



Faculty Council Personnel & Benefits Committee Meeting

1:00 to 3:00 PM, Friday, November 7th, 2025

Zoom Video Conference <https://cusystem.zoom.us/j/92766685761>

MINUTES

Attending: Sherry McCormick (Chair, UCCS), Jeffrey Zax (Vice-Chair, UCB), Jeffrey Schrader (UCD), Katie Sullivan (UCCS), Lindsay Yates (AMC), Lisa Landis (SYS), Diana White (UCD), Celine Dauverd (UCB), Joe Rosse (UCB), Madhavi Tandon (UCD), Mike Lightner (SYS)

I. Chair's Report

- Motion to approve minutes from October. Motion to approve; seconded; vote (APPROVED)
- CU Trust/ Delta Dental Follow Up
 - CU Trust/Delta Dental will return to speak in February, the earliest available date.
 - All collected questions from committee members have been forwarded to them. Their next visit will include more Q and A time.
- Housing Assistance/Loan Benefit Eligibility Issue
 - No responses from CFO's office or assistance after multiple emails from PBC Chair. Emails have been sent to Chad Marturano, Usha Sharma, and their EA.
 - Issue was brought directly to President Saliman at the Faculty Senate meeting. He acknowledged it but provided no timeline or new information.
 - Committee members expressed frustration over long-term lack of administrator response.

II. Update on Proposals/Resolution- Mike Lightner, VP Office of Academic Affairs

A. Institutionalizing Responses to Faculty Council (FC) Requests

- There is no organized mechanism to track or follow up on Faculty Council inquiries.
- Regents' inquiries are tracked systematically, but faculty inquiries are not.
- One suggestion for tracking is for committees to submit more formal requests to administration. A centralized spreadsheet (maintained by the FC Chair) that logs requests, assignments, and follow-ups. Prior to meetings, the spreadsheet is updated and sent to Todd to verify action items. This would help formalize communication and hold relevant offices

accountable.

B. Tuition Assistance Benefit Proposal (April 2025 submission)

- President Saliman received the proposal, and it was forwarded to Lisa Landis' office for tracking (administering the policy). The VCG (campus CFOs/COOs) will review the proposal and related financials in November/December.
- A status update in January or February 2026 is expected.

III. CU System Update-Lisa Landis, Associate VP of Employee Services

A. Secure 2.0- Provision 603 (Catch Up Contributions)

- Provision requires catch-up retirement contributions to be made to Roth (post-tax) accounts rather than pre-tax accounts. The original implementation date is January 1, 2026; however, public plans have a regulatory delay until January 1, 2027. Despite this extension, the requirement must be in place for the 2026 plan year.
- Implementation has been delayed due to pending Oracle system updates. One component was released recently, while the second will not be available until January. In the interim, the team will use a manual process to track employee contributions. When employees near contribution limits and move into catch-up status, HR will initiate direct communication. Because this is an individual taxation issue, employees will be strongly encouraged to make the appropriate Roth elections. If no action is taken, the university may need to complete an in-plan Roth conversion at year-end, which would generate a 1099 for the taxable difference.
- Communications are scheduled to begin in late November or early December and will continue throughout implementation. The population affected includes employees over age 50 who earned more than \$145,000 in the previous calendar year and who utilize catch-up contributions.
- HR is working with legal counsel to determine whether contributions should stop when an employee hits the annual limit without a Roth election, or whether Roth enrollment can be automatically triggered with prior consent. Technology-based "stops" and automated

notifications will be implemented once Oracle releases all required functionality.

B. Short-Term and Long-Term Disability Review

- Results from the recent benchmarking of CU's disability programs were shared with the committee. Case counts for short-term disability (STD) decreased significantly following the implementation of the Family Leave program, dropping from roughly 129 cases to 93 and then to 29 last year. Because of these shifts, an RFP for improved rates and plan design is now in progress.
- There is also interest in offering optional individual long-term disability plans for high-earning or highly specialized roles (e.g., surgeons). These individual policies provide "own occupation" protection for the full duration of the benefit period (typically to age 65–67). The consultant is currently reviewing these options as part of the RFP.

