

END OF THE YEAR REPORT, 2020-2021  
Employee Benefits Standing Committee  
of the Administrative Senate

Chair: Juzar Ahmed (July 2020- Nov 2020), Elizabeth Schmitt, Nick Bebout, Jake Hansen

Vice-Chair: Elizabeth Schmitt (July 2020- Dec 2020)

Members: Deb Clark, Brandi Hess, Paula Nurrenbern, Laurie Wilson, Robin Sanabria, Carol Schmitt

Ex-Officio: Andrew Lenhardt, Executive Director of Human Resources

*Committee Charge: Reviews salaries and benefits and makes annual recommendations for changes; works with Human Resources regarding employee concerns and the process to address those concerns; recommends promotion and progression steps; addresses the relationship between administrators and the University as an employer; reviews, studies, and recommends Senate action regarding performance, evaluation, professional leave, and policies and procedures which affect administrators' ability to function in their positions.*

The committee met on the following dates: Dec 1, Jan 20, April 5, April 20, May 6

Our committee requested no funds for the upcoming biannual budget.

**During 2020-2021, the committee had following items carried over from 2019-2020:**

- Sick Leave Bank/Pool (*Tabled until Pandemic resolves*)
- Extend tuition discount (*December 2019- Submitted to Provost*)
- Parental leave policy extension (*Tabled until Pandemic resolves*)
- Rule of 85 Retirement Policy (*Sent to Steve Bridges for review; IFC resolved*)

**New Items for Consideration during 2020-2021:**

- Floating Holiday (Received Mar 2020): Committee met to begin discussion how to move forward with the IFC. This IFC will carry forward for the 2021 Senate year.

Respectfully Submitted,

Elizabeth Schmitt, Co-Chair 2020-2021

Nick Bebout, Co-Chair 2020-2021

Jake Hansen, Co-Chair 2020-2021, Admin Senate Vice Chair 2020-2021