
Since its first meeting of the academic year on September 13, 1973, the UWM Faculty Welfare Committee has met a total of thirteen times to date. At its first meeting, George Miller was elected chairperson, Ed Bjorklund was elected secretary, and the committee discussed the restructuring of the committee's functions which had been proposed on July 13, 1973 by the University Committee-Milwaukee. It was the sentiment of the group that although the proposed restructuring properly involved a sharp focus on matters relating to faculty economic status, the broad concept of the committee's dedication to faculty welfare in general should not be lost as a result of retitling, and redefining the committee's functions.

At subsequent meetings during the fall of 1973, the major work of the committee centered around the collection and organization of data relating to trends in faculty salaries at UWM in order to present a report to the Regents which would clarify the Milwaukee faculty salary situation as it relates to real dollar values in today's economy. The efforts of the committee resulted in a report which was delivered by the chairperson to the Finance Subcommittee of the Board of Regents in Madison on January 11, 1974. Sufficient copies of this report were made so that distribution included all of the members of the Board of Regents, Vice President Smith, President Weaver, Chancellor Baum, Vice Chancellor Walters, M. Rothstein (Madison Commission on Faculty Compensation and Economic Benefits), and the University Committee-Milwaukee.

Other matters discussed, investigated and/or acted upon during the period between September 1973 and the present time include the following:

1. The committee's permission was sought by a representative of Group Insurance Services to obtain a faculty mailing list so that questionnaires could be distributed to UWM faculty inviting them to investigate group automobile insurance rates. After clearing the appropriateness of this request with the Secretary of the Faculty and the Vice Chancellor's office, permission was granted to the insurance service representative to purchase the faculty mailing list. The legality of making such lists available to commercial enterprises has been questioned by one of the committee members, consequently the committee will continue its investigation of this matter and monitor decisions made by other campus groups.

2. Unemployment Compensation. The committee investigated the current legislation and found that faculty members are eligible for unemployment compensation under Chapter 108 of the 1971-73 Text of Wisconsin's Unemployment Compensation Law.

3. Delays in issuance of faculty salary checks. The committee's investigation revealed that in March of 1973 the following policy became effective "if the first of the month falls on a weekend or holiday, the payment will be made on the working day following the pay date."

4. The possibility of semi-monthly payment for faculty members. This matter is currently under investigation.
5. Tax sheltered deferred compensation. The present plan has been studied and alternate available plans will be investigated.

6. Retirement. Two of the members of the committee attended the Retirement Workshop held at UWM on February 16, 1974 and reported on the information given at that time.

7. TAUNF resolutions regarding funding inequities between the doctoral cluster institutions and the university cluster campuses. The Welfare Committee felt that broad faculty input was needed on the TAUNF resolutions before a report could be constructed and so informed the Chairman of the University Committee-Milwaukee who had requested that the Welfare Committee frame a response to the TAUNF resolutions.

8. Retirement annuity inequities as a function of sex. The lower annuity payments for women are of grave concern to the Welfare Committee. The committee will recommend reactivation of the Tax-Deferred Annuity committee which has been charged with the task of investigating a uniform plan for the entire UW system and urge that this group develop a policy designed to eliminate sex discrimination.

9. Early retirement. The committee reviewed Vice President Smith's December 28, 1973 report to the Regents on early retirement and made several recommendations as follows: a) improve communication of early retirement information to the faculty; b) widely distribute the names and phone numbers of retirement counselors; c) improve the cost of living adjustment formula to correct the erosion of purchasing power experienced by retirees; d) clarify through examples and illustrative cases exactly how the retirement formula is applied; e) take correct action to make up the loss of group health and life insurance coverage resulting from early retirement; f) establish a policy which provides that early retirement will be an option of both the individual faculty member and the employer.

10. Liaison with the Chancellor's office. The committee believed that it was important to establish contact with Chancellor Baum in order to appraise him of the committee's concerns and invite his support of the committee's efforts at improving the economic welfare of UWM faculty personnel. The committee met with the Chancellor on March 19, 1974 and communicated these matters to him.

Future concerns of the committee include:
1. Input to the Ad Hoc Committee on Faculty Salary and Fringe Benefits for their proposal to the Legislature in relation to the 1975-77 biennial budget package.
2. Faculty status for academic librarians.
3. Survey of currently available tax-deferred annuity plans.
4. Monitoring through the Chancellor's or Vice Chancellor's offices the progress of the proposal developed by UWM, Madison, Greenbay, Parkside, Extension, the Center System and appropriate other representative groups relating to the 1975-77 biennial faculty salary and fringe benefits package.

Respectfully submitted:
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