University of Colorado
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Faculty Council Personnel & Benefits Committee Meeting

1:00 to 3:00 PM, Friday, October 2nd, 2026

In person and Zoom Video Conference

MINUTES

Attending: Sherry McCormick (Chair, UCCS), Jeffrey Schrader (UCD), Steven Blackwell (SYS), Diana White (UCD), Joe Rosse (UCB), Katie Sullivan (UCCS), Monica Furey (UCCS), Jeffrey Zax (UCB), Lisa Landis (SYS)

1. Call to Order / Chair's Report (Sherry McCormick)

- The meeting began at approximately 1:00 p.m. with a majority of members present across the in-person and remote locations.
- September minutes were approved as amended. Members requested that the international travel coverage follow-up be identified as an action item, and discussed clarifying the prior tuition assistance follow-up and incorporating a written response regarding dental benefits.
- Steven Blackwell reported that he had requested a separate written resource or webpage clarifying international travel medical benefits; the existing plan guide is not expected to change. Employee Services may need additional time because of annual enrollment work.
- Sherry reported receipt of a response to the committee's tuition assistance inquiry. The response compared CU's benefit with peer institutions and described it as comparable to or better than most reviewed. Members requested further examination of the comparison group, financial assumptions and possible low-cost improvements; Sherry planned to confer with the Budget Committee chair and potentially Lisa Landis.
- Sherry reported follow-up with Tony DeCrosta regarding the dental benefits discussion and a possible future presentation.

2. IRC Faculty Housing Assistance Program (FHAP) Update and Resolution

- The IRC program was anticipated to proceed through a budget/finance review in late October and Board of Regents consideration in November, with a hoped-for January 2027 launch. These dates were described as tentative.
- The IRC program is intended to closely resemble the existing tenure-stream program, although a third-party administrator would initially administer the IRC component. Potential future consolidation was discussed.
- Reported eligibility elements included qualifying full-time faculty appointments and job codes, a maximum debt-to-income ratio of 45%, and a first-come, first-served allocation rather than a points system.
- The property must be the applicant's primary residence; members discussed the requirement to sell another owned residence rather than retain it as a rental. Members also discussed appraisal requirements for improvements exceeding $10,000 and questions about replacement roofs and HVAC systems. A tax specialist had recommended obtaining individual professional tax advice.
- The steering group discussed reviewing utilization at six months, twelve months and annually thereafter, with additional review when authorized funding reaches 70% utilization. Members requested breakdowns by tenure-stream/IRC appointment and IRC categories, and continued P&B representation in program oversight.
- Members reviewed Jeffrey Schrader's draft resolution and agreed to focus the resolution on support for expansion and equitable, first-come, first-served access across campuses and faculty categories. More detailed

implementation and oversight provisions may be maintained separately in a memorandum of understanding (MOU).

- A motion to approve the revised resolution, with the discussed removal of later detailed paragraphs and possible final wording edits, was seconded and approved unanimously.
- Follow-up: Jeffrey Schrader and Sherry McCormick to finalize resolution language for Faculty Council; Sherry/Diana to pursue an MOU and the previously requested Regents authorization concerning the 1.5% Segment 3 Treasury limit.

3. CU System Benefits Update – Steven Blackwell

- Steven described the CU Health Plan Trust's pharmacy benefit manager request for proposals (RFP), intended primarily to compare pricing and contractual terms for the existing level of pharmacy benefits, not to redesign the formulary through the RFP itself. CVS Caremark may remain the selected vendor.
- The tentative RFP schedule included proposals in late October, analysis in November, final offers in December, evaluation in January, and implementation July 1, 2027. Steven offered to circulate the RFP when available, relay committee questions to the Trust, and provide an update as permitted by procurement confidentiality.
- Members raised concerns about pharmacy access, prior changes in dispensing arrangements, and faculty input. The committee again discussed difficulty contacting the faculty representative on the Health Plan Trust, John McDowell. Steven agreed to inquire about improving faculty engagement or the process for changing representation; committee leadership would also follow up.
- Steven discussed proposed updates to Regent leave rules and APS 5062 in anticipation of Time and Labor implementation, including changes for employees moving to biweekly pay and moving the annual leave sweep from July to September. A March 2027 Time and Labor launch was discussed as the current target.
- Additional policy work included standardized termination reason codes and a proposed felony-reporting APS, still under review following campus feedback.
- HSA open enrollment was scheduled for October 12–23, 2026. Steven also highlighted Employee Services learning sessions on family leave, savings, Medicare, retirement and related benefits.
- Steven noted CU System's anticipated 2027 move to Independence Plaza and the planned sale of 1800 Grant Street. Members discussed the building's role in CU Denver innovation and entrepreneurship initiatives.
- Steven agreed to investigate a question about the timing and length of a Medicare-related enrollment window raised by Joe Rosse.

4. Campus Updates / New Business

- Members discussed anticipated changes in campus representation, including a prospective CU Denver committee member, and the need to verify several campus representative vacancies or appointments.
- UCCS members discussed a campus voluntary retirement incentive and its staffing implications. Steven was not aware of an equivalent current incentive at other campuses.
- CU Denver members reported discussions of faculty salary policy, peer-market comparisons, and the use of Classification of Instructional Programs (CIP) codes in salary comparisons.
- Members discussed proposed differentiated faculty workload policies, including draft changes in teaching/research/service percentages, differences between course-count and credit-hour workload measures, and uneven recognition of service and committee work for clinical and IRC faculty. No committee-wide policy action was adopted.
- Sherry planned to contact Tony DeCrosta regarding dental-benefit scenarios and a possible presentation. Steven anticipated bringing an Employee Services colleague to a future meeting to discuss faculty leave scenarios while Taylor Landman was unavailable.

5. Adjournment

- Adjourned at 3:00 PM

Next meeting: Friday, November 6th, 2026, via Zoom