

Personnel and Benefits October 12, 2016

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HLC is visiting this fall which might mean a light load on review of policies in fall followed by a deluge in spring..

The University established a minimum base starting salary of \$40,000 for instructors beginning this fall. Evidently this is having an impact on the budget in some colleges and is causing comprehension issues between instructors and senior instructors. Tom will be attending an early November meeting to discuss this issue. More to come.

News from the System P&B Committee

A tuition benefit trial program should be finalized by the end of the semester. There may be a draft document in the next month.

Comments on the Internal Equity Analysis FY 2016 performed by Institutional Research

The committee discussed the Internal Equity Analysis FY 2016 completed by Institutional Research. Several recommendations were made.

1. The coefficients for the female and minority independent variables (from the regression results provided in the table on page 11) are insignificant explanatory variables from a regression perspective. However, they may be significant to individual faculty from a financial or economic perspective.
2. The committee recommends Institutional Research prepare a short and easily readable summary of the major findings/key points from the study.
3. Given the growth at UCCS, do the current set of CUPA peers provide reasonable internal and external salary comparisons.

The following may be of interest to faculty who want to monitor the performance of their 401(a) and 403(b) retirement portfolios.

The library is reviewing the Morningstar Database on a trial basis. This database contains financial, performance, background information on mutual funds. The Personnel and Benefits Committee encourages faculty to use this database to find out timely information about mutual funds in the University's 401(a) and 403(b) plans.

You can access this database trail here:

<http://library.morningstar.com.libproxy.uccs.edu/>.

A web tutorial is available to help walk you through the basic use of it:
<http://library.morningstar.com/tutorials/introduction>

Use your university login and password. The database is easy to navigate and use.

In order to make it easier to view some of the 401(a) alternatives the funds in the second tier are listed below based on market capitalization versus style. This is typical of how Morningstar views funds. You can find a fund by entering a ticker symbol in Morningstar. The ticker symbols are in parentheses in the matrix below if available. If the fund says CIT at the end it means it is a Collective Investment Trust which is not publicly traded and does not have a ticker symbol. Tom is working on finding representative funds for these CIT's.

401(a) Tier 2 choices. Major stock market classes listed in the first matrix while specialty funds are in the second matrix. Stock market capitalization for a company is the product of the stock price times the number of shares outstanding. Funds are often categorized into large stock, midsize and small capitalization funds.

Core funds include all of the funds in a category. For example, the S&P 500 is considered a large cap index or fund since it is composed of some of the largest companies by market capitalization in the country. Value funds are generally composed of stocks considered to be somewhat undervalued and may be expected to appreciate more than other stocks over time. Growth funds are composed of the stocks from the core funds with higher potential growth in the near future. Stocks may go from value to growth or vice versa over time.

	Value Finds	Core Funds	Growth Funds
Large Capitalization Funds	Dodge & Cox Stock (DODGX)	Black Rock Equity Index M CIT	Harbor Capital Appreciation (HACAX)
Mid Capitalization Funds	Black Rock Mid Cap Value Opportunities (MARFX)	Black Rock Mid Capitalization Equity Index Fund M CIT	Artisan Mid Cap (APHMX)
Small Capitalization Funds	DFA Small Cap Value (DFSVX)	BlackRock Russell 2000 Index Fund M CIT	Voya Small Cap Opportunities CIT

Specialty Funds			
	Value	Core	Growth
International Funds	Dodge and Cox International (DODFX)	Vanguard Total International Stock Index (VTSNZ)	American Funds Europacific Growth (RERGX)
Fixed Income		Passive Core Fixed	Met West Total

(Bond) Funds		Income Black Rock US Debt Index Fund M CIT	Return Bond Fund (MWTSX)
Real Estate		Morgan Stanley Global Real Estate Fund (MRLAX)	
Socially Responsible		TIAA-CREF Social Choice Equity Fund (TISCX)	
Money Market		Vanguard Prime Money Market (VMRXX)	
		Wells Fargo Stable Value CIT	
Guaranteed Income		TIAA Traditional Retirement Choice	

Next meeting is Wednesday, November 9, 2016.