



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

**MINUTES**

**Attending:** Tamara Terzian (Chair, AMC), Jeff Zax (Vice Chair, UCB), Matt Metzger (UCCS), Inge Wefes (AMC), Lindsay Yates (AMC), Larry Cunningham (UCD), Dorothy Garrison Wade (UCD), Mike Harper (UCD), Andrew Lac (UCCS), (Tom Zwirlein, UCCS, Emeritus), Michelle Martinez (Employee Services), Jonelle Henning (Faculty Council) **Others Attending:** Joanne Addison, Susan Bon, Eric Baker, Weldon Lodwick

**Approval of Last Meeting Minutes:** May 1, 2020 (APPROVED)

**1. Updates and Outlook with Michelle Martinez, CU Director of Benefits**

- There is consideration of changing requirements for tuition benefit assistance, a pilot program is assessing this at the Springs campus allowing for employees to enroll in classes 7 days prior to the first day. They are also reviewing how finances will roll out. Open discussion held.
- Question raised about the status of improving dental benefits for faculty, committee was updated that this is still being worked on.

**2. Faculty Council Updates with Chair Joanne Addison**

- The online initiative is on pause as campuses are working on an agreed financial model.
- They have hired a new consultant for the new model and a report should be coming out mid-September.
- There are changes to Regent Law of Article V which will make changes to Privilege and Tenure Bylaws. It was recommended that Personnel members could join an EPUS meeting when reviewing P&T Bylaws to not duplicate work.
- Faculty Senate constitution article II section D.1.6. was shared regarding hiring outside legal counsel for P&T committee. They have to hire a new legal counsel soon and there is conversation about creating a selection committee to get this started.
  - Request is for Budget & Personnel to help move this along.

**3. P&B Business**

- The committee reviewed and revised their charge, Tamara will seek input from Dr. Allen on diversity, equity and inclusion statement.

**4. Experiences and lessons learned from Faculty Advocacy position at USC, Susan Bon**

- Susan Bon shared a presentation on her position at University of South Carolina, considerations to take and the administrative steps involved.
- As an advocate, she emphasized the importance of policy and remaining fair, there is creativity involved with this position when coming up with solutions.
- A comment was raised about mitigating risks of perception by having a committee instead of one person.



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Boulder | Colorado Springs | Denver | Anschutz Medical Campus

**Faculty Council**  
1800 Grant, Suite 745  
035 UCA  
Denver, CO 80203-0000

T 303 860 5607  
e [facultycouncil@cu.edu](mailto:facultycouncil@cu.edu)

**5. Meeting Adjourned at 3:06pm.**