

Personnel and Benefits Minutes October 10, 2018

Attending: Jeremy Bono, Jill Bradley-Geist, Pam Carter, Lynn Gates, Sherry McCormick, James Parmenter, Henriikka Weir

1. Discussed uncompensated merit. Past formula(s) used have been requested by Faculty Executive Committee. P&B to contact Robyn Marschke to request her help in providing this information and invite her to an upcoming P&B meeting for discussion on this and also item 2 (below).
2. Discussed analyses/data conducted last academic year by Lynn Gates of CU system-wide salary comparisons. P&B plans to put together an overview/summary report of the analyses/findings for distribution to Faculty Assembly for further input and discussion. Before preparing the report, P&B would like to do some additional spot checking of some of the datas/statistics as a few discrepancies were noted by committee members during the discussion. P&B also to request updated data to add to the analyses/report to increase validity and accuracy of the information and any conclusions. P&B to invite Robyn Marschke to upcoming P&B meeting to request her help/input.
3. Discussion of access and availability to salary/compensation data of faculty in CU system. P&B gets multiple requests from other committees/groups for compensation information that P&B cannot directly and readily access. P&B's understanding is that this information should be in public domain.
4. Discussed a complaint/issue brought to P&B of UCCS faculty experiencing customer service problems and difficulty in accessing information about benefits coverage for a dental treatment/issue. Jill Bradley-Geist is to follow up with Anja Wynne and UCCS HR to better determine what role and action(s) P&B might/should take in response.
5. Next P&B Committee meeting will be held November 14 at 1:40 PM (EPC 304C).