Article 11: Compensation, Benefits, and other Personnel Matters [1]

PART A: SALARIES

11.A.1 Determination of Salaries for Faculty, Officers, and University Staff

(A) Salaries of all persons appointed to faculty, officer, and university staff positions shall be subject to approval by the Board of Regents unless appointment authority has been specifically delegated by the Board of Regents to the president.

(B) All salaries shall be established in accordance with such salary plan or plans as the Board of Regents may adopt. The Board of Regents shall approve an annual salary adjustment range based upon university resources.

[See regent policies 2-K, [2] 11-F [3], and Laws of the Regents Articles 2 [4] and 3 [5]]

(C) In determination of salaries, consideration shall be given to the total contributions of individuals to the university.

(D) Merit shall be the prevailing factor in all salary increases. Salaries shall not be justified solely based on offers from other institutions.

(E) In the case of faculty, equal consideration shall be given to teaching and research or other creative work; in addition, services to the state and nation shall be considered except that the performance of faculty with differentiated workloads, which may include faculty governance service, shall be evaluated based upon the assigned proportion of effort in teaching, research/creative work, and service.

(F) Consistently "outstanding" or "exceeding expectations" annual merit performance ratings shall not form the sole basis for tenure, as the process leading to award of tenure is a summary evaluation of a faculty member's cumulative performance, a process that is separate and distinct from the annual merit performance evaluation.

11.A.2 Determination of Salaries for Classified Staff

(A) Classified staff salaries shall be determined in accordance with state law and personnel

rules.

(B) The Board of Regents shall approve an annual performance pay pool in accordance with state law and based on university resources.

[See C.R.S. 24-50-104(1)(c)] [6]

11.A.3 Annual Performance Evaluation

The annual performance evaluation shall be the basis of merit increases.

PART B: INSURANCE AND LEAVE BENEFITS

11.B.1 Medical, Dental, Life, and Disability Benefits

(A) In accordance with rules of eligibility approved by the Board of Regents, faculty, officers, and university staff of the university and their eligible dependents shall have the option of enrolling in group medical, dental, and life insurance plans and other benefit programs as may be available.

(B) Eligible regular and permanent classified staff have the option of enrolling in benefit plans that are approved by the state Department of Personnel and Administration or selected university benefit plans.

(C) Eligible employees shall have disability coverage provided by applicable state plans or as authorized by the Board of Regents.

[See the Payroll and Benefits Service [7] website]

11.B.2 Leave Benefits

(A) Twelve-month faculty, officers, and university staff shall receive annual (vacation) leave and sick leave benefits as approved by the Board of Regents. They may also be eligible for other leave benefits as approved by the Board of Regents or mandated by law. Eligible academic year faculty shall receive sick leave benefits as approved by the Board of Regents.

[See regent policy 11-H [8]]

(B) All regular and permanent state classified employees receive leave benefits as approved by the state Department of Personnel and Administration.

11.B.3 Coordination of Benefits of Income Protection Programs

(A) All income protection programs, including sick leave, disability, worker's compensation, and unemployment compensation, are coordinated benefits. In the case of multiple eligibility, the total award shall not exceed 100% of the employee's regular salary, except in those cases for which such a restriction is explicitly prohibited by law.

(B) These coordinated benefits do not include medical protection programs and rehabilitation programs that are directly underwritten or purchased by the University of Colorado for the benefit of its employees.

[See regent policy 11-F [3]]

PART C: RETIREMENT

11.C.1 Enrollment

Eligible employees shall be enrolled in a retirement program as provided by applicable state plans or as authorized by the Board of Regents.

[Refer to Payroll and Benefits Service website [9] and the Optional Retirement Plan website [10] for eligibility requirements]

PART D: OTHER PERSONNEL MATTERS

11.D.1 University employees shall adhere to Board of Regents laws and policies and state and federal laws and regulations related to: sexual harassment, political activities, academic freedom, nepotism, conflict of interest, conflict of commitment, nondiscrimination, and diversity.

11.D.2 University employees shall refrain from conduct disruptive of university functions; from injury to persons or damage to property in university programs or on university owned or controlled property; and from impeding freedom of movement of students, school officials, employees, and invited guests to all facilities of the university. Interference in any manner with the public or private rights of citizens, conduct that threatens or endangers the health or safety of any person, and damage to property are prohibited in university programs or on university owned or controlled property.

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The term ?officer and exempt professional? was replaced with the term ?university staff? effective April 17, 2015.

Attachments:
Video:
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Board of Regents
OG vocabulary:
Laws of the Regents

Source URL: https://www.cu.edu/regents/article-11-compensation-benefits-and-other-personnel-matters

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