

Personnel Committee Meeting
November 7, 2014, 2014 1:00 pm – 3:00 pm
Denver conference room, 1800 Grant St, Denver

Meeting Minutes

Attending: Lucy Dwight, Stuart Schneck, Laura Borgelt, Rob MacLaren, Gail Katz, Elaine Cheesman, Emilia Broce

On the phone: Dorothy Garrison-Wade, Eddie Portillos

Introductions

Gail Katz welcomed new committee members, who then introduced themselves. She also gave an update on John McDowell's recovery. It was noted that the Boulder campus is still not represented on the Committee. Gail will talk to Paul Chinowsky, BFA Chair, about the lack of Boulder representation in the committee.

Approval of minutes

The Committee unanimously approved the minutes of the September 5, 2014 meeting.

Climate Survey

The committee reviewed the Climate Survey and criticized the validity of the data collected due to the fact that the inferences the consultants and regents made were based on a low percentage in survey response rates. There was a discussion about possible ways to encourage more people to take part in the survey, and a task force was formed to look into ways to do so. The committee also reviewed the comments on discrimination from the survey, and Gail Katz noted that she will talk with the consultants from the survey. Elaine Cheesman will chair the task force and Gail Katz will co-chair. The taskforce will meet on Wednesday, November 19th at 8:00 AM.

The committee also talked about the grievances portion of the Climate Survey, and inquired about the historical aggregate data on grievances. The committee also wanted to know if that information could be put in a category, like faculty, staff, students, and what the results of that would be. In addition, the committee would like to know if the staff results aggregate into a classified or unclassified group and if the grievances are formal or informal, and if the committee can get those results as well.

Regent Policy 11

The committee reviewed Regent Policy 11 on Bereavement and a task force was formed with Lucy Dwight and Eddie Portillos. The task force will investigate and then discuss the policy further at the February meeting. Under Section E of the policy, the committee talked about altering the policy to include all regular faculty members and changing the hours for lecturers to qualify under the policy guidelines. The committee also examined the decision-making processes stated in the policy.

Other business

The committee addressed additional issues with FCQs in regards to which campuses use FCQs, methods for administering FCQs, ways to standardize FCQs, and instances of restricting student access to class registration for not taking FCQs.

The committee also discussed APS 1015 (Implementing Program Discontinuance), with a focus on section C 1-9 in the appendix. The committee will contact Ravinder Singh to get more information about the policy.

In addition, the committee started to review Regent Policy 5A: "Approval of Sabbatical Assignment" but the committee members voted to delay their review of the policy until 2015.

The committee also discussed issues with the faculty dental coverage policies and health benefits, including insufficient coverage for a range of dental procedures. Gail Katz will email John McDowell to inquire further about dental coverage, and the committee will look at health benefits again in January or February to look at the health plan to be rolled out June 1st.

The committee would like to change the January meeting date from Friday, January 2nd to Friday, January 16th.

There was a discussion about creating a To Do list to help organize and prioritize requests for the committee, given the lengthy list of submissions for the committee to review.

Adjournment

There being no other business, the meeting was adjourned at 2:40 pm. The next meeting will be on Friday, December 5, 2014 in the Denver conference room, 1800 Grant St. Denver, CO 80203.