University of Colorado
Boulder | Colorado Springs | Denver | Anschutz Medical Campus

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**Personnel Committee Meeting**
**April 5th, 2016**
**3:00 pm – 5:00 pm**
**900 Auraria, Parkway #105, Room 542, Denver**

**Meeting Minutes**

**Attending:** Jeff Zax, Larry Cunningham, Tamara Terzian, Tom Zwirlein, Bill Marine, and Mike Lightner

**On the Phone:** Rob MacClaren, Elaine Cheesman, and Eddie Portillos

**Introductions:**

Chair Terzian and the committee welcomed Associate VP Mike Lightner to the committee meeting.

**Approval of Minutes**

Minutes approved as presented.

**FCQs – Associate VP Mike Lightner**

Mike Lightner discussed the application of FCQs in relation to valuing the efficacy of a faculty member's teaching for promotion. There are suggestions of measures that can be used. APS 1009 was brought up and discussed. He fielded questions from the committee regarding the application in different departments. FCQ use can vary even within colleges. He also discussed a variety of other forms of evaluation. The lack of a central repository for department practices was discussed and acknowledged. Possible actions going forward were discussed including gathering and recording the process of CU departments' use of FCQs and possibly rewriting the FCQ policies in the future. The inappropriate use of FCQs in promotion was discussed at length. The history of FCQs, both within the university and without, was discussed and explained. The question of how long a thorough survey of current FCQ practices could take the committee.

Mike Lightner requested to be excused for a period of time, so the committee continued the discussion without him. He returned momentarily. The committee discussed the efficacy of the FCQs and possible alternatives or alterations to questions. Chair Terzian called for the committee to focus on potential recommendations. On suggestion was the enforcement of the existing APS, calling for the creation of a contrary repository. It was decided that the committee would draft a letter regarding the implementation and the discovery of current processes.

Mike Lightner acknowledged and reiterated the importance of implementation of the existing APS. He also requested the available studies the committee has gathered regarding the FCQs efficacy. Additionally, the

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need for best practices was broached, and Mike Lightner inquired as to what the committee is capable of owning in relation to the process.

**Bullying Subcommittee – Elaine Cheesman**

The subcommittee has had one meeting so far and will meet again on April 11th, 2016. A report is being circulated through the subcommittee for review, and their goal is to draft a "problem statement" to clearly state the issue. There was an issue finding information regarding the federal requirements for anti-bullying policies. They hope to have a report available for review at the next Personnel Committee meeting.

**Tuition Benefit – Chair Tamara Terzian**

Chair Terzian gave a report of the new developments regarding Tuition Benefits. She also discussed the School of Public Health and their efforts to evaluate the costs of tuition benefits and gave a brief overview of their process which includes calculating "time lost" due to higher classroom populations. Transferability should be possible and Chair Terzian is getting the numbers from the School of Public Health in order to present a model for calculating costs system wide. Chair Terzian will forward that information on to the committee when she receives it. The chair of her department also plans on conducting a study and has asked the Personnel Committee to review the initial questions and make recommendations. The importance of modeling faculty and faculty spouses who are interested in taking advantage of their local campus's classes was also discussed at length.

**TIAA**

The joint Personnel and Budget subcommittee has not met yet. A brief discussion of the purposes of the subcommittee and the current situation regarding TIAA followed. The main goals are to a) provide more information, b) reduce fees, and c) increase participation in 403B.

**Next Meeting**

There will be another guest attending the next meeting: Dr. Lowenstein. Chair Terzian requests that as many members of the committee attend the next meeting as possible.

**Elections**

Chair Terzian was nominated for a second year term as Chair of the Personnel Committee. Motion moved and accepted without objection. Jeff Zax was nominated for Vice Chair. Motion moved and accepted without objection. Vicki Grove was nominated for Secretary. Motion moved and accepted without justification.

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Officials for Next Year

| | |
|---|---|
| Chair | Tamara Terzian |
| Vice Chair | Jeff Zax |
| Secretary | Vicki Grove |

**Adjournment**

There being no other business, the meeting was adjourned at 5:10 pm. The next meeting date for the Personnel Committee will be May 6th from 1:00-3:00 in the Denver Conference Room.