

Personnel and Benefits Minutes

March 14, 2018

Attending: Jeremy Bono, Pam Carter, Lynn Gates, James Parmenter, guests: Tom Zwirlein, Robyn Marschke

1. Jill Bradley-Geist elected co-chair of Personnel and Benefits for remainder of year via email vote.
2. Uncompensated Merit

Former Chancellor Shockley was able to prevail on President Benson and the CU Regents to approve authority to add incremental amounts to special monetary pools to take care of grievances, uncompensated merit and other salary inequities (compensation for meritorious work that was never covered). These were “found” monies that were outside the regular merit pool.

It was suggested that Faculty Assembly ask the Chancellor to prioritize the motion from 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.

It was also suggested that we ask for the support of the deans.

We requested that Robyn Marschke do an annual analysis of faculty salary (using peer CUPA data).

A concern was raised that Uncompensated Merit could be causing faculty retention issues.

There was a suggestion that we study Regent Policy on Faculty Salaries (Regent Policy 11B: Faculty Salary).

3. Senior Instructor Salary Adjustments

The previous administration publically committed to solving this problem. Their own analysis showed that \$378,253 was needed to fix Senior Instructor salaries. At the time \$100,000 (plus \$14,250 in benefits) was provided to start the process. This problem was in addition to previously identified Uncompensated Merit issues.

4. CU System Salary Analysis

- a. Lynn Gates presented her work on the CU system salary analysis. She suggested ignoring data on faculty that are less than half-time. We will look at this again at our next meeting.

Next meeting April 11