

## Personnel and Benefits Minutes

February 14, 2018

Attending: Jeremy Bono, Jill Bradley-Geist, Pam Carter, Lynn Gates, Sherry McCormick, Leann Morgan, James Parmenter

1. CU System Salary Analysis
  - a. Lynn Gates presented her work on the CU system salary analysis. The focus was on matching departments across campuses and whether a “good comparison” exists in certain cases (e.g., Anschutz/Medical, Nursing).
2. Merit Pool and Uncompensated Merit
  - a. Personnel and Benefits ask that anyone representing the Faculty Assembly will support the motion passed by the Faculty Assembly on 10-13-2017:

*Resolved, That the Faculty Representative Assembly urges Chancellor Reddy to continue the uncompensated merit adjustment this year, utilizing monies from a source other than the compensation pool.*

- b. We want to emphasize that past analyses indicate a continuing need for uncompensated merit and just last year, an analysis by the administration found many of our Senior Instructors are underpaid.
3. Internal Equity Report  
Discussed report findings and supplemental correlation checks run by Robyn Marschke. There were no concerns.
4. Article 5
  - a. Discussed current draft and comments (especially from EPUS) on Article 5. Kudos to EPUS.
  - b. Personnel and Benefits will jump on the next draft this spring, if we are not working on Uncompensated Merit.
5. FCQs
  - a. Discussed online FCQ administration and early anecdotal thoughts/experiences with response rates, etc. Some schools/departments experimented with strategies to increase response rate, including temporary restriction on access to course in Blackboard/Canvas.
  - b. Short courses will have FCQ administered at end of class date instead of having to wait until end of semester.
  - c. Pam will email committee members the current Draft FCQ questions and change to 7-point response scale.
6. System Personnel and Benefits Committee  
Leann Morgan reported that there is concern regarding lack of coverage for infertility treatment among the current CU insurance plan options.

### Anti-bullying policy for faculty

- a. Leann discussed anti-bullying policy which specifically addresses faculty-to-faculty bullying. Policy has passed through Faculty Council.
- b. A policy on Retaliation is also being considered.
- c. Leann will email current policy draft to committee members.

Next meeting March 14