



Faculty Council Personnel & Benefits Committee Meeting
December 4, 2020, 1:00 PM – 3:00 PM
Zoom Videoconference

MINUTES

Attending: Tamara Terzian (Chair, AMC), Jeff Zax (Vice Chair, UCB), Matt Metzger (Secretary, UCCS), Lindsey Yates (AMC), Inge Wefes (AMC), Larry Cunningham (UCD), Dorothy Garrison Wade (UCD, Emeritus), Mike Harper (UCD), Tom Zwirlein (UCCS, Emeritus), Michelle Martinez (Employee Services), Felicity O’Herron (Employee Services), Jonelle Henning (Faculty Council)
Others Attending: Karin Larkin, Vivian Shyu

Approval of Last Meeting Minutes: November 6, 2020 (APPROVED)

1. Retired Faculty Benefits with Michelle Martinez

- Michelle shared and reviewed a spreadsheet summarizing monthly and annual premiums for retired faculty benefits. The spreadsheet was sent to the committee’s listserv.
- Michelle also reminded members about the survey that will be sent out in April and CU plans to revise benefits in 2022.

2. Personnel & Benefits Charge Revision

- Tamara shared the Personnel and Benefits revised charge, the committee voted and approved the changes.
- The charge will be submitted to Faculty Council Executive for review and approval.

3. Faculty Council Updates with Joanne Addison

- Joanne updated the committee on the [December Faculty Council](#) meeting highlighting Campus Workplace Culture survey and Faculty Housing Assistance Program data on demographics.
- Joanne also addressed several issues to pay attention to such as the Boulder campus reducing tenure track positions, non-disclosure agreements, and the hiring process for outside counsel for Privilege and Tenure committee as it’s still on hold.

4. CURFA Updates

- Tamara is organizing a January meeting to discuss next steps with Faculty Assembly chairs about campus based Retired Faculty Association (RFA). David Kassooy will be attending to provide insight on the formation of Boulder RFA along with few retired faculty representatives.
- Tamara reminded committee members to recommend any faculty members that would be interested in involvement.

5. Equity Pay Updates with Felicity O’Herron

- After review of policies and practices across the four campuses, consultants provided many detailed recommendations on ways to tweak policies, identify gaps and how to make changes.
- Committee members stressed the importance of effectively communicating the process and all this information as there has been confusion at the campus level.



6. Impact of COVID on CU Women and Faculty with Michelle Martinez

- Michelle reviewed initial data on layoffs within the past year, noting that layoff doesn't necessarily mean furlough and furlough codes were not used consistently.
- Data was broken down by male and female, faculty noted there was a large number of women leaving Anschutz campus.
- Members asked if data could also be broken down by faculty title and suggested comparing furloughs and layoffs to previous years.
- There plans to further enhance this data.

7. Adjournment 3:11 p.m.