



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

Meeting Minutes

Attending: Gail Katz, Bruce Neumann, Laura Borgelt, Gloria Main, Don Eron, Stuart Schneck, Rob MacLaren, John McDowell

Introductions

John McDowell called the meeting to order and stated that Faculty Council chair, Laura Borgelt will lead the day's meeting as a new committee chair had not been elected.

Fiscal Issues Motion

Laura asked whether the committee wanted to proceed with this motion. After a brief discussion, the committee agreed to forward the motion to the Faculty Council for review and vote.

Elections and Committee Members

The following points were noted:

1. Only active committee members, from AY13 - 15 are eligible to vote. Flexibility could be allowed if the ballot was inadequate.
2. Bruce Neumann noted that non –members have been allowed to chair the committee in the past. In response, Laura Borgelt indicated that this may have been allowed when the situation was dire, however at present, nominations have been received for all officer positions of the committee and there is no need to go outside the current Faculty Council bylaws.
3. Committee members asked why Bruce Neumann had not been nominated as chair of the committee, noting his passion, hard work and knowledge of health care finance. They also expressed their frustration at the process of appointing new members and reported that they have proposed new members who are yet to be appointed to the committee. Members went on to note that they saw a lot of political maneuvering in the interpretation of the Faculty Council bylaws. Regarding new committee members, Laura Borgelt noted that she will follow up with the faculty assembly leaders and report back to the committee.
4. The committee needs to identify issues that faculty care about and work on them.

In conclusion, Laura Borgelt noted that the election will proceed in adherence to the Faculty Council bylaws and encouraged members that felt aggrieved to appeal to the larger Faculty Council. With 7 of the 12 members of the committee present, the following nominations were received:

- John McDowell – Chair (nominated by Laura Borgelt)
- Rob MacLaren – Chair (self-nomination, withdrawn).
- Gail Katz – Vice chair (self-nomination)



John McDowell and Gail Katz were elected by acclamation for one year terms to the positions of chair and vice-chair respectively.

Faculty Council Dashboard, Laura Borgelt

Laura introduced the dashboard and added that she would send it to the committee for review. Members suggested continued review of the health benefits be added to the committee's tasks for the current academic year. Laura welcomed this suggestion and asked the committee to develop 2-3 additional items to be discussed during the September Faculty Council meeting.

Tuition Benefit Policy (APS 5024)

Laura reported that VP Jill Pollock, Chancellor Elliman and Regent Ludwig were interested in revising the policy. She added that she hoped the committee could compare the benefit in 3-4 peer institutions and provide a brief narrative of the loss that CU faces if the benefit is not revised. The committee noted that a joint resolution from the Personnel and Budget committees that includes data would have more impact when presented to the Board of Regents. Data can include:

- How many faculty and staff are lost due to the poor tuition benefit?
- How much revenue is lost?
- How many faculty and staff dependents between the ages of 18 – 22 within the CU system are there?
- How much revenue, besides tuition do students bring in?
- What are the lost opportunity costs?

Laura reported that she had met with Johnnie Ray, the acting Vice president for Advancement and had discussed various strategies to fund the tuition benefit, including donations from retired faculty members.

If approved by the Faculty Council, the motion will be presented to senior administration by October 2014 if it will be included in next year's budget cycle.

Social climate Survey

The following points were discussed:

- Why was staff participation higher than that of faculty?
- How were prejudice and discrimination defined in the survey? Was it broken down by gender, race and ethnicity? The committee could review this data and educate faculty on how to file complaints against discrimination.

Laura went on to report that VP O'Rourke and Regent Carrigan will attend the August 28th Faculty Council meeting to discuss the results of the climate survey.

Adjournment

There being no other business, the meeting was adjourned. The next meeting will be on September 5, 2014.