

**Personnel and Benefits Committee Meeting**  
**April 1, 2014**

Attending: Carla Myers, Don Morley, Gail Katz (phone), Bob Durham, Tom Zwirlein

Tom will represent UCCS on a retirement vendor review committee. Little is known about the responsibilities of the committee so more information is forthcoming after the April 23<sup>rd</sup> meeting. P&B did discuss a few ideas that might enhance the retirement benefits for faculty. These include:

1. The ability to consolidate a person's all retirement account information on one web-based site. This is something that can easily be done in today's world.
2. Establish a Roth 403(b) option for faculty. Again, easily done.
3. Look into offering individual advisory capability so all retirement accounts across all vendors could be discussed and analyzed for individual faculty. Right now these discussions are between a specific vendor and the faculty which introduces an element of bias toward the particular vendor accounts.
4. Find out whether access to the 403(b) is limited.

Gail briefed the committee on the activities of the system-wide Personnel Committee. She indicated the committee has not accomplished much this year.

A good deal of the remainder of the meeting was spent examining a market equity model submitted to the committee by Dean Braza, College of Letters, Arts, and Sciences. The committee appreciates Dean Braza's effort in putting together this model.

In general, the committee liked the simplicity of the model. The model appears as if it will identify problem areas with faculty salaries. The model has a method to adjust below market salaries and factors in merit in the adjustment process. The model is based on a comparison with CUPA data and makes appropriate adjustments to this data to determine an equitable market salary by rank, time in rank, discipline and merit. The adjusted market salary is compared to the salary of a faculty member to determine the distance the faculty member is from an equitable market salary. This determines whether the salary of a faculty member should be adjusted. Salaries for all faculty below market and with adequate merit qualify for adjustment. Faculty above their comparative salary or with low merit do not qualify for an adjustment. The amount of the adjustment is subject to the size of the pool of funds to make such adjustments for the year.

The P&B committee will test the model with support from institutional research to see how well it works. Adjustments to the model and to the model assumptions will be made as needed. Besides salary information model inputs will include merit information, rank and time in rank. One important variable that will need some work and analysis is a "years in rank" figure which weighs in on the salary adjustment process and reflects if nothing else longevity of a person in a specific position. All of the above mentioned variables can be adjusted in the model.

Some additional considerations include:

1. Should salary information from other sources beyond CUPA be included in the study? There was not complete agreement on this issue.
2. How many years of merit should be used? Generally it was agreed to use more rather than less. However, the merit value must be scaled consistently.
3. Add something to the model to determine whether a salary is at a minimum percent of the CUPA rank and discipline adjusted salary value (i.e. 88%, 90, 95% or other value) after ensuring the faculty member is at a minimum level of merit (at least average).
4. All faculty above a 50% appointment should be included. This includes tenure track and non-tenure track faculty.

The next meeting of the committee will be May 6<sup>th</sup> from 1:30 to 3:00.