

Personnel and Benefits Meeting November 19, 2015

Tom Zwirlein , Jill Bradley-Geist Carla Meyers, Pam Carter, James Parmenter, Sherry McCormick ,Don Morley, guest Jean Durr

1. Uncompensated Merit Analysis

Institutional Research is collecting some colleges' data before completing the uncompensated merit analysis for this year. In particular, some refinements are being made in the Library and the School of Education data.

Some full professors have been in rank for a long time which has increased the average years in rank for this group. It is recommended that the median years in rank be used in the analysis instead of the mean to avoid the skew in the data.

2. Sick Leave for Twelve Month Faculty and Regent Policy 11E

P&B has been looking into the sick leave policy for faculty on 12 month appointments. Currently, 12 month faculty and exempt employees are limited to 5 days of sick leave including time off to care for immediate family members. P&B feels this policy is somewhat limiting in cases where there may be numerous health related appointments to see medical professionals for faculty and member of their immediate family. P&B recommends a review of Regent Policy 11E: Leave Policy for Officers, Exempt Professionals and (Twelve Month) Faculty to see whether this policy can be modified to correspond more closely to the policy for classified staff whom are also 12 month appointments.

A memo recommending this change will go to the Faculty Assembly President in order for it be moved to the system level since any change in 11E would apply to all 12 month faculty and exempt professionals in the CU system.

3. NTTF Floor Salaries

The English Writing program recently hired new Instructors at \$36,000. The updated recommended salary for a new Instructor in this discipline is now \$38,317. This issue needs to be brought to the attention of the appropriate campus administrator.

4. Assumed Teaching Load for Faculty While on Sabbatical and Upon Return from Sabbatical

Background

A faculty member brought to P&B's attention that historically, the practice for single semester sabbaticals for faculty with an unequal annual course load is to assume the heavier course load is taken during the sabbatical while the lighter load is taught

prior to or after returning from a sabbatical. For example, a faculty who normally teaches a 3-2 load and earns a one semester sabbatical might take a sabbatical during the spring semester. Traditionally, this person would teach a 2 course load in fall prior to taking a spring sabbatical. A person taking a fall sabbatical would use the 3 course load during the sabbatical and teach 2 courses in spring after returning from sabbatical. P&B found this to be the typical practice in most if not all of the college's across campus. Although this is the "typical" practice in individual colleges across campus, the practice has not been written into any of the policies in the colleges. Further, there is no campus policy on sabbaticals. The campus follows APS Number: 1024 Approval of Sabbatical Assignments which applies to all campuses. The policy "provides procedures for implementing Regent Law 5.B.3.C and Regent Policy 5.A. "Approval of Sabbatical Assignments.""

P&B also heard at the prior Faculty Assembly Meeting that the Faculty Council EPUS committee is looking into this issue while reviewing other issues concerning sabbaticals. Given there is no formal campus policy on sabbaticals, P&B is inclined at this time to leave the issue with Faculty Council EPUS. P&B does recommend that Faculty Council EPUS keep in mind "fairness and uniformity" as it deliberates on the issue of faculty with uneven teaching loads. In particular, P&B recommends faculty on uneven loads use the sabbatical during the semester with the higher teaching load and teach the smaller teaching load prior to or after returning from the sabbatical whenever possible.

A concern brought up during the discussion of this issue is that if a faculty member is guaranteed the lower course load on return from sabbatical, then some sabbaticals might be denied, because a department might not be able to cover the classes while the person is on sabbatical. While this is a possibility, P&B believes this issue can be avoided with proper planning by the department or college. P&B does recognize sabbaticals are a privilege granted by the university but subject to the availability of resources as stated in APS 1024.

5. Discrimination and Harassment Policy 300-017

P&B reviewed the policy on discrimination and harassment. The only question that came up is whether the State of Colorado has and laws or legislation to cover protected classes beyond those included at the federal level? Section III. h defines protected class. Make sure this definition includes all protected classes in Colorado.

Next Meeting: Thursday, December 10, Dwire Hall 308 (Dean's Suite) from 1:30 to 3:00