

Personnel and Benefits Committee Meeting October 23, 2012

Tom Zwirlein, Don Morley, Pam Carter, Beth Kumar, Bob Durham, Robin Marschke

Robin Marschke attended the meeting to fill us in on data on faculty salaries for the current academic year. CUPA data is available to compare faculty salaries, but as usual, the data is not particularly relevant to Library faculty and instructors.

UCCS does not match our peer institutions very well. This is a continual problem given the mix of academic programs offered on the campus.

COF and fee for service is the only funding the CU system gets from the state. This distorts comparison with peer institutions since COF money is considered tuition.

Tom suggested we should start putting together some data and creating some models to compare salaries with peers and other institutions in case salary increase money is available next year. The models should include discipline, years of service, years in rank and other relevant information.

Tom will ask Gayanne Scott to start sending him the Salary Increase Report annually.

The administration hopes to have multi-year contracts for instructors in place this fall (this is from the last Faculty Assembly). Contracts are being worked on at the system level right now and are supposed to be back at the campuses in January.

Beth Kumar brought up the restructuring of classified staff salaries report from the State of Colorado. This may be a contentious issue for UCCS staff.

APS Faculty/Staff Response Team and APS - Student Response Team. The committee discussed these two campus policies. The committee will propose some recommended changes to the policies and submit to Andrea Hutchins.

The next several meetings of the P&B Committee are:

November 13th
December 4th
January 22nd

All meetings are from 10:00 to 11:30 am in Dwire 205.