

**Personnel and Benefits Committee Meeting  
March 5, 2013**

Attending: Tom Zwirlein, Bob Durham, Beth Kumar, Don Morley, Pam Carter

Gail Katz sent a written report from System Personnel Committee - she could not attend the meeting this month. Their committee is:

- Reviewing a Program Discontinuance APS
- Reviewing language for Multiple Teaching Methods APS
- Developing language for a potential service APS
- Heard Faculty Council updates.

We reviewed the APS Multi-Year Contracts for NTTF. The document is still incomplete. We examined what is currently in the document. Some problems and concerns include:

- The policy indicates there may be a limited number of contracts for the University of Colorado. Who will set the limits? How will the limited number of contracts be allocated among deserving NTTF? Will NTTF who are awarded a 3-year contract be eligible for a new and continued 3-year contract after the initial award period? The whole issue of limited contracts could be demoralizing for deserving NTTF. A tangent example might be a situation where the regents decide to award tenure to only 10 members of the faculty in the entire system per year. What happens if 50 people are eligible for tenure in the same year?
- The law indicates NTTF instructor must hold at least a 50% teaching appointment (not just have a 50% appointment). What happens in the case where a NTTF faculty has a 50% appointment and a portion of this appointment includes a service component?
- Will the funds for the 3-year contracts be encumbered and will the funds for any encumbrance be allocated in the first year of the contract? Will there be enough money?
- In Part II, B. 1 – who will develop and do the selection and approval process?
- When will the remainder of the draft policy be completed?

#### Discussion on the Salary Pool

The salary raise pool for this year is being modeled at 3 to 3.1%. A pool at this modest level may be too small to consider uncompensated merit. However, the P&B committee remains committed to fixing the uncompensated merit problem that exists in the salaries for certain faculty. The P&B committee recognizes that meager to non-existent salary increase pools over the last several years have prevented the University from allocating any funds to uncompensated merit. None-the-less, the P&B committee recommends that Institutional Research conduct an uncompensated merit analysis to determine whether uncompensated merit still exists in the salaries of certain faculty and the current size and magnitude of the problem on campus. This will help P&B make a more informed decision on uncompensated merit if asked to do so by the chancellor.

The next meeting will be April 2, 2013 at 8:30 am.