

## ***Academic Plan - Excellence in Teaching and Learning***

### ***Emphasize and Reward Effective Teaching - 2008 Update***

#### ***- Increase Number of Faculty in the Health Disciplines by Increasing Flexibility of Faculty Appointments***

All Big Ten Universities (except Indiana University) as well as other major universities in surrounding states offer health benefits to part-time employees. In late 2007 a committee composed of the original action item team plus additional IUPUI faculty and staff members made the recommendation to extend part-time health benefits to part-time faculty and staff with at least 0.5 FTE appointments. Implementation of such policy will allow IU to remain competitive with regard to recruitment and retention of employees. Results of a survey of academic deans in 2008 indicated a high level of interest but some concerns about the increased costs for each school/unit. A cost analysis was performed for each unit and presented at the Deans' Council. Ensuing discussion revealed that there is strong support for the motion particularly from the professional schools. Drafting and implementation of a new benefits policy will require support from all IU campuses and the Board of Trustees. Chancellor Bantz is pursuing this issue at the university level.