Members:

Anoop Dhingra        Assoc    Mechanical Engineering
John Dudek          AS      Engineering Admin
Ellen Engseth       AS      UWM Libraries
Winston Van Horne    Prof    Africology
Michelle Bolduc      Asst    French, Ital&Comp Lit
Aims Mcguinness     Asst    History
Catherine Kaye      AS      English as a 2\textsuperscript{nd} Lang

Susan Fontana, Chair Assoc    Nursing
Beth Weckmueller    AS      Enrollment Services
Jacquelyn Lichey   CL      Engr Administration
Karl Sparks         Dir    HR Director
Randy Ryder        Asst    UW-Sys Adv Comte Rep
Mark Schwartz       Prof    Geography (UC Rep)

Charter: Functions/ Responsibilities:

A2.1 Economic Benefits Committee

(1) Membership. Eleven or twelve members as follows: five elected faculty members, 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 and one member of the classified staff, \emph{ex-officio}, 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 more resource persons are appointed yearly 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)

(2) Functions.
\begin{itemize}
\item 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.
\end{itemize}
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.

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

I. Meetings

The committee met seven times (Fall semester: three meetings; Spring semester four meetings). The committee agreed that the Human Resource director Karl Sparks provide information relative to trends/issues at every meeting in an effort to keep members updated. This proved to be extremely informative and valuable part of the committee’s work.

II. EBC Activities Fall Semester 2007-2008

1. The group reviewed an extensive PowerPoint presentation detailing the conversion of sick leave benefit in effort to enhance their knowledge and understanding of this important issue. Feedback on ways to disseminate and reach out to employees were recommended to the HR director.

2. The Economic Benefits Committee reaffirmed their commitment to an earlier Regents policy that salary raises of 2% or less be distributed across the board to faculty and academic staff by unanimously passing the resolution that that salary raises of 2% or less be distributed across the board to faculty and academic staff. December 7, 2007.

3. The Economic Benefits Committee reaffirmed their commitment to the long-standing tradition of maintaining parity between raises given to faculty and academic staff, and strongly supported the continuance of this policy by unanimously passing such on December 7, 2007.

III. EBC Activities Spring Semester 2007-2008

1. At the February 1 meeting, the EBC unanimously passed the motion that the Economic Benefits Committee recommends to the Faculty Senate and the Academic Staff Senate that a Task Force on unclassified employee compensation be appointed to address the following charge:

1. Examine faculty and academic staff salaries at the University of Wisconsin-Milwaukee (hereinafter UWM) in relation to
salaries at peer institutions. The scrutiny and analysis of salaries should consider rank, job title, and area of specialization (school, department, unit affiliation).

2. Determine the extent to which faculty and academic staff salaries at UWM vary from the median salaries of peer institutions.

3. Provide financial estimates of the cost to bring faculty and academic staff salaries at UWM to the median salary of peer institutions in regard to rank (by academic unit), job title, and years of years of service.

Be it further noted that the Task Force shall be appointed by the Economic Benefits Committee, following consultations with the University Committee and the Academic Staff Committee.

The Chairs of the EBC, University Committee, and Academic Staff Committee collaborated to further clarify this original motion. Based upon this collaborative effort, a substitute motion was developed and passed by the Faculty Senate (Milwaukee Faculty Document No. 2604, February 14, 2008).

The EBC created an operational structure for the Task Force and recruited members to serve and represent faculty and academic staff. This structure incorporates earlier work done by the 200-2001 AY Task Force (see attached schematic on Task Force on Compensation).

4. The EBC developed a draft memorandum of agreement that specifies the procedural guidelines that can be used to clarify the process for involving the EBC in future deliberations about the pay plan that integrates the governance channels between the Regents, Provost, Economic Benefits Committee, University Committee, and Academic Staff Committee (see Schematic that related to the draft). The intention is to finalize the memorandum by early Fall 2008.

The members of the EBC believe that we our efforts to clarify and integrate the governance channels will result in continually improving the ways that people work together here at UWM.
Task Force on Faculty and Academic Staff Compensation

Faculty Representation
- Chair (EBC Member)
  - D. Dhillon
- Vice Chair (EBC Member)
  - S. Fontana
- Dean w/UWM Longevity
  - R. Greenstreet
- Members 2000-01 Committee Faculty Compensation
  & Salary Equality
  - M. Andersen
  - M. Harris
  - Total of Representatives

Academic Staff Representation
- A. Crist
  (advisor)
- V. Bott
  W. V. Daniels
  C. Kaye
  (3)

Category A Academic Staff Committee Representatives
(6)

AS Member of Economic Benefits Committee
(University)

Faculty with Expertise/Interest in
Salary & Compensation

E. Engseth
J. Gruenewald
P. Jascor
K. Pletsch
S. Schmidt
B. Weckmueller

Category B Academic Staff Committee Representatives
(3)

R. Weckmueller

M. Bolduc

W. VanHorn

P. Fischer
(Advisory)

S. Schmidt
Reference: See Memorandum of Agreement between Provost, Chair of Economic Benefits, Committee (EBC), University Committee (UC), and Academic Staff Committee