University of Colorado
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Faculty Council
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Personnel Committee Meeting
December 4th, 2015
1:00 pm – 3:00 pm
Denver conference room, 1800 Grant St, Denver

Meeting Minutes

Attending: Chair Tamara Terzian, Lisa Landis, Jeff Zax, Bill Marine, Vicki Grove, Larry Cunningham, Dorothy Garrison-Wade, Rob MacLaren

On the Phone: Tom Zwirlein, Lucy Dwight

Introductions: Tom Zwirlein, Chair of Personnel and Benefits was introduced as a replacement for Elaine Cheeseman from UCCS.

Approval of Minutes

The minutes were approved as presented.

Follow-up Discussion – Lisa Landis

Associate VP Landis joined the committee for a follow up discussion regarding questions and concerns that were raised during the last meeting she attended. One question that was raised and answered concerned the ability to roll an IRA back into the university pension plan which is an available option. Statistics were requested regarding transfers and calls. Associate VP Landis will acquire and present those metrics.

The option of a survey was also discussed. Associate VP Landis informed the committee that the Faculty Senate and Council does want the survey. The goal of the survey will be getting ideas for potential improvements in communication, education, etc. and to measure the efficacy of the customer service. Example questions suggested include “Have you used the services of a TIAA CREF representative to get advice?” “When your money was converted over, was your portfolio balanced or unbalanced?” “Overall, how satisfied are you with the new plan?”

Faculty Council Update

The topic of the Tuition and Benefits was raised. It has been sent to the CFOs and Regents who have agreed that the concept is important, but there are no steps available for the committee to push it further at this time. President Benson said that action would be taken in the spring regarding tuition and benefits. The possibility of a memo regarding the “order processing costs” was brought up and the need to minimize costs in a way

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that doesn't negatively impact faculty benefits. This topic was discussed at length and it was suggested that John McDowell be invited to the next meeting to discuss it further and to assist in drafting a letter. Chair Terzian will also contact the budget committee for input.

Other topics included the fact that MOOCs are making money, and that the E Line RTD Fundraising is going well.

FCQ Updates

Jeff Zax has been in touch with his Campus administration regarding APS 1009, but has found no evidence of compliance with the APS. He suggested inviting VP Mike Lightner to a meeting to explain how FCQs are being used before recommendations can be made. A discussion of the different procedures currently being implemented across departments and campuses ensued.

Invitations

It was suggested that the committee invite Tony de Cresta to a meeting for a discussion related to security breaches, Mike Lightner to discuss FCQs, and John McDowell to assist in drafting a memo.

Other Business

Chair Terzian will send out the committee contact list again. The need to follow up with HR regarding Regent Policy 11.E regarding sick leave for teachers on 12 month employment was brought up. It was also suggested that the committee put the at-will employment issue on the agenda including exploring the state law and the statutory limits or rights for employees. VP Nesibt or another representative could come to the committee to discuss it further.

Adjournment

There being no other business, the meeting was adjourned at 2:46 pm. The next meeting date will be February 5th from 1:00-3:00 in the Denver Conference Room.