues as mission, goals and objectives, membership, organization, functions and procedures

Please send to the Task Force your inputs and ideas; they will be greatly appreciated.

## 2. DOMESTIC PARTNER PROPOSAL

The FCC recommended to the Administration that BC should cover domestic partners and dependent children of the partnership not eligible for coverage by any other employee plans in areas including: Medical and dental coverage; Family and bereavement leave; Education and tuition assistance; Family status for activities of the university, e.g., rec plex membership, theatre and musical events,

The Administration requested and received from FCC background information for its consideration.

## 3. HOME-OWNER INSURANCE

After receiving several faculty inquiries, the FCC met with Kirstin Foster, representative of MetLife Insurance and Edward Kane of 21<sup>st</sup> Century Benefit Advisors, Inc., and discussed the following issues:

- Why are homeowners premium rates rising?
- Why are premium increases not adequately explained?
- Are MetLife's rates fair and competitive? Is comparative data available?
- How is the Faculty Compensation Committee assured that the plan participants' interests are being represented, and that MetLife is not taking advantage of exclusive access to the population?

In this meeting and in a subsequent report it was pointed out that:

1. Homeowner insurance premium increases relate to industry trends, MetLife's book of business loss experience, the Boston College account experience, and the characteristics of the individual's property.
2. MetLife's rates appear historically competitive.

The FCC asked for further assurances that their concerns will be addressed.

Please note that MetLife is not monitored by BC per se. The MetPay program is a voluntary faculty member pay all program. It is incumbent upon each employee to decide for themselves whether or not they are satisfied with MetLife based upon the coverage level insured, service provided and premium charge.

## 4. FCC ELECTION PROCEDURES

Since last fall, the election of FCC members is conducted by the University Elections Committee (ad hoc).

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**The Faculty Compensation Committee always appreciates your suggestions and comments, so they can represent you more adequately.**

**Have a productive and pleasant summer.**

**The 2002-03 Faculty Compensation Committee:**

Joyce Dwyer, Nursing

Demetrius Iatridis, Chair, Social Work

Thomas Kohler, Law

Pierluigi Balduzzi, Finance

John Houchin, Theatre

Stephanie Leone, Fine Arts

Diana Pullin, Education

Jim Wallace, English

