

**Personnel and Benefits Committee**  
**September 10, 2015**

Present: Carla Myers, Pam Carter, Leann Morgan, Jill Bradley-Geist, James Parmenter, Don Morley, Tom Zwirlein and guest Robyn Marschke

Meetings will be the third Thursday of the month this semester from 1:30 to 3:00.

1 .The Chancellor anticipates another round of uncompensated merit this fall.

1. P&B will discuss the split between TTF versus NTTF for this year.
2. There are problems with the HR system not being able to handle decimal places in merit scores. It would be best if annual merit in the model is out to two decimal places.
3. P&B still wants the deans in each college to audit their individual data for accuracy and completeness. A motion in regard to this issue may be presented to Faculty Assembly.

2. Robyn Marschke joined the P&B meeting to discuss results of an internal equity study conducted over the summer on all tenure, tenure-track faculty. P&B offered a number of suggested changes to improve the study. Robyn will work on some of these suggestions prior to the release of the study.

P&B did suggest a similar study for the NTTF. Robyn says she will look into adding that or doing a separate report on NTTF.

There was a discussion on whether the report should be based on college or department. Tom argued that it should be by college since hiring decisions are ultimately made by the dean in each college.

3. P&B will look at whether a consistent policy can be developed campus-wide to cover faculty taking a one-semester sabbatical. Evidently, the separate colleges do not have written policies addressing foregone teaching responsibilities during the sabbatical and the actual teaching load after a sabbatical. This issue appears to crop up in situations where a faculty's teaching load is three courses in one semester and two in the other. Different colleges appear to use different ad-hoc policy in these situations.

4. P&B will also look to see if the sick leave policy for 12 month faculty can be modified somewhat to be more in line with the sick leave benefit staff receive.