Members:
Susan Fontana
Terence Miller (AS)
Beth Weckmueller
Faith Crampton, Chair
Jean Salzer (AS)
Winston Van Horne
Douglas Cherkauer
Karen Marek
Peter Rosenblatt
Linda Wittman-Kirsch (CL)
Randall J. Ryder (UW Rep-UW Sys Adv Bd)
Sharon Keigher (UC rep)

[No HR representative was appointed or attended.]

Charter (Functions)

a. Advises faculty and academic staff 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 where 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.

Meetings

EBC met six times over the course of the academic year. In Fall 2005, EBC met September 7, October 5, November 2, and December 7. In Spring 2006, EBC met February 1, March 1, and May 3.
Summary and Highlights of Discussions, Decisions, and Accomplishments

- In the first meeting, September 7, members reviewed the committee’s charge, and there was lengthy discussion of how EBC could most effectively fulfill its responsibilities to faculty and academic staff. In discussion, there was a general perception that EBC had not been as actively included in relevant information dissemination, discussions, and decisions at the administration level, particularly on salary issues, as the committee’s charter would indicate. EBC concluded that this situation needed to be addressed in a number of ways over the course of the year.

- In September, EBC also expressed concern about a number unfilled positions in Human Resources, particularly those at the administrative and managerial levels. EBC believed that failure to fill these positions in a timely manner could have deleterious effects on the level of service faculty and academic staff, as well as all other UWM employees, receive. EBC invited Associate Vice Chancellor for Academic Affairs Dev Venugopalan to meet with the committee in October to discuss the progress being made in filling these positions. Due to a mix-up in scheduling, he was unable to attend the October EBC meeting. He later provided an update via email.

- In September, EBC members discussed the new travel regulations and expressed concern with regard to lack of clarity and consistency in application. It was decided to informally monitor anecdotal data over the course of the year to see if the situation improved.

- At the November meeting, Pauline Jascur of the Academic Staff Economic Benefits Committee presented information on Roth 403b accounts and asked for EBC’s support in asking the UW system to add these to investment options. EBC concurred.

- Also at the November meeting, Randall Ryder briefed the committee on UWM’s upcoming sick leave audit and suggested EBC send a letter to Chancellor Santiago advocating that sick leave policies be followed correctly and offering support for the audit. EBC members concurred, and EBC Chair Crampton followed up with a memorandum to Chancellor Santiago on behalf of the committee. Chancellor Santiago responded with a memorandum thanking the committee for its concerns.

- In December, EBC unanimously reaffirmed its resolution of April, 2005, as follows: Given the fact that in the 2003-05 biennium the pay plan provided raises of zero and one percent only, it is the conviction of the Economic Benefits Committee that merit and worth have not been rewarded. Therefore, the Economic Benefits Committee recommends that any pay raise of three percent or less in either year of the 2005-07 biennium be distributed across the board. It is, furthermore, the conviction of the Committee that this recommendation is consistent with Regent Resolution 8933. The resolution was transmitted by EBC Chair Crampton to Provost Rita Cheng along with the request for an emergency meeting prior to the end of the current term.

- In February, EBC had a substantive discussion with Provost Cheng regarding the 2006-2007 pay plan which had already been finalized without input from EBC.

- In March, Dave Stella, Deputy Secretary, of the Wisconsin Employee Trust Fund, met with EBC at its invitation to address the following issues:
  - “Media bashing” of the supposedly “rich” retirement benefits of Wisconsin public employees.
  - Legislative attempts last session to have unclassified staff pay for the portion of their retirement contribution covered by the UW system.
  - Defense of the integrity and fiscal health of the retirement system, including political lobbying. Along with that EBC wanted asked what we as individuals and committee members might do.
An invitation to the Academic Staff EBC to attend the presentation was extended. Later in the month, EBC Chair Crampton presented a summary of Mr. Stella’s presentation to the Faculty Senate.

- In May, EBC discussed the recent Joint Committee on Employment Relations (JCOER) announcement which approved both an additional 1.25 percent wage adjustment for all UW System unclassified academic staff, faculty, and academic leaders for 2006-2007 and released the salary adjustments for academic leaders that had been withheld since last July. JCOER also provided the same additional 1.25 percent for non-represented classified staff. EBC members were pleased to learn of the additional 1.25% adjustment, but expressed concern that the information had been communicated via an email from Chancellor Santiago that omitted the EBC. EBC members directed Chair Crampton to write Chancellor Santiago and request that the EBC Chair be included in the future on all communications relevant to faculty and academic staff salaries so that the committee may effectively carry out its charge.