C. Family Leave Updates (Effective January 1)

- A new provision takes effect January 1 allowing up to an additional 12 weeks of family leave for employees whose newborn child requires care in a neonatal intensive care unit (NICU). This is in addition to the standard 12 weeks of parental leave. CU is collaborating with Anschutz and the state to finalize definitions (e.g., "newborn" and "NICU stay") and ensure policy alignment.
- Questions were raised regarding the continued need for short-term disability given the availability of Family Leave. Lisa clarified these points:
 - Out of state employees do not receive Family Leave because they do not pay into the program. STD remains their primary benefit.
 - STD also provides coverage for multiple separate medical incidents. Family Leave provides 12 weeks per 12-month period, and once exhausted, it cannot be reused within that period. STD, however, can apply to a subsequent incident (e.g., injury after previously using Family Leave).
 - Current STD limitations include required exhaustion of sick leave and a 30-day waiting period, which may be reevaluated in the ongoing RFP.
 - STD is optional, while long-term disability (LTD) is mandatory, the reverse of most other employers. No change to these foundational structures is planned.

D. Leadership Transitions

- Two upcoming departures within the System HR leadership team:
 - Felicity O'Haron, Vice President and Chief Human Resources Officer, will retire in January 2026. A national search will be launched with an external search firm.
 - RyAnne Scott, Communications Director, will depart December 1 for a role with the AnyThink Library System. She has served for approximately 13 years and has supported major systemwide campaigns. Recruitment to fill this position will begin.
- The replacement position will be posted as: *Vice President and Chief Human Resources Officer*.
- The search will follow Regent Policy 3 (Search Procedures for Officers of the Administration), which states that the supervising authority selects committee members representing affected constituencies.
- Leadership responsibility falls under System Administration, and Chad Marturano (CFO) has been asked to serve as search chair.
- Faculty representation on the search committee was emphasized as important under Regent Policy 3.
- Lisa Landis will follow up with Leonard Dinegar (supervising authority) to confirm the planned committee structure.
- Faculty concern was raised based on a recent Denver campus HR search that lacked faculty representation and may not have aligned with Regent Policy 3.

IV. Campus Updates

A. Anschutz Update

- Questions raised about the status of Regent Policy 11F.
- Anschutz faculty noted discrepancies between leadership statements that “everything is fine” under the Equal Pay for Equal Work Act and on-the-ground experiences. Request was made to add this to a future agenda and have Melanie investigate for December.

B. Boulder Update

- Boulder is engaged in significant work on faculty salary issues related to the Equal Pay for Equal Work Act.

C. Denver Update

- Denver has a salary grievance policy (CAP 1006B) designed in response to Regent Policy 11.
- Some Denver faculty previously advocated for a more collaborative process, though the final policy differed from faculty recommendations.
- Denver faculty have used RP 11 to push for clearer grievance pathways, especially regarding merit evaluations.

D. Colorado Springs Update

- UCCS follows Regent Policy 11; campus does not appear to have a fully developed written salary grievance framework. UCCS Policy 300-016 exists but does not seem in conflict with Regent requirements; implementation details are still being developed.
- The Office of Faculty Affairs is currently working to formalize written procedures, including those related to stipends or extra compensation (no systemwide policy identified).

V. Future Business & Action Items

- Delta Dental returns in February.
- PBC Chair will reach out to Carrie Tipper on housing benefits legality.
- PBC Chair will discuss spreadsheet coordination with FC Chair at next in-person meeting (December).
- Follow-up on Tuition Assistance Review (January or February).
- Equal Pay for Equal Work updates from Anschutz campus.
- Updates on Policy 11F.

VI. Adjournment

Next meeting: Friday, December 5th, 2025; In-person/Hybrid Meeting