



Faculty Council Personnel & Benefits Committee Meeting
March 5, 2021, 1:00 PM – 3:00 PM
Zoom Videoconference

MINUTES

Attending: Tamara Terzian (Chair, AMC), Jeff Zax (Vice Chair, UCB), Lindsey Yates (AMC), Inge Wefes (AMC), Joe Craig (UCCS), Sherry McCormick (UCCS), Tom Zwirlein (UCCS, Emeritus), Larry Cunningham (UCD), Dorothy Garrison Wade (UCD, Emeritus), Mike Harper (UCD), Jeffrey Schrader (UCD), Michelle Martinez (Employee Services), Jonelle Henning (Faculty Council) **Others Attending:** Jeanne Baak, Eric Baker, Jeremy Hueth, Jennifer Lee-Schneider, Naomi Nishi, Diana White

Approval of Last Meeting Minutes: February 5, 2021 (APPROVED)

1. Equity Pay Act

- Jeremy Hueth and Jeanne Baak provided updates on significant additions from the Equity Pay Act and the evaluation process within the last year.
- Job postings must publicly disclose job openings, promotional opportunities and expected pay. Career progression promotions will also be included.
- Wage history can no longer be asked in the interview or relied on when setting salary.
- Employees can go directly to court without pursuing administrative solution.
- Departments are also reviewing equity in promotional opportunities.
- While still in progress, each campus has been gathering its own data, reclassifying groups and redoing analyses within their workforce. There are gaps in the data as CU has never collected this kind of information before, they are working to.
- Faculty raised concerns over some campuses not being as transparent in their equity pay process. Members suggested implementing CSU's model in which they publish their equity review process as it happens. The committee also expressed interest in reviewing data for future updates on the Equity Pay Act.

2. Multi Faculty Council Committee DEI Working Group

- Naomi reported on how the Committee for Racial and Ethnic Equity would like to form a working group to discuss accountability and transparency particularly as it relates to DEI issues across the CU system and are inviting members from all FC committees to join the working group.
- Once formed, they plan to work closely with Chief Diversity Officer, Theodosia Cook.
- Members can contact Naomi directly if interested in joining.

3. Intellectual Property Discussion

- Jeff reported on his work with the informal group that is recommending changes that govern intellectual property, the group met recently and began defining interests.
- Members held discussion over distinction of course ownership especially if multiple people are involved, creative work, and the unique circumstances on each campus.



4. Impact of COVID on Primary Caregivers

- Michelle reported that they are still working on enhancing the data, they have encountered some challenges and are hoping to provide updates soon.

5. P&B Charge Revision

- While the revised charge was approved by Faculty Council Executive, Faculty Council members recommended some edits to the charge at the February meeting.
- The committee reviewed the recommendations and voted to accept and reject some of the edits.
- Tamara will bring this to the March Faculty Council meeting for a final vote.

6. CU Connections - Committee Corner Article

- The committee will be featured for the March Committee Corner article; Tamara will draft the article.

7. Adjournment 2:47 p.m.