

Personnel & Benefits
Oct. 15, 2021 Minutes

1. Welcome
2. Discussion with Interim Provost Kelli Klebe about annual merit evaluation cycle

In April 2021 the Board of Regents approved a plan to move when raises happen for Faculty & University Staff. Going forward when budgets are presented for approval by the BOR in June campuses will include revenue benchmarks for 1-3% raises for faculty and university staff. After census, when campuses know their budgets, raises will be announced and then implemented in January.

Due to this change, Interim Provost Klebe requested feedback from P&B about potentially changing the annual merit review timeline for faculty.

3. Brief update from Interim Provost Klebe about equity analysis process

System sponsored process has been completed. Where inequity was found it has been corrected. Campus was unsatisfied and hired a new consultant that is looking at every position/person including market, internal, etc., planned to be done by end of November. HR will create a plan to address finding. Representatives from HR will be invited to next P&B to discuss the new process.

HR has started looking at a campus wide salary grievance process.

4. Update on IRC promotion

After legal reviewed the policy, it was sent back for additional information to be added. It will be back to EPUS soon.

The content around promotion has not substantially changed and Colleges are encouraged to start writing their policies.

5. Reports & Information

CU P&B discussed feedback and proposed changes to APS 1009 at their last meeting

6. Anything else?
 - a. \$15 Student pay movement discussed briefly.
 - b. Request to remind committees to send policies to P&B for feedback when they relate to personnel & benefits
 - c. Discussion of the emails from Anthem Blue Cross Settlement fund, it is a real settlement and the deadline is coming up if you want to sign up