



**Faculty Council Personnel & Benefits Committee Meeting
November 6, 2020, 1:00 PM – 3:00 PM
Zoom Videoconference**

MINUTES

Attending: Tamara Terzian (Chair, AMC), Jeff Zax (Vice Chair, UCB), Matt Metzger (Secretary, UCCS), Inge Wefes (AMC), Larry Cunningham (UCD), Dorothy Garrison Wade (UCD, Emeritus), Mike Harper (UCD), Tom Zwirlein (UCCS, Emeritus), Michelle Martinez (Employee Services), Jonelle Henning (Faculty Council) **Others Attending:** David Kassoy, Michael Lightner

Approval of Last Meeting Minutes: October 2, 2020 (APPROVED)

1. Discussion on status of CU Retired Faculty Association

Maureen Durkin, Director of Academic Program and Policy Analysis

David Kassoy, Former president of CURFA

Michael Lightner, VP of Academic Affairs

- The committee decided in order to establish a system level RFA, it'd be best to form strong campus level RFAs first. Tamara would like to create a taskforce regarding this.
- It was noted that Boulder already has a [campus based RFA](#) and other campuses could use this as model. The 2018 proposal to the Chancellor for a Boulder Campus RFA is included on the website, linked [here](#).
- Michael Lightner will mention this at his weekly meetings with campus Provosts.
- Denver members proposed setting up a meeting with Denver Faculty Assembly Chair, Mike Zinser to begin discussion about Denver campus organization.

2. Benefit Updates & APS 5024 with Michelle Martinez, Director of Strategic Benefits Initiatives

- After discussion on retired faculty association and resources, Michelle reminded the committee about the comprehensive [Employee Services Retiree Benefits website](#).
- Michelle reported on APS 5024 Tuition Benefits changes and the pilot program at UCCS which will allow employees to enroll 7 days prior to the course, starting January 2021. The data finds that students are waiting last minute to enroll, and Springs would like to see what the impact will be from this pilot program.
- The benefits index process has begun, there are plans to send a survey to employees with their thoughts on CU benefits. Faculty recommended sending the survey mid-March/April.
- They are currently building a timeline to potentially change benefits in July 2022.
- Michelle updated the committee on the [Healthy Families and Workplaces Act \(SB20-205\)](#) which will go into effect January 1, 2021.

3. Pandemic Affecting Women's Research Productivity and Work

- The committee briefly discussed the [article from Inside Higher Ed](#) about women's research productivity during COVID-19.
- Members recommended reviewing what other universities are doing to address this issue. It was also recommended to ask if HR could analyze data about the impact on female employees.



- Childcare concerns were also mentioned, members noted campus childcare programs that are already in place: [CU Anschutz Care@Work](#), [CU Boulder Bright Horizons](#), [AMC | Denver Child Care Resources](#). UCCS members will look into the options provided at their campus. The committee wanted to highlight these childcare programs in their spring Committee Corner article.

4. Meeting Adjourned at 3:02 pm.