I. Meetings
The committee met six times (monthly Dec. through May with the exception of two meetings in January). The efforts of the Dec. 6, 2010 meeting focused on finalizing the Dec. 16th ETF retirement presentations by Sari King to 1) faculty and academic staff and, 2) a focused presentation to the Faculty Senate with emphasis on policy and funding implications. The outcome of the additional EBC January meeting was the Resolution on the 2011-2013 Pay Plan (Faculty Document No. 2766, January 27, 2011).

II. EBC Activities and Major Issues Spring Semester 2011

A. Newly codified changes to the EBC charter allowed the committee to function with the benefits of representation from each of the four divisions and with two additional “resource” members. These members contributed a breadth of expertise to the committee’s
understanding of issues including important data on campus history and trends. Total voting members now include 11-12 members.

B. The committee provided input and follow-up as the new HR system (HRS GO-Live) became operational. Vacation tracking will be available by accounts.

C. The EBC discussed implications related to the fact that historically, the HRS office has been understaffed. For example, persons seeking retirement are increasing sharply so that further planning will be needed to address the expected growing demand on the current system. The EBC will continue to advocate for and assist the HR director to support the growing needs of faculty and staff.

D. The committee began to compile and review demographic trends of faculty and academic staff (teaching and non-teaching) in view of implementation Wisconsin Act 10 2011 Budget Repair bill (Please refer to the attachments submitted with this report). The EBC with assistance from Devarajan Venugopalan, Margo Anderson, and Pauline Jascur reviewed numbers of faculty and academic staff (teaching and non-teaching) for the entire campus and according to school/college/division.

Initial review demonstrated that there are significant numbers of faculty and instructional academic staff who are ages 60+ and we might expect a good number of them may retire especially if the governor’s proposals for benefits become law. The EBC recommended continues study of these trends since the impact on some units would be substantial. In addition, trends expected to affect demographics related to the fact that new employment filing dates for retirement vary for staff and faculty so numbers may be conjectural yet still show extensive growth. These will continue to be important and require monitoring.

The EBC reviewed demographic trends using according numbers of faculty and academic staff numbers by gender and race/ethnicity arranged according to age. These trends were reflected for the campus as a whole and depicted by school/college/division. Noteworthy is the strong impact on particular units i.e., SARUP among others.

Respectfully submitted by:

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