

**Personnel Committee Meeting**  
**May 1, 2015, 1:00 pm – 3:00 pm**  
**Denver conference room, 1800 Grant St, Denver**

**Attending:** Larry Cunningham, Kathleen Bollard, Thomas Spahr, John McDowell, Laura Borgelt, Jeff Zax, Gail Katz, Dorothy Garrison-Wade Rob MacLaren, Vicki Grove, Tony DeCrosta, Dan Montez

**On the Phone:** Tamara Terzian, Eddie Portillos, Elaine Cheesman and Stuart Schneck

**Approval of Minutes**

Minutes of the April 3<sup>rd</sup> 2015 meeting were approved as presented.

**Faculty Council Update, Laura Borgelt**

Laura reported that she had met with Regent Sue Sharkey to discuss the Committee's proposal and that Regent Sharkey had been pleased with the recommendations that the Committee had made. She added that some concerns around assuring confidentiality had been raised. In the ensuing discussion regarding confidentiality, the committee agreed that it was necessary to assure confidentiality except in cases where there is a legal obligation to report an incident. A presentation of the proposal will be made to the Board of Regents during the June 2015 meeting.

Laura also discussed the EMAC committee's white paper and reported that the Faculty Council had recommended that the Privilege and Tenure Committee revise its bylaws.

**Discussion on Administrative Policy Statements**

Dan Montez discussed the changes made to APS 5015 - Conflict of Interest in Cases of Amorous Relationships since the Committee's meeting in April 2015. The Committee approved the APS for review and approval by Faculty Council.

Regarding APS 5019 and 5014, Parental Leave for Faculty and University Staff and Sexual Misconduct (formerly Sexual Harassment Policy and Procedures) respectively, Dan reported that there were still a few issues that needed to be resolved before both APSs can be discussed by the Committee. He recommended that further discussions be postponed until Fall 2015 and the Committee agreed.

**Changes in Prescription Coverage**

Tony DeCrosta discussed recent changes to prescription benefit coverage for faculty and staff. A lengthy discussion followed and committee members suggested that the process for appealing the change in prescription coverage be made clear and transparent to staff and faculty.



## **New Business**

### **Workplace Bullying**

Members agreed to form a subcommittee to review the topic of workplace bullying and propose recommendations. The subcommittee members will be Gail Katz, Rob MacLaren, Elaine Cheesman, Dorothy Garrison-Wade, Larry Cunningham and Tamara Terzian.

### **Faculty Course Questionnaires**

Members noted that FCQs are not always uniformly applied which raises concerns among faculty. A subcommittee was formed to evaluate whether FCQ's have value and their implementation. Jeff Zax (chair), Gail Katz, Vicki Grove, Eddie Portillos will be members of the subcommittee.

### **Adjournment**

There being no other business, the meeting was adjourned. The next meeting will be set at a later date.