

## Personnel and Benefits Minutes

April 11, 2018

Attending: Jeremy Bono, Jill Bradley-Geist, Pam Carter, Lynn Gates, Sherry McCormick

### 1. Uncompensated Merit

The committee discussed ongoing conversation with Administration regarding uncompensated merit adjustments. The committee reviewed relevant data/information from Robyn Marshke. In addition to rationale/justification for continued investment towards uncompensated merit adjustments based on CUPA peer-comparison data (which shows UCCS to be at approximately 95% of our peers; i.e., within 1 standard deviation), the committee discussed additional study on this issue to evaluate impact of uncompensated merit issues on relevant campus outcomes (e.g., faculty turnover), and in relation to other budget/resource priorities of the campus.

*Resolved: Personnel and Benefits urges Faculty Assembly Executive Committee to continue discussion and pursuit of Administration financial support towards uncompensated merit adjustments.*

### 2. Senior Instructor Adjustments

History: UCCS Administration acknowledged the need to address problem/issue of senior instructor salary adjustments.

*Resolved: Personnel and Benefits urges Faculty Assembly Executive Committee to prioritize this issue to see that current Administration addresses/supports senior instructor adjustments.*

### 3. System Salary Analysis

Lynn Gates discussed her work on a system salary analysis. In general, the analysis reveals that UCCS median faculty salary to be lower than Boulder and Denver.

### 4. SPA P&B Representative

There is an opening on Personnel and Benefits committee for representative from SPA (School of Public Affairs).