

**University of Wisconsin–Milwaukee
ECONOMIC BENEFITS COMMITTEE
2018-19 Annual Report**

Members:

Name	Rank	Department
Ben Campbell	Assoc	Anthropology
John McCaw	Assoc	Spanish & Portuguese
Bonnie Murphy	US	Biological Sciences
Kim Pietsch	AS	Registrar's Office
Eric Dietenberger	AS	Lubar School of Business
Jennifer Kibicho, Co-Chair	Asst	Nursing
John Reisel	Prof	Mechanical Engineering
Cheryl Andres	AS	Academic Affairs
Mary Knasinski	AS	Panther Academic Support Svs
< > ¹	Asst	
Sandra Pucci , Chair	Assoc	Linguistics
Susan Voit Curtis	US	Human Resources Director's Rep

< > Yet to be appointed

1 Repl J. Mougel 2018-19 sabbat (2019-E)

Charter:

Functions/ Responsibilities:

A2.1 Economic Benefits Committee

- (1) **Membership.** Thirteen 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; one voting university staff member appointed by the Chancellor upon recommendation of the University Staff Council appointed on a three year basis; and the director of the Department of Human Resources, ex- officio non-voting, appointed by the Chancellor; On request of the Economic Benefits Committee, one resource person is appointed yearly as ex-officio non-voting member by the Chancellor from recommendations submitted by the University 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)

(2) Functions

- a) Advises faculty, academic staff, and campus administration (in consultation with the University Committee and when appropriate the Academic Staff Committee and University Staff Council) on all matters of faculty, academic staff and university 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, academic staff, and university 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, and University Staff Council plans representation of faculty, academic staff, and university staff interests in discussions, hearings and other appropriate activities, including the exchange of information on faculty, academic staff, and university staff benefits with the administration, Board of Regents, Governor, and members of the Legislature.
- d) Formulates recommendations for faculty, academic staff, and university staff action.

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

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

(Document 3144, 04/19/18; UWM Administration approval, 5/18/18)

Meetings held: September 12, 2018; October 10, 2018; November 28, 2018; December 19, 2018; March 13, 2019; April 10, 2019; May 15, 2019.

The Economic Benefits Committee (EBC) met seven times from September 2018 through May 2019. Discussions and actions centered on health insurance, pay plan, parking and transit, a review of the charter to include representation from the College of General Studies (CGS), working and academic conditions at the CGS, membership, and the Title and Compensation Survey.

Membership: At the May 2019 meeting elections were held for chair. John Reisel was appointed a chair for 2019-2020 and Jennifer Kibicho was appointed as co-chair.

On October 10, 2018 the committee reviewed its charter and voted to add a member from the CGS. Sandra Pucci subsequently wrote and submitted the changes, which went through the codification committee and onto Faculty Senate.

Title and Compensation Survey: On October 10, 2018 Bonnie Murphy opened the discussion on the title and compensation survey. UW system held a teleconference which she attended to which they invited representatives from throughout the system to participate. The survey was scheduled to go out on November 26th, asking people which benefits they value or do not. There were many concerns that this could limit what benefits we have in the future and drive costs even higher. Of more concern was that there had been no Governance input on the survey.

A few weeks later there was a requested teleconference between UW system reps and interested UWM employees. Bonnie Murphy, Sandra Pucci, Joe Austin, and Joel Berkowitz (on behalf of AAUP) attended. Direct questions about the nature and purpose of the survey were posed. UW system representative said there was no intention to trim benefits. At the November 28th meeting, Bonnie Murphy updated the committee and the content of the survey was discussed. Response rate and potential use of the survey were still unclear. The committee agreed to invite Tim Danielson to the next meeting in December.

On December 19th, 2018 Tim Danielson was a guest at the committee's meeting. He updated the committee about the progress of the project. 37% of the UW System eligible employees had completed the survey, with UWM's rate being 29%. The deadline had been extended to December 21st. He reported that the Title and Compensation Group is working on updating job titles for state positions and reviewing compensation to identify competitiveness in today's job markets.

At the meeting of March 13, 2019 Susan Voit reported that the survey had been completed and results were still being reviewed. Results were expected in April.

College of General Studies: Chris Yogerst and Tricial Wessel-Blaski from UWM's West Bend campus attended the committee's March 13th meeting to report on issues of concern at their campus. Lack of communication between UWM and the satellite campuses has caused morale issues. The faculty would like to see a broader strategic plan with better communication about the future, including addressing inequities in terms of salary and workload. The committee suggested also raising these issues with the University Committee and Faculty Senate. There was also an update on the CGS Dean search made at the May 15, 2019 meeting.

Pay plan/HR update: At the April 10th meeting Susan Voit-Curtis reported that the pay plan is expected to be 2%/2% for the upcoming budget biennium. There is not expected to be a merit portion of the pay plan. Human resources is preparing for when legislators pass the budget during the Summer of 2019. She also confirmed that there will be a new FSA/HAS provider in 2020.

Parking and Transit: Prasanna Nanda attended our May 15th meeting to report on parking updates. He announced that due to funding changes there will be increases in parking permit fees. It is anticipated that some spaces in the Sciences parking lot will be lost. Parking and Transit is looking into alternative options for those who will lose their spaces.

Respectfully submitted,

Sandra Liliana Pucci, Chair
Jennifer Kibicho, Co-Chair