

**Personnel & Benefits Meeting Minutes**  
**Tuesday, Oct 2, 2012 10:00am to 11:30am**

Beth Kumar (library), Don Morely (LAS), Tom Zwirlein (business), Gail Katz (nursing), Pam Carter (NTTF)

Evolving Issues:

1. Multi-year NTT contracts - we will look at a draft document WHEN it becomes available.
2. We may investigate whether the housing benefit now in existence for faculty could be extended to NTTF when multi-year contracts for non tenure track faculty are in place.
3. Health Trust Board and Personnel Committee of the Faculty Council – Advisory members are on the Health Trust Board so there is no need for any additional representation this year. Gail Katz volunteered to serve on the Personnel Committee of the Faculty Assembly. Don will email Tom with info about who is in charge of the Health Trust Board which seems to have taken over some responsibilities of UBAB.
4. Family Medical Leave - We will have to look at this in the future. There should be something coming down the pike on this in the future. Family medical leave was discussed at the last Faculty Assembly meeting. Gail will get a copy of Anschutz's policy and Tom will check with Katie Kaukinen on where this policy stands at the moment.
5. Andrea Hutchins expressed a concern that lecturer evaluation and re-appointments are largely ignored.
  - 1) P&B will check with the colleges to see if they have criteria on evaluation and re-appointments. Tom will discuss this with David Moon and have him check at the dean's council.
  - 2) Tom will ask Andrea if P&B should put something together on this.
6. Pam Carter made a recommendation that salaries for Senior Instructors with sufficient years of service at UCCS should be set to some proportion (maybe 80%) of new TTF hires in the same department.
7. Don Morely recommended that we do something about uncompensated merit. Robyn Marschke will be invited to the next P&B meeting to update the committee on faculty salaries in general and whether a sufficient merit pool might be available in the coming years to bring back uncompensated merit.
8. Pam Carter will contact Charlie Wang to see if he plans to represent EAS on P&B. Beth will try to find someone from Education. Tom will check to see if we need someone on the system Personnel committee. Gail volunteered to do it, if needed.
9. The Faculty Assembly web site needs to be updated to reflect the current membership on P&B.

The next meeting will be Tuesday, October 23 from 10:00 to 11:30 in Dwire 205.