



**Faculty Council Personnel & Benefits Committee Meeting**

**1:00 to 3:00 PM, Friday, March 7, 2025**

**Zoom Video Conference (<https://cusystem.zoom.us/j/92047854533>)**

**MINUTES**

**Attending:** Jeffrey Schrader (Chair, UCD), Jeffrey Zax (Vice-Chair, UCB), Joe Rosse (UCB), Karen Sobel (UCD), Katie Sullivan (UCCS), Lindsay Yates (AMC), Maryam Darbeheshti (UCD), Melanie Joy (AMC), Michelle Martinez (SYS), Sherry McCormick (UCCS), Diana White (UCD), Sloan G Speck (UCB), Sara Fields (UCD), Esther Lamidi (UCCS), Shelly Miller (UCB), Elizabeth Pugliano (UCD), Joanne Addison (UCD), Todd Endres (UCCS), Sasha Breger Bush (UCD), Jacqueline Nolly

**I. 1:00 to 1:05 PM. Call to order and review of minutes of Friday, February 7, 2025**

- A. Minutes were considered.
- B. Further changes will be made, for review at meeting of Friday, April 4, 2025.

**II. 1:05 to 1:15 PM. Prospects for CU to monitor employment status of employees who use benefits related to leave**

- A. [Administrative Policy Statement 5062](#) (“Leave”) identifies thirteen types of leave. B. Some of the verbiage around types of leave, such as FAMLI and FMLA, refers to job protection and therefore acknowledges how the laws had sought to deflect the loss of employment as an employer’s response to employees who take leave.
  - a. Exhaustion of all leave before the position can be filled
  - b. Theoretically possible but rare
- B. Does CU track whether its employees, after availing themselves of leave benefits, lose employment, through either dismissal or non-renewal?
- C. If not, might CU set up a tracking mechanism to document the employees whose employment ceases at different time frames after using a leave benefit?
  - 1. Dismissal.
  - 2. Non-renewal.
  - 3. Employee-initiated departure from CU.
- D. Data would then be provided in system- and campus-level shared-governance venues.
- E. Committee’s administrative liaison will convey idea to CU System.

**III. 1:15 to 1:20 PM. Housing benefits for Instructional, Research, and Clinical (IRC) faculty, formerly known as Non-Tenure-Track Faculty (NTTF)**

- A. CU Treasurer may speak at the Faculty Council on Thursday, April 3, 2025. B. Update sought on prospects for a benefit like the previous down-payment assistance program.
- C. Ongoing question about extending [Faculty Housing Assistance Program](#) to IRC faculty, in addition to currently eligible tenure-track/tenured faculty.

**IV. 1:20 to 1:35 PM. Review and comment on draft document for improvements to [Administrative Policy Statement 5024](#) (“Tuition Assistance Benefit”)**

- A. Discussion of costs and how CU campuses pay for this benefit, with information from Michelle Martinez, Director of Strategic Benefits Initiatives, Employee Services, in this meeting or later this semester. Please see the “read ahead” text in the Appendix to this document, to be read before coming to the meeting.
- B. [Draft document available to committee for editing](#) since Thursday, February 20, 2025.
- C. Document for CFOs of four campuses, namely [Terri C. Carrothers](#) of Anschutz, [Todd Haggerty](#) of Boulder, [Kathy Kaoudis](#) of Colorado Springs, and [Ann Sherman](#) of Denver.
- D. Justification document of May 15, 1024, for APS 5024 revision of July 1, 2024. 1.  
The “Responsible University Officer” was “Chief Human Resources Officer and Associate Vice President of Employee Services.”
- E. A committee member will create a working draft
- F. The differences in implementation of TA is different on each of the campuses
- because of the way the billing and benefit is administered in Boulder
  - Charges are billed to the home campus (for dependents)
  - Opportunity benefit
  - Administrative stakeholders are: Human Resources, Chief Human Resources Officers (CHROs); Campus Enrollment Management (Admissions, Bursars, Registrars); VCG (i.e., Vice Chancellor Group).
- G. The last time the CFOs looked at the benefit, they were given data
- Made that request in their budget offices
  - AMC Denver business does not participate in TA

**V. 1:35 to 1:50 PM. Additional items, with Michelle Martinez, Director of Strategic Benefits**

**Initiatives, Employee Services**

A. Updates from Employee Services.

B. SECURE 2.0 updates, in terms of either past or future efforts at CU.

- Provision 603 by January of 2026
  - People that did or didn't make 145k
  - It affects ROTH options
  - Has to be tested and built into the payroll system
  - Open enrollment is April 21-
    - Children's hospital change with some changes to provider network
- C. Question about development with Medicare plan and Part D Income-Related Monthly Adjustment Amount (IRMAA), and whether retired faculty could avoid Part D.

**VI. 1:50 to 1:55 PM. Brainstorm for what our committee would like to hear from Michelle Martinez and/or other CU administrators on Friday, April 4, and Friday, May 2, 2025**

- A. Committee members have expressed interest in hearing updates about retirement plans, and we have heard of quarterly reports. These quarterly reports, however, are extensive, and the committee can specify our areas of interest so that we hear exactly the type of information we want.
- B. CU's benefits in comparison with [those of other institutions listed at AAUP](#). (?)
- C. Glance at CU's [Regent Laws and Policies Review](#) page to identify if committee wishes to focus on a topic.
- D. Other priorities identified by committee members.

**VII. 1:55 to 2:00 PM. Personnel and Benefits Committee needs a new chair starting in 2025- 2026**

- A. Please consider nominating yourself as chair, to begin with meeting of Friday, September 5, 2025.
- B. Or show your support for a colleague to become chair.
- C. Election to be held at our Personnel and Benefits meeting of Friday, May 2, 2025.
- D. Email before the May 2 meeting

- consider throwing your hat in the ring by Monday, April 21, 2025, with an email to the committee's membership.

E. Current chair is available to answer questions about role, described in Faculty Council's [bylaws](#).

**VIII. 2:00 to 3:00 PM. Four-campus discussion of Equal Pay for Equal Work Act.**

- A. Faculty invited from Anschutz, Boulder, Colorado Springs, and Denver.
- B. Objective of comparing progress at each campus and examples of shared-governance efforts.
- C. The conversation encompassed a range of prospective topics.

**Adjourned: 3:00 PM.**

**Next meeting: Friday, April 4th, 2025.**