

Personnel and Benefits Minutes for February 4, 2014

Present: Gail Katz, Tom Zwirlein, Don Morley, Bob Durham, Pam Carter, Carla Myers and Guest Jerry Wilson.

Questions about CU's System security in regard to the recent letter sent by Jill Pollock were sent to Brian Burnett by Bob Carlson (Math). Mandi Elder (President of Faculty Assembly) then sent this on to Personnel and Benefits.

Synopsis: At UCD seventeen employees had their usernames and passwords phished. This allowed the perpetrators (the bad guys) to logon to the employee portal and redirect their direct payroll deposit to another account.

Jerry Wilson pointed out this was not an IT security breach, because none of the CU systems were compromised. The perpetrators only gained access to the employee portal because the 17 affected CU employees supplied username and password information. This does point to the importance of reading email carefully and never giving out this personal information. The original phishing email contained obvious grammatical errors that would have been picked up on a careful read.

Jerry said the University is looking at putting in a second level of security (additional password, text message or other method) that does not allow critical changes to be made with just the usual password and user name. Jerry discussed various security measures on our campus; including spam filters and firewalls. UCCS has a main firewall, then a "DMZ", and then a second firewall. Jerry says they block 1.7 million spam and phishing scams and about 350 viruses a day. IT also works with the National Institute of Standards and Technology (NIST) and REN-ISAC whose mission is to aid and promote cyber security, operational protection, and response within the research and higher education (R&E) communities. They meet with Ed Chow from Computer Science and also have a cyber security expert, Greg Williams, who works for them. Campus IT also meets with Cisco and consults with others on a regular basis.

Once again, Jerry says there will be a second level of security applied to accessing bank account and personal information. The Personnel & Benefits concur with Jerry's assessment of the situation and strongly recommend that faculty and staff

delete any suspicious email immediately or contact IT Security immediately if they suspect they have received a malicious email.

Over the break Tom Zwirlein met with the Chancellor to discuss Personnel and Benefits issues. They had a preliminary discussion about expected faculty salary increases for this year (the merit pool). State sales tax and other revenues are up in Colorado which follows a national trend. Given the more robust revenue projections, the governor is recommending a \$100 million infusion in the statewide higher-ed budget. This money will help restore funding taken from higher-ed during the global recession. There are conditions. The executive and legislative branches want to keep tuition increases limited to no more than 6% and UCCS is likely to come in below this level. Preliminary planning suggests UCCS might be looking at about a 3% increase in tuition.

Currently, the Joint Budget Committee (JBC) is proposing a 4.5% increase for state classified staff. The current word on the street is that the merit increase for faculty and PESA may be in the range of 3% system-wide. The chancellor would be interested in an additional amount for uncompensated merit but is not sure this will fly on the other campuses. The other campuses are struggling with budgetary problems and are currently unwilling to consider an amount higher than 3%. Other words on the street indicate the Personnel Committee for Faculty Council (System Level) will recommend the regents approve a 4.5% merit pool for faculty on all campuses. Specific funding for this additional 1.5% increase has not been identified.

To anticipate the possibility of some uncompensated merit, the P&B committee will devote some effort at the next several meetings reviewing and updating the uncompensated merit model. We will look to develop a streamlined model and process compared to the approach used in the past.

The model will rely on CUPA peer data since using other data would probably not satisfy the regents. We may also use other data provided by departments and other units on campus. The committee verbally agreed that if the merit pool increase is 3% or less we would recommend foregoing uncompensated merit.

The committee will examine other universities who have examined their salary structure to see if an appropriate methodology can be identified. For example, we

will be looking at a study recently completed at Southeast Missouri State to see what we can learn from their study.

There seemed to be a consensus that uncompensated merit be used to fix the egregious salary issues. The committee will come up with a set of principles to help guide us in what we want to do and what needs to be accomplished.

Next meeting Tuesday, March 4