

**University of Wisconsin–Milwaukee
ECONOMIC BENEFITS COMMITTEE
2017-18 Annual Report**

Members:

Name	Rank	Department
Eric Dietenberger	AS	Lubar School of Business
Jennifer Kibicho	Asst	Nursing
John Reisel	Prof	Mechanical Engineering
Cheryl Andres	AS	Academic Affairs
Mary Knasinski	AS	Panther Academic Support Svcs
Joseph Mougel, Chair*	Asst	Art & Design
Sandra Pucci	Assoc	Linguistics
Kim Pietsch	AS	Registrar's Office
Hossein Hosseini	Prof	Elec Engr & Computer Science
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Bonnie Murphy	US	Biosciences & GeoSciences (USC Rep)
Swarnjit Arora	Prof	Economics (UC Rep)
Timothy Danielson	AVC	Human Resources

< > Yet to be appointed

¹ Repl H. Pycior (2018-E)

Charter:**Functions/ Responsibilities:****A2.1 Economic Benefits Committee**

(1) **Membership.** At least thirteen and no more than sixteen members as follows: six elected faculty members, at least one from each division and, at least two of whom shall be non-tenured faculty; four academic staff members elected by the academic staff; the director of the Department of Human Resources, ex-officio non-voting, and one member of the classified staff, ex-officio non-voting, appointed by the Chancellor; a representative of the University Committee who participates without vote. The UWM representative on the UW System Advisory Committee on Fringe Benefits is an ex-officio voting member in the event that the representative is not already an elected member of the Economic Benefits Committee. On request of the Economic Benefits Committee, one or two resource persons are appointed yearly as ex-officio non-voting members by the Chancellor from recommendations submitted by the University Committee after consultation with the Economic Benefits Committee.

(Document 1525, 12/18/86)

(Document 2169, 12/17/98; UWM Administration approval, 12/30/98)

(Document 2426, 4/15/04; UWM Administration approval, 4/26/04)

(Editorially revised, 06/06/08)

(Document 2761A, 12/16/10; UWM Administration approval, 1/18/11)

(2) Functions

- a) Advises faculty, academic staff, and campus administration (in consultation with the University Committee and when appropriate the Academic Staff Committee) on all matters of faculty and academic staff welfare, including, but not limited to, salary, sick leave, group insurance, and retirement.
- b) Prepares and disseminates information on the economic status and needs of the faculty and academic staff, including comparative data from other universities and professional fields, as deemed necessary.
- c) In consultation with the University Committee, and when appropriate the Academic Staff Committee, plans representation of faculty and academic staff interests in discussions, hearings and other appropriate activities, including the exchange of information on faculty and academic staff benefits with the administration, Board of Regents, Governor, and members of the Legislature.
- d) Formulates recommendations for faculty and/or academic staff action.

(Document 1016, 3/17/77; UWM Administration approval, 3/30/77)

(Document 2761A, 12/16/10; UWM Administration approval, 1/18/11)

Meetings:

Report Covering September 2017 to May 2018

The Economic Benefits Committee (EBC) met seven times from September 2017 to May 2018. Discussions and actions centered on health insurance, parking and transit, UW restructuring, Title and Compensation Survey, membership, and pay plan.

Membership

On May 8, 2017, elections were held for Chair. Joseph Mougel was re-appointed chair for 2017-2018 and Eric Dietenberger was appointed as Vice Chair at the September 7, 2017 meeting.

On April 18, 2018, elections were held for Chair, where S. Pucci and J. Kibicho were elected as co-chairs and E. Dietenberger as Vice Chair for 2018-2019 academic year.

On September 7, 2017, in response to the change in the EBC membership with the removal of UW-System representative, the EBC committee moved and approved the conversion of the University Staff member to a full voting member appointed on a three-year basis by the University Staff Council to the Committee to make the University Staff member on par with other members of the committee. The Committee is finalizing the language for revisions to the charter before sending the motion to the Faculty Senate.

On February 21, 2018, the EBC voted unanimously to amend bylaws to have the representative from the University Staff Council be a voting member of the Economic Benefits Committee.

Health Insurance Program for State Employees

The EBC discussed implications of changes to healthcare plan options, following the State's move to not proceed with Self Insurance.

