



Personnel Committee
September 5, 2013 1:00 pm – 3:00 pm
1800 Grant St, 6th Floor Denver Conference Room

Meeting Minutes

Attending: Jill Pollock, Gloria Main, Lillian Hoeffecker, Bruce Neumann, Rob Maclaren, Thomas Spahr, David Forlani, Don Eron, John McDowell, Isabella Muturi Sauve, and Melinda Picket-May.

On the phone: Paul Chinowsky

Approval of Minutes

Minutes of the May 3rd, 2013 meeting approved as corrected.

Chair's Report, John McDowell

John introduced himself as the new chair and noted that he looked forward to working with the members during this year.

Discussion on Administrative Policy Statements

Program Discontinuance (APS 1015)

The committee reviewed the policy, noting that it covers the rights of non-tenure track faculty and conforms to current industry standards. Further, the intent of the policy is to eliminate the policy on Program Discontinuance when No Tenured or Tenure Track Faculty Face Dismissal (APS 1010) and incorporate it into the new policy that the committee is formulating. They also noted that there will no significant changes between the two policies.

Representing the Office of Academic Affairs, Thomas Spahr noted that the office would like to see a legal opinion on the rights of non-tenure track faculty that conflict with State statutes. He added the office was also reviewing Regent Laws & Policies to see the impact that the new APS will have on other APSs and vice versa.

The following changes to the APS were suggested:

- Indicate that 'The Faculty Council Personnel Committee, after review by the relevant campus committees also has oversight responsibility to monitor whether all other feasible alternatives to termination of appointments been pursued, including one-time money or reserves as bridge funding, furloughs, pay cuts, deferred-compensation plans, and cuts to non-educational programs and services, including expenses for administration.
- Include a footnote/glossary/weblink with a definition of acceptable account principles. Bruce Neumann will assist developing the definition.
- Link the definition of acceptable accounting practices to the Office of Policy Efficiency's glossary, if space is limited on the policy document.
- Indicate that the draft APS aims at combining both APS 1010 & 1015, into APS 1015.

The committee unanimously approved APS with the above changes and agreed to send it to the Office of Academic Affairs and EPUS committee for review & feedback.

APS on Service (1038)

The committee made several changes to the APS before unanimously approving it for review by the Office of Academic affairs. The changes included:

- Replacing the term 'valuation' with 'Service Recognition Criteria' wherever it occurs.
- Change the title of the APS to 'Leadership & Service Recognition' to maintain consistence with other APSs.
- Indicate that 'Any changes to the service recognition criteria shall be made with faculty input prior to the start of the academic year and faculty members notified of the changes in writing'.

The draft APS will be sent to the EPUS committee and Office of Academic Affairs for review & input.

APS on Working Retirees (5054)

Vice President Pollock introduced the APS, noting that the goal of reviewing the APS was to bring consistency in the practices of hiring working retirees across the campuses and to reduce risk to the University as well as PERA retirees. The committee went on to discuss various aspects of the APS before agreeing to table further discussion until the October meeting to allow members enough time review it and provide feedback.

APS on Faculty Retirement Agreements (5016)

The committee agreed to review the APS this fall, with the goal of clarifying the early retirement options available to faculty. Committee member David Forlani indicated that he will do an initial review of the policy and bring suggestions to the next meeting of the committee.

Discussion on Faculty Compensation

Following a brief discussion, the committee agreed to propose guidelines that can be used to determine faculty compensation, as well as request that such guidelines be set with input from faculty. The committee also noted the concern of the Board of Regents that increases in faculty compensation did not meet the standards for faculty retention. The committee agreed to continue this discussion and to review the Regent policy on compensation at their next meeting.

UBAB Report, Bruce Neumann

Bruce Neumann reported that Chair John McDowell had been appointed the new faculty representative to the Health Trust Board. He added that the Budget committee's motion on the fiscal management of the Health Trust Board had been approved by the Faculty Council and the committee was awaiting a response. Responding to this report, Melinda Picket-May noted that the office of the Vice President of Employee & Information Services was working on a response to the UBAB and Budget committees, as well as the Faculty Council.

Bruce also noted that a number of complaints related to the transition of health benefits from CIGNA back to Anthem have been received, including barriers to annual physicals as well as changes in formularies. In response, VP Pollock noted that these issues are not occurring systematically; however such errors can occur during a transition such as this.



The committee went on to discuss various aspects of the Health Benefits, including changes in formularies and when they can occur, approval for medical procedures and appeals for certain medications/procedures. VP Pollock noted that current drug formularies belong to the Health Trust Board, are reviewed by practitioners at the School of Pharmacy and that CU makes changes in the formularies from year to year based on science and evidence of use, unless there is a difference in opinion on the appropriateness of a particular drug. The committee went on to suggest that the process for appealing particular medicines/procedures be streamlined to avoid confusion. Gloria Main also indicated that she will discuss this issue with retired faculty to determine if they have also experienced change in formularies.

Old Business

The committee requested that VP Pollock give an update on the Faculty Dependent Tuition Waiver. VP Pollock indicated that she would like the tuition benefit to be treated as a discount across the campuses and that tuition benefit policies in Colorado are not currently funded by the state. She welcomed a broader discussion on ways to fund the tuition benefit, in light of improving finances for the University and the state. She also indicated that she would share an estimate of the cost of the benefit across the 4 campuses from the previous academic year.

Faculty Retirement Savings

The committee discussed faculty retirement savings, specifically the question whether faculty are saving enough to retire. VP Pollock reported that her office was working on a financial education program for faculty, staff and some students. Members noted that a report done by TIAA CREF last year raised more questions than answers and indicated that they will contact VP Pollock with specific questions they would like answered.

Adjournment

There being no other business, the meeting was adjourned. The next meeting will be held on October 4, 2013, in the Denver conference room of 1800 Grant St., Denver, CO 80203.