

**Personnel and Benefits Committee Meeting
December 3, 2013**

Attending: Carla Myers, Gail Katz, Tom Zwirlein and Robyn Marschke

We continued the discussion of ways to look at salaries. Many questions came up.

1. Can we look at comparative salaries for UC Boulder, UC Denver and UC Colorado Springs?
2. If salaries on campus are determined to be low, can the case be made with the regents to fix the problem? Is there any possibility of getting a separate pool of funds in addition to the regular salary pool? Members of the committee are leery of carving out uncompensated merit money from the regular salary increase pool.
3. How successful are the colleges when hiring new faculty? Do the departments and colleges get their first choices or must they settle for second or third choices? Are offers being turned down because candidates take higher offers? Ask the deans to provide their perspective on these questions.
4. Does HR have information on failed searches?
5. Tom will try to find a few answers to these questions. Carla will do some background research on salaries over the break.

Our next meeting will be in January 2014