

Personnel and Benefits Meeting

February 10, 2015

Attending: Bob Durham, Tom Zwirlein, Don Morley, Carla Myers, Gail Katz, Pam Carter and Robyn Marske

Gail Katz reported on several activities at the system P&B.

1. The committee is analyzing the climate survey. Need to come up with a recommendation on how faculty would deal with harassment or discrimination.
2. Looking at benefits for next year.
3. Anthem breach is huge. Past Anthem members will also be affected. Go to Anthem if you have an account and change the password.
4. Tuition reimbursement issue is ongoing. The number of hours has not been set. The regents and CFO's want this to be a percent of tuition and not based on credit hours. They are working on figuring out how much this will cost. Still don't know how this benefit will be paid.
5. Regents want to create an online university.

Robyn summarized the results of the salary adjustment model.

1. A total of \$255,806 was in the pool. Of this amount \$238,586 was allocated. A total of 73% went to tenure track faculty and 27% to non-tenure track faculty. This split is based on total salaries paid to TT and NTT faculty. More details on the salary adjustment for 2014-15 will be distributed when they become available.

A question arose on whether everyone in the analysis was classified correctly. This was especially true with the library faculty. This question evolved into how the model could be improved in the next go around. Several ideas were brought up.

1. Make sure all faculty are paired with the best CUPA cohort. This needs to be done carefully with the library faculty and several or all of the professional schools. The committee will work with Robyn and the deans on this particular issue.
2. We will also work with the deans, associate deans or the HR person in the colleges to make sure other input data is correct. This includes years of service, time in rank, and merit scores.
3. We will look for more consistency in merit scores.
 - a. Several individuals actually had multiple merit scores.
 - b. Should merit be based as a percent of the highest possible merit score (percent of 5)?
 - c. Should the final merit score be set at the dean's level and not the department level?
Would we obtain a more consistent merit score?
4. Should a different allocation be made between TT and NTT?
5. Should P&B have better access to the data?
6. Is it time to develop a new list of peer institutions? The University has experienced a good deal of growth over the past few years so it may be time to update the list.

Next Meeting: TBD