

Personnel Committee Meeting
January 16 2015, 2014 1:00 pm – 4:00 pm
Colorado Springs conference room, 1800 Grant St, Denver

Meeting Minutes

Attending: Jill Pollock, Lisa Landis, Isabella Muturi Sauve, Stuart Schneck, Jeff Zax, Larry Cunningham, Kathy Nesbitt, Dorothy Garrison-Wade, John McDowell, Laura Borgelt, Gail Katz

On the phone: Elaine Cheesman, Rob MacLaren, and Eddie Portillos

Approval of Minutes

Minutes of the December 5, 2014 meeting were approved as presented.

Retirement Vendor Update, Lisa Landis

Lisa Landis discussed the vendor review process and next steps in selecting a vendor. She requested that members of the committee observe confidentiality and not discuss the information she had shared.

In the follow up discussion, the committee made the following suggestions for making the transition smooth for faculty:

- Assure faculty that the transition is safe and secure and that no funds will be lost in the transition.
- Include a preamble on why the transition was undertaken, its benefits and impact to individual employees. Also include a list of FAQs.
- Include a mandatory action to be taken by employees by logging into their CU Portal.

Leave Policies for Officers, Exempt Professionals, and Faculty, Jill Pollock

Jill noted that no leave approvals are needed for 9 month faculty as they make their own leave arrangements. She proposed that the policy be amended to include a paragraph indicating that 9 month faculty have access to the same leaves as other faculty, however, they do not need to follow the procedures set out in the policy for requesting leave. The revised policy will be availed to the committee for discussion for voting and approval.

The committee went on to welcome the new Vice President of Employee and Information Services, Kathy Nesbitt. An update from Kathy will be added as a standing item on the committee's agenda going forward.

Faculty Council Update, Laura Borgelt

Laura reviewed progress made on the committee's dashboard goals and thanked committee members for their work. She also discussed ways that the Faculty Council is addressing the findings of the climate survey, including EMAC's white paper on diversity and Personnel's recommendations on reporting mechanisms for harassment. Discussion ensued.

Harassment Reporting Mechanisms

The committee set a goal to increase the percentage of faculty that reported to have rarely or never experienced prejudice or discrimination to 90% from 75%. In doing so, the committee will try to address the question ‘if you were to make a complaint against discrimination or harassment, would you know where to go?’

As next steps, the committee formed subcommittees to review to address the following 3 issues identified:

- **Accessibility and communication.** The subcommittee will constitute Dorothy Garrison-Wade, Gail Katz and Lucy Dwight.
- **Confidentiality assured.** The subcommittee will constitute Larry Cunningham and Jeff Zax
- **Assurance that retaliation will not occur.** The subcommittee will include John McDowell, Rob MacLaren and Stuart Schneck.
- **Preamble.** Eddie Portillos will write the preamble.

Reports are requested by the next Personnel meeting on February 5, 2015.

New Business

The committee discussed the use of FCQ’s in faculty evaluation at the Colorado Springs Campus and how sabbaticals are issued at the Anschutz campus.

Adjournment

There being no other business, the meeting was adjourned at 3:40 pm. The next meeting will be held on February 5, 2015 in the Denver conference room, 1800 Grant St., Denver.