

**Personnel and Benefits Committee**  
**October 15, 2015**

Present: Carla Myers, James Parmenter, Pam Carter, Don Morley, Tom Zwirlein, Jill Bradley-Geist, Sherry McCormick and guests Robyn Marschke, Jeanne Durr

I. The first part of the meeting dealt with issues regarding this year's uncompensated merit model.

Robyn is working through some data issues with the model and requested some advice and direction from P&B.

1. Several disciplines do not have comparative CUPA data for instructors. These disciplines include: Criminal Justice, Curriculum and Instruction and Anthropology. P&B recommended other comparison groups be used as appropriate to fill the holes in the CUPA comparison data. In some cases an average of several disciplines may be used. Another method may include calculating an average by rank for each College. From this a percentage of the rank above can be calculated. For example, find the average assistant professor and instructor salaries in LAS. Then find the instructor salary as a percent of the assistant professor average. A number of discipline chairs may be contacted to seek recommendations when a substitution is made.
2. Robyn indicated she could rerun the CUPA data to include all Master's Large campuses in order to populate more of the comparison data.
3. The library has some unique problems since some employees in the library are faculty and some hold staff positions. There is no reliable CUPA data on library faculty salaries. Thus, we often may have to rely on library staff salaries which potentially could distort the comparisons. Robyn will work with the Dean of the Library to come up with an acceptable solution for this problem.
  - a. Robyn said that last year staff positions in peers were used for the comparison. Carla thought that this would be acceptable.
  - b. Robyn: The CUPA staff librarians make more than our faculty librarians. There are some similar issues with clinical track nursing.
  - c. Carla said that we need to make sure that the job descriptions match.

4. Jeanne Durr reported that the current HR system only accepts discrete merit scores and rounds.
5. Robyn indicated a small number of faculty merit scores were not reported and entered in the HR system last year. The supervisors for these individuals and the faculty in question will be contacted to obtain the necessary information. If the information is not provided in a timely manner they will be excluded from the analysis.

#### Split between TTF and NTTF

Tom polled Faculty Assembly at the October meeting about the split. The poll based on all attendees at Faculty Assembly indicated about a 50% - 50% split between TTF and NTTF would be appropriate. Many NTTF, including the NTTF committee, voiced the opinion in many emails that the split should be 70% NTTF/ 30% TTF this year.

After considerable debate P&B unanimously recommended a split with 55% going to the NTTF and the remaining 45% going to the TTF this year.

Tom: Average salary in El Paso County in 2014 was \$45,500 over all industry classifications. A number of UCCS Instructors make in the mid to high 30's. Thus, some instructors earn a salary that is only 77 percent of the average wage in the county. This may be an issue which warrants more study?

In 2006, P&B approved a motion to establish a floor and recommended new hire salary for each discipline on campus. The floor and recommended salaries were to be increased each year by the campus average merit pool. This motion was approved by Faculty Assembly and confirmed by the Chancellor. P&B supports continued adjustments and use of the recommended starting salaries for each discipline. This means all new hires are made at the recommended salary or above in each discipline.

The tables attached to these minutes list the floor and recommended salaries from the 2006 analysis along with updated 2015-2016 tables to reflect the annual average merit increase pool at UCCS over the past 10 years.

#### II. Family Sick Leave

P&B began to look at the sick leave policy for faculty. According to regent policy, after a certain number of days of sick leave faculty must apply for Family Medical Leave.

Few faculty report sick leave when it is used and records on accrued sick leave is very poor. The problem is how we enforce and accrue sick leave. Faculty do not accrue sick leave, but are given 11 days of sick leave a year.

Carla will work on a draft motion to change the sick leave policy. P&B will review the draft at the next meeting. A change in the sick leave policy will have to be approved at the system and regent level since it affects all CU faculty.

### III. APS Assignment of Academic Office Space

P&B made a number of changes to the draft document and sent it to Debbie Lapioli.

Next meeting is Tuesday, November 19<sup>th</sup> from 1:30 to 3:00.

**University of Colorado Colorado Springs  
Floor and Recommended Starting Salaries for New Faculty/Instructors**

Discipline	2005-2006		Adjusted to 2015-2016	
	Floor Salary	Recommended Salary	Floor Salary	Recommended Salary
Anthropology	\$ 26,000	\$ 31,200	\$ 34,592	\$ 41,510
Biology	\$ 26,000	\$ 31,200	\$ 34,592	\$ 41,510
Business	\$ 34,000	\$ 40,800	\$ 45,236	\$ 54,283
Chemistry	\$ 26,000	\$ 31,200	\$ 34,592	\$ 41,510
Communication	\$ 26,000	\$ 31,200	\$ 34,592	\$ 41,510
Computer Science	\$ 30,000	\$ 36,000	\$ 39,914	\$ 47,896
Economics	\$ 26,000	\$ 31,200	\$ 34,592	\$ 41,510
Education	\$ 26,000	\$ 31,200	\$ 34,592	\$ 41,510
Electrical engineering	\$ 30,000	\$ 36,000	\$ 39,914	\$ 47,896
English	\$ 24,000	\$ 28,800	\$ 31,931	\$ 38,317
Geography	\$ 26,000	\$ 31,200	\$ 34,592	\$ 41,510
GSPA	\$ 28,000	\$ 33,600	\$ 37,253	\$ 44,703
History	\$ 24,000	\$ 28,800	\$ 31,931	\$ 38,317
Languages	\$ 24,000	\$ 28,800	\$ 31,931	\$ 38,317
Mathematics	\$ 30,000	\$ 36,000	\$ 39,914	\$ 47,896
Mechanical engineering	\$ 30,000	\$ 36,000	\$ 39,914	\$ 47,896
Nursing	\$ 31,000	\$ 37,200	\$ 41,244	\$ 49,493
Philosophy	\$ 24,000	\$ 28,800	\$ 31,931	\$ 38,317
Physics	\$ 26,000	\$ 31,200	\$ 34,592	\$ 41,510
Political Sciences	\$ 26,000	\$ 31,200	\$ 34,592	\$ 41,510
Psychology	\$ 26,000	\$ 31,200	\$ 34,592	\$ 41,510
Sociology	\$ 26,000	\$ 31,200	\$ 34,592	\$ 41,510
Visual & Performing Arts	\$ 24,000	\$ 28,800	\$ 31,931	\$ 38,317
Women's Studies	\$ 26,000	\$ 31,200	\$ 34,592	\$ 41,510