

Personnel and Benefits Meeting
March 11, 2014

Attending: Don Morley, Leann Morgan, Gail Katz, Pam Carter, Carla Myers, Tom Zwirlein, Ceil Malek (NTT guest)

- I. Gail reported on activity at the system-wide P&B Committee
 1. “The P&B committee developed a “Reporting Mechanisms for Harassment, Prejudice, Discrimination or Unethical Behavior” as a result of the recently completed climate survey. This document is going to Faculty Council.
 2. P&B is working with the administration and other stakeholders on three Administrative Policy Statements (APs). The APs under active review are APS 5014 (Sexual Harassment Policies and Procedures), APS 5015 (Conflict of Interest in Cases of Amorous Relationships) and APS 5019 (Leave for Faculty and University Staff: Parental).
 3. The Personnel Committee is also committed to evaluate the role of faculty course questionnaires (FCQs) and how the results of the FCQs are used system-wide and how these FCQs impact faculty to include annual performance reviews and promotion/tenure actions. Additionally, the Personnel Committee will be reviewing existing sabbatical policies and how those policies are applied system-wide.” from report submitted by John McDowell, system P&B chair.
- II. Tom went over a summary of the salary adjustment provided by the Office of Institutional Research. See the attached summary for details.
- III. Tom then spent time discussing the changes that will take place to the 401(a) and 403(b) retirement options in July. Faculty are strongly encouraged to attend one of the transition meetings in March 16 (10:30, 12:00 and 1:30) or April 9th (8:30, 10:00 and 11:30). All sessions are in UC Theater, Room 302. For more information see:

<https://www.cu.edu/employee-services/retirement-transition>

The next meeting for P&B will be on April 15th from 3:30 to 5:00.

2014-15 Salary Adjustment Model Results			
	Total	TT	NTT
Total available pool of funds	\$255,806	\$186,738 (73%)	\$69,068 (27%)
Total amount needed according to the model to relieve all compression <i>(Dollars needed for all 391 faculty to reach 100% of peer salary)</i>	\$1,382,202	\$763,470 (55%)	\$618,732 (45%)
Total number of eligible faculty in the process	391	233	158
Total number of faculty who received an adjustment	94 (24% of total)	53 (23% of total)	41 (26% of total)
Average amount of adjustment (\$)	\$2,482	\$3,366	\$1,338
Median amount of adjustment (\$)	\$1,565	\$2,341	\$1,150
Largest adjustment (\$)	\$13,777	\$13,777	\$4,219
Lowest adjustment (\$)	\$200	\$277	\$200
Number of Full professors receiving adjustments		25 (47%)	
Number of Associate professors receiving adjustments		20 (38%)	
Number of Assistant professors receiving adjustments		8 (15%)	
Number of Senior instructors receiving adjustments			25 (61%)
Number of Instructors receiving adjustments			16 (39%)
Information provided by the Office of Institutional Research			