

## **Personnel and Benefits Meeting December 7, 2016**

Attending: Tom Zwirlein, Carla Myers, Jill Bradley-Geist, Pam Carter, Jeremy Bono, James Parmenter, Leann Morgan, Pam Carter, visitor Robyn Marschke

The committee expressed its appreciation to Carla Myers for her many years of service to the Personnel and Benefits Committee. We wish her well in her new endeavors at Miami University in Ohio.

### **Uncompensated Merit**

Personnel and Benefits is considering audits of the last two years of uncompensated merit. The purpose would be to see if recipients actually receive the appropriate adjustment. Uncompensated merit adjustments are always above and beyond the annual merit increase.

Robyn Marschke from Institutional Research went over the newest salary comparison information from CUPA. This data is available on the Institutional Research webpage.

The committee discussed some possible changes to the uncompensated model for this year if funds are available. Many of these changes are recommendations from the faculty.

Explain how annual merit scores are use in the model. Merit scores are used to determine who is eligible and who is not for an uncompensated increase.

A concern was raised that if the average merit score for a department is used, half of every department potentially falls out of the eligible range for uncompensated merit. This is a valid concern and the committee and Institutional Research will look at some options to modify this standard so all meritorious faculty remain in the pool for an adjustment.

A question came up about years of service at UCCS and in rank. Years of service is used in the model to adjust the market comparison salary up to reflect higher market salaries for the longevity of the faculty. Thus, the years of service adjustment increases the probability that a person will see an uncompensated merit adjustment.

Robyn suggested Personnel and Benefits have another meeting and go over the worksheet in more detail. The committee agreed this is an appropriate next step. Robyn will be invited to the next meeting to go over the model in detail.

Instability in the annual CUPA (peer salary) data needs to be examined in more detail. The CUPA data can change significantly from year to year within a discipline and within rank. Robyn indicated there are adjustments that can be made when these fluctuations exist. The consensus is to use highest peer salaries for the last three years.

Personnel and Benefits will consider a lower threshold for uncompensated merit. In the past, a faculty member did not receive an uncompensated merit adjustment if the projected adjustment came out to \$200 or less. Some faculty feedback indicates that giving such a small amount creates resentment and lowers morale.

There is a concern about senior instructor vs instructor merit. The committee will look at adding an adjustment for this factor for senior instructors.

#### Other Issue

Leann Morgan wanted to know about how an instructor gets promoted to senior instructor. She wanted to know about the possibility of a process to transition senior instructor to assistant professor. Tom agreed to speak with the Chancellor about how this process is envisioned.

Next meeting: 2nd week in February