On September 7, 2017, Mark Mielenz (Benefits & Payroll Manager) was on hand to answer questions about the upcoming changes to the insurance plans offered to state employees. There will be three options available during the enrollment period for employees to choose from after Humana, United Healthcare and WPS leave

the state of Wisconsin. The EBC continued to receive updates with regards to this unprecedented open enrollment period (up to and during), offering feedback on reaching out to UWM faculty and staff to ensure that the maximum number of affected employees remain insured for 2018. The EBC commends the Human Resources Department in their efforts, ultimately achieving nearly complete enrollment changes for those affected.

UWM Parking and Transit

During the March 28, 2018 meeting, Prasanna Nanda, Director of Parking and Transit presented the upcoming budget to the committee and discussed some of the highlights with them. Due to the new changes in the tax code, parking and transit costs for employees will no longer come from pre-tax dollars. Staff will be notified soon on how this will affect them. Waukesha County Buses will no longer run to UWM's campus. UWM will try to negotiate this in the future but so far this looks to be a permanent decision. Renovation projects for the campus will limit parking garage availability for the Summer of 2018. The Parking and Transit office will not be offering parking in any of the garages for UWM Staff for the Summer of 2018. They will have surface lot parking or parking with the ParkMobile app. Once construction is completed in a garage it will be opened up for staff and permits will be made available after that. In an effort to encourage students and staff that live close to campus to bike to campus, secure bicycle parking will be increased and covered bicycle parking will be added to campus.

Pay Plan

Prior to the state electing not to move forward with the Self Insurance plan, the committee motioned to support that all savings return to UWM and UW-System to fund a pay plan.

During the October 25, 2017 meeting, Swarnjit Arora (University Committee Rep) discussed the proposal the University Committee received for the Pay Plan for UWM. Following further meetings that covered additional reports about the pay plan, the Economic Benefits Committee, along with other Governance groups, have made recommendations to Campus administration about the Pay Plan and its implementation on campus. Following up, Joseph Mougel (EBC Chair) met with Kristian O'Connor (Chair of the University Committee) and reported to the Faculty Senate the Economic Benefits jointly agreed upon recommendations, which were also endorsed by other campus Governance groups. The EBC then forwarded the recommendation below to Chancellor Mark Mone.

Following a meeting of the chairs of the University Committee and Economic Benefits Committee on Thursday, November 2, and considering the required role of the Executive Committee merit exercise, the EBC will support the UC's recommendation of percentage breakdown for the proposed pay plan. The EBC continues to stress its concern about the morale of departments functioning with a dwindling faculty population, and how adding expectations to faculty who are sharing a larger portion of administrative duties will increase tensions, especially within the constraints of an accelerated timeline. With regards to the aforementioned, the committee asks that the timeline for EC merit be reconsidered and extended, given the nature of its mid-semester introduction.

Solid Performer = 67.5%

Executive Committee = 15.5%

Dean = 5%

Provost = 2%

Chancellor = 10%

The Pay Plan will move forward in January for implementation starting in July 2018.

The EBC deliberated on staff compensation overall / Merit pay component and what is a true benefit of work. They also discussed how this lays the groundwork for future payplans; including how companies in the future

may have to look at compensation packages to allow for better work life balance. Will UWM and the state system be able to keep up as the market changes for worker demands in these areas?

Title and Compensation survey

The committee discussed the progress of the Title and Compensation survey. T. Danielson updated the committee that the work continues but it will be at least another year or more before any recommendations come from the survey. The hope of the survey is to bring UW-System more in line with the present workforce titles to be able to recruit and retain the best employees.

UW Restructuring

Ron Perez and Paula Rhyner met with the EBC to report on the progress of the UW re-structuring process. They reported on the various teams formed with UWM and the UW-Colleges (UW Waukesha and UW Washington County) made of representatives from UWM. The various teams are: R. Perez and P. Rhyner-Steering committee to oversee the transitions. Subcommittees are formed as teams so that they can tackle issues with the transitions. There are coordinating teams and functional teams. Functional teams are Governance related. UWM Representatives are: K. O'Connor (UC) is leading the functional/governance team. P. King is leading the Academic Team. D. Venugopalan is leading the Higher Learning Commission team which works closely on accreditation. K. Miota is heading the Enrollment Services team, J. Hill is heading up the team with students and athletics. The Finance team is headed up by T. Danielson, The Communications team is headed up by T. Luljak. There is an org chart on the website. The changes are expected to be made in phases. The plans will start implementation July 1, 2018.