

Personnel Committee Meeting
February 6, 2015, 2014 1:00 pm – 3:00 pm
Denver conference room, 1800 Grant St, Denver

Attending: Gail Katz, Laura Borgelt, Jeff Zax, Dorothy Garrison-Wade, Tamara Terzian, John McDowell, Larry Cunningham, Rob Maclaren, Stuart Schneck, Tony Decrosta and Kathy Nesbitt.

On the phone: Lucy Dwight, Ed Portillos and Elaine Cheesman

Welcome and Introductions

The committee welcomed new member Tamara Terzian from the Denver campus. Tamara went on to introduce herself.

Approval of minutes

Minutes of the January 16, 2015 were approved as presented.

Faculty Council Chair Update

Laura reported that the BOR meeting will be held on February 19– 20th and invited members to attend. She went on to update the committee on EMAC's white paper on *Recognizing and Rewarding Faculty for Participating in Diversity Activities*.

Laura also reminded the committee to hold its elections before the end of March 2015. Following this report, Chair John McDowell noted that he and vice-chair Gail Katz were willing to continue serving in their current roles but invited nominations from other members as well. Discussion ensued, including whether or not the committee will appoint a secretary.

Policies Under Review for July 1 Implementation

Laura discussed the policies up for review and noted that the Women's committee will serve as the secondary reviewer on these policies. The committee formed sub-committees to review the policies as follows:

- 5014-Sex Discrimination and Sexual Misconduct (formerly Sexual Harassment Policy and Procedures)- John, Stuart, Elaine and Tamara
- 5015-Conflict of Interest in Cases of Amorous Relationships - Lucy, Tamara and Jeff
- 5019-Parental Leave for Faculty and University Staff - Rob, Gail, Eddie and Dorothy

Initial drafts are requested by the March meeting. Chair John McDowell will be the point person for all the policies and feedback should be directed to him for forwarding to the Office of Policy.

CU Anthem Breach, Tony Decrosta

The committee asked about the breach, including how CU employees will be impacted. Tony noted that the breach was more sophisticated than the recent Home Depot or Target breaches and that more information was accessed. He went on to report that CU employees have been the target of copycat attacks following the breach and that his office was in the process of putting together official communication regarding these attacks.

Committee members asked how information regarding the breach will be shared to faculty, staff and retired faculty. Tony noted that there will be official correspondence from the VP of Employee services and information can also be accessed from Anthem's website, www.anthemfacts.com. Member Stuart Schneck noted that neither he nor other retired faculty had received any correspondence from the VP of Employee services. Tony indicated that he will forward this concern to Employee Services.

The committee asked whether the claims that the data breached was not encrypted are true or not, and whether Anthem was addressing this issue. Tony noted that he had not received an official response from Anthem regarding data encryption but that he will research and get back to the committee. He noted that he will attend the March 6, 2015 and went on to give an update on the recently concluded audit, the Brussels and Muscles program and biometric screenings currently underway.

Member Stuart Schneck noted that it would be useful to send a list of 'what ifs' with contact information of people they can reach out if they feel that their information has been breached.

Discussion with VP Nesbitt

Kathy reported that consultations were still underway regarding the gender reassignment health benefit. Discussion ensued and committee chair John McDowell extended a standing invitation to VP Nesbitt to attend all the meetings of the committee going forward.

Committee members also asked for an update on the tuition benefit policy. Laura noted that she had received feedback from all the campuses and had put together a document that will be forwarded to VP Nesbitt and other administrators.



Old Business

The committee discussed its report '*Reporting Mechanisms for Discrimination and Sexual Harassment*'.

Adjournment

There being no other business, the meeting was adjourned. The next meeting will be held on March 6, 2015 in the Denver conference room of 1800 Grant St, Denver.