

Personnel and Benefits Meeting March 8, 2017

Attending: Tom Zwirlein, Carla Myers, Jill Bradley-Geist, Pam Carter, Jeremy Bono, James Parmenter, Leann Morgan, Sherry McCormick, Pam Carter

I. Uncompensated Merit

The committee went over the changes proposed in the model at last month's meeting.

UBAC is looking at three different scenarios for next year's budget. The first scenario shows a small increase in funds from the state, the second scenario shows a flat budget and the third scenario shows a cut. UCCS is proposing a merit pool of 2.5% for all categories (faculty, university staff & classified staff) regardless of which budget scenario we end up having. If we get a small increase, the uncompensated merit pool is expected to be .5%; with a flat budget it is .2% and if we take a cut in our budget there will not be any uncompensated merit pool.

Items that still need to be addressed are:

- If there will be a cut-off for adjustments.
i.e. A lower bound dollar amount (e.g. Ignore adjustments less than \$50 a year)
- The split between tenure track and non-tenure track.

Personnel and Benefits will ask Robyn Marschke to come to our next meeting. More information is needed to resolve these issues.

II. Other

P&B will continue to monitor floor salaries for NTTF to ensure adequate starting salary offers are being made in all departments. The current floor was set by the chancellor at \$40,000. This amount may not be adequate in some departments. However, everyone is reminded this is just a floor. Offers can be made for more in order to get qualified candidates.

System Women's Committee - Leann Morgan

Leann Morgan reported the system level Women's Committee is looking into a process of how senior instructors could be moved to tenure track positions. Currently, there are no policies to govern this transition. Before her retirement, Chancellor Shockley-Zalabak had mentioned this as an item she wanted to pursue. Regent Shoemaker has been in contact with the system Women's Committee on this issue. New positions titles may have to be created at the system level.

Next meeting: April 12 9:00