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

Meeting Minutes

Attending: Larry Cunningham, Lucy Dwight, Dorothy Garrison-Wade, Vicki Grove, John McDowell, Isabella Muturi Sauve, Tamara Terzian, Jeffrey Zax, Gloria Main, Kathy Nesbitt, and Grace Wagner.

Introductions

John McDowell introduced Tamara Terzian as the new Chair of the Personnel Committee. He thanked her for generously filling the position which became open unexpectedly. There were no objections.

Faculty Council Report – VP Kathy Nesbitt and John McDowell

Diversity Training

VP Nesbitt suggested that there should be some form of diversity training for HR or people involved in hiring selection that will help to create a more diverse workforce with CU. She will speak to someone and report back at the meeting in November.

Title IX

There was some question over how the changes to Title IX will affect the policies regarding patients on the Anschutz campus. VP Nesbitt suggested that an FAQ be developed to address Title IX changes and who they will affect.

Tuition Benefit

Committee members raised concerns regarding the tuition benefit and assuring that proper rules are followed in the implementation of the benefit. VP Nesbitt acknowledged these concerns and stated that the benefit is on her agenda over the next year. The goal will be to figure out how there could be equity in how the tuition benefits are utilized while keeping costs in consideration and to address the concern of cross-campus attendance and the transfer of costs.

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Ethics Hotline

VP Nesbitt proposed a separate 1-800 number that would act as an information hotline and triage calls for proper follow up. Implementation of the 1-800 number is expected to be complete by January 2016.

Candidate Care

Kathy brought up the question of candidate care and whether potential employees are being treated positively even if they are ultimately not hired. There is particular concern with regards to response time as some candidates not contacted until weeks or months after they sent in their applications for employment.

Faculty Housing Assistance Program (FHAP)

VP Nesbitt reported on the meeting of the Faculty Housing Assistance Program which met the previous day, September 3rd, 2015. Information on FHAP will now be given to all new faculty. CU Boulder has been successful in communicating information regarding FHAP to its tenured track faculty, but the other campuses have not. There is some confusion about who "owns" the program. VP Nesbitt will follow up with HR and the Treasurer's office to see what should be done to ensure effective communication about the program to all tenured or tenure-track faculty. In addition, the information should be more easily available on the website (the correct webpage being difficult to locate, as well as the existence of a duplicate page with inactive links). Because the FHAP committee only meets once a year, Kathy suggested that the Personnel Committee invite a member of the Treasury to talk to the committee. Committee Chair Tamara Terzian volunteered to reach out to the Treasurer's Office.

Bullying Subcommittee

Tamara reported that she has gathered literature regarding bullying in universities. She will write a summary of the literature and send it to the committee, though most of the work should be done in subcommittee. The next subcommittee meeting will be in November.

Members asked whether the sub-committee has the support of the Regents and Chair John McDowell noted that the Committee was perceived positively by the Regents. He recommended that the sub-committee document the problem system-wide then present it to the Board of Regents who may be able to make a universal APS/policy for CU. Tamara pointed out that creating such a policy will put the University ahead of

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soon-to-be-enacted federal law. Chair McDowell noted that he will send out information regarding the legal aspects of the VAWA – Violence Against Women Act.

FCQ Subcommittee

Lucy Dwight volunteered to join the FCQ Subcommittee. Vicki Grove volunteered to chair the subcommittee and requested that a survey be sent to the faculty to assess their attitudes with regards to FCQs. Members noted that FCQs are perceived as a negative evaluation tool and more information is needed about their use.

Members discussed whether a long-term survey of students, perhaps five years later, to assess whether the information learned in the class has been useful and to provide a degree of emotional separation would be a more effective tool. The disparity of FCQ use across campuses as well as the issue of whether it was legal to require that students complete FCQs in order to receive their grades was also discussed. Members also noted the effect that unrelated variables including weather can have on how students evaluate faculty, further noting that there is need for systematic guidance in interpreting FCQ results.

Committee members arrived at two actionable options regarding the FCQ process. 1) A thorough examination and summary of the literature regarding FCQs should be compiled. 2) The development of a catalogue indicating how FCQs are utilized across campuses and individual departments. These tasks will be undertaken by a subcommittee chaired by Vicki Grove with Lucy Dwight and Jeff Zax as members.

Parental Leave

Further discussions on the parental leave policy were postponed until the policy has been reviewed and amended by campuses and before it is brought to the Board of Regents for review and implementation.

Adjournment

There being no other business, the meeting was adjourned at 2:40 pm. The next meeting will be held on October 2, 2015 in the Denver conference room.