



Faculty Council Personnel & Benefits Committee Meeting

1:00 to 3:00 PM, Friday, December 5th, 2025

Zoom Video Conference <https://cusystem.zoom.us/j/91989945489>

MINUTES

Attending: Sherry McCormick (Chair, UCCS), Jeffrey Schrader (UCD), Lindsay Yates (AMC), Michelle Martinez (SYS), Diana White (UCD), Celine Dauverd (UCB), Joe Rosse (UCB), Katie Sullivan (UCCS), Madhavi Tandon (UCD), Sloan Speck (UCB), Melanie Joy (Anschutz), Jorge Chavez (Faculty Council, Chair)

I. Chair's Report

- Motion to approve minutes from November. Motion to approve; seconded; vote (APPROVED)
- CU Trust/ Delta Dental Follow Up
 - CU Trust/Delta Dental will return to speak in February, however, committee prefers to move this to the March 6th meeting. Michelle Martinez will ask if that's feasible.
 - All collected questions from committee members have been forwarded to them. Their next visit will include more Q and A time.
 - PBC Chair will invite John McDowell to a future meeting to share his role as the faculty representative with the CU Trust committee.
 - PBC Chair will invite John Gargaro to a future meeting as the Chief of Staff for the CU Health Plan.
 - Committee would like to better understand when and where CU Trust meetings are held. Committee would like to ensure that current faculty are also on the Trustee Committee.
- Housing Assistance/Loan Benefit Eligibility Issue
 - System Legal confirmed the statute does not restrict eligibility to tenure-track faculty; current limitation is an *interpretation*, not legal requirement.
 - Issue now receiving attention from President Saliman and Vice Chancellors.
 - Further updates are expected early next year.
 - Committee expressed appreciation for Michelle Martinez's continued advocacy.
- November Faculty Council (FC) Update (Jorge Chavez)
 - Strategic Plan 2.0 was presented at the last meeting. There were concerns about institutional restructuring working groups lacking faculty representation.

- Faculty Council is trying to increase campus engagement and highlight importance of shared governance.
- Two resolutions passed: a.) support for the Mutual Defense Compact for Colorado universities and b.) rejection of federal funding conditions tied to administrative compliance terms.
- In-person FC Retreat is planned for Friday, March 6th from 10 am-1 pm at the Grid Collaborative spaces @ 445 Broadway in Denver.

II. System HR/ Benefits Update- Michelle Martinez

- Secure 2.0
 - Beginning 2026, employees earning \geq \$150,000 must make catch-up contributions as Roth (not pre-tax).
 - Targeted messages have been sent to affected employees.
 - No system automation until January 2027; employees must self-monitor.
 - Non-compliance will result in an in-plan Roth conversion and 1099 issuance in 2027.
 - A TIAA webinar is being recorded for wide access.
 - HR is experiencing high inquiry volume and preparing for the holiday closure.

III. Campus Updates

A. Anschutz Update

- Follow-up pending with new Provost regarding Equal Pay for Equal Work Act issues.
- Bylaws revision underway; current version dates back to 2014. Aim to have revised draft by January, with approvals in February.

B. Boulder Update

- No Updates.

C. Denver Update

- Discussion centered around CU System HR Vice President search. Unclear whether search committee composition fully aligns with Regent Policy 3 requirements (representation from affected constituencies).
- Committee requests transparency about membership and compliance with search policy.
- Michelle Martinez will confirm what information regarding the search committee can be shared.

D. Colorado Springs Update

- Focus on AI-related academic integrity issues.

VI. Adjournment

Next meeting: Friday, February 6th, 2026