

From: faculty-l@lists.uccs.edu <faculty-l@lists.uccs.edu>

Sent: Thursday, December 05, 2019 4:34 PM

To: faculty-l <faculty-l@lists.uccs.edu>

Subject: [faculty-l] November P&B Meeting Minutes

Message from:

Lynn Gates - lgates@uccs.edu

Minutes from the Nov. P&B meeting:

1. Pam will be sending out a poll for the Spring meeting time
2. New members needed, a few names mentioned we will be following up with individuals.
 1. College of Business (Starting Spring 2020)
 2. College of Education (starting Spring 2020)
 3. College of Engineering (starting Fall 2020)
3. Announcement: Robyn coming in the Spring to present CUPA comparison and internal equity analysis. In the meantime we will be looking at last year's CUPA data and updating System comparison
4. Issue with Anthem reported by retiree. Follow up by Sherry indicates the individual issue is resolved. If anyone hears of any further issues of Anthem placing retirees in the wrong plan please report to P&B to determine if it is a pattern.
5. Start discussion of focus areas from last meeting and how we want to work on them
 1. Senior Instructors: Sending background information to VC of Finance as requested. In January will start crafting resolution and reaching back out to NTTF Committed
 2. Individual departments that are well below CUPA peers: Discussed proposed resolution from Geography and Environmental Studies, need to gather more information on other departments, then will craft resolution Identifying outliers that might be skewing our data
 3. Create this years data for system salary comparison, work with statistician to identify outliers and trends
6. CU System P&B update from Joe Craig: System has discussed concern with Pres. Kennedy's online initiative, discussion about divestment of shares similar to CA system that divested in any company using fossil fuels over a certain percentage, policy revision of Regent Law 11b, discussion of retirement portfolios/investments including answering biggest complaint of why options are so limited (this was intentional to reduce fees) and a ROTH option through TIAA coming, reminder that 1-on-1 meetings with TIAA/wealth management professionals are free and held regularly on all campuses, addressed complaints about dental plans (basically per Anschutz all dental plans are bad, but ours is one of the best out there)
7. Question brought up about future of promotion raises with budget cut? Write resolution to maintain past practice which is the a Pool to last year's increase percentage of merit increase