



Faculty Council Personnel & Benefits Committee Meeting

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

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

MINUTES

Attending: Sherry McCormick (Chair, UCCS), Jeffrey Zax (Vice-Chair, UCB), Jeffrey Schrader (UCD), Madhavi Tandon (UCD), Katie Sullivan (UCCS), Lindsay Yates (AMC), Melanie Joy (AMC), Michelle Martinez (SYS), Lisa Landis (SYS), Diana White (UCD), Sloan G Speck (UCB), Celine Dauverd (UCB), Joseph Rosse (UCB)

I. Call to order and review of minutes of Friday, May 2, 2025

- Meeting was called to order by Chair Sherry McCormick
- Motion to approve minutes from May. Motion to approve; seconded; vote (APPROVED)

II. Policy Discussion-Regent Policy 11.F

- Significant discussion on the new Regent Policy 11F regarding salary adjustments.
- Members expressed concern over the rapid process and limited notice for review, with 19 pages of comments already submitted.
- Clarification provided on the policy process:
 - Policies originate from the Regents, move through the Office of Policy and Efficiency (OPE), then open for faculty/staff comment.
 - Policy 11F timeline: Introduced Aug 28 (Governance Committee), Notice of Motion Sept 18, Review at Governance Committee Sept 23, Final Board of Regents approval Nov 6.
 - Regents now introduce new policies directly, in addition to the standard five-year review cycle.
- Agreement that PBC should submit a consolidated statement in the official feedback form to represent faculty concerns.
- Sherry McCormick will meet with VP Mike Lightner to gather further context and report back.

III. Lisa Landis, Associate Vice President of Employee Services, CU System

A. Overview of HR Structure at CU

- HR functions report to campus chancellors, with system HR and Employee Services reporting to the President.
- Employee Services manages: benefits, retirement, leave, payroll, loan forgiveness verification, and independent contractor classification.
- In 2022–23, CU issued 40,000 W-2s and paid \$3 billion in wages.

B. CU Health and Welfare Trust

- Oversees medical, dental, pharmacy, vision, and wellness contracts (~\$500M annually).
- Trust includes campus CFOs and faculty representation (currently Dr. John McDowell, though concerns were raised as he is retired).
- Plan enrollment: ~54,000 members (26,000 employees).
- Most popular plan: Exclusive (UCHealth network).
- Pathway (Anthem) replaced Extended to offer a national network; useful for employees/dependents out-of-state.
- By self-insuring health plans since 2011, CU has saved approximately \$334 million.

C. Family and Medical Leave Insurance (FAMLI)

- CU created a self-administered plan (launched Jan 2024).
- Employee contribution reduced from 0.45% to 0.25% (effective Aug 2024).
- New in Jan 2025: Parents with NICU children may receive an additional 12 weeks of partial pay.
- Current program balance is strong; CU is considering premium holidays.
- Since launch: ~6,100 applications processed, only 6 appeals denied.
- Six-month payout: \$14.7M total (split between family fund and supplemental leave).
- Average application processing time now under 3 days.

D. Unionization Updates

- Increased national activity among graduate students, residents, lecturers, and staff.
- University staff received union recruitment emails from Colorado WINS affiliates this summer.
- CU clarified that only the Board of Regents can enter union agreements.
- Employee Services is preparing a resource comparing Shared Governance, Colorado WINS, and unionization.

E. Secure 2.0 (Retirement Law)

- Effective Jan 2026 (unless delayed): Employees 50+ earning over \$145K must make catch-up contributions as Roth (after-tax).
- CU is awaiting technology patches from Peoplesoft; preparing contingency plans.
- Michelle Martinez is leading compliance efforts; recently recognized with the Fiduciary Excellence Award.

F. Disability Coverage

- Review underway of short-term and long-term disability programs.
- Considering self-insurance for short-term disability and potential vendor changes by July 2026.
- Exploring options for faculty/staff to waive mandatory long-term disability if they carry personal coverage (notably impacting physicians).
- Data shows FAMLI has already reduced short-term disability claims.

G. APS (Administrative Policy Statements) Under Review

- Multiple APS policies are being reviewed this fall, including:
 - Background checks.
 - Hiring retirees into faculty positions.
 - Leave policies affecting faculty.
- Drafts open for October comments, review by President/Chancellors in December, with implementation in January 2026.

H. GME Residency Policy

- Regents requested a new policy defining Graduate Medical Education (GME) residents.
- CU is expanding the review to define all employment classifications not clearly identified as faculty or staff (e.g., grad student appointments, student employees, independent contractors).
- Goal: prevent misclassification and ensure proper benefits eligibility.

IV. Committee Priorities for AY25/26

- Dental benefits remain the top priority; CU/Delta Dental representatives will be invited in October to present financials.
- Housing/home loan policy interpretations will be reviewed; clarification needed on faculty eligibility.
- Ongoing concerns with Equal Pay for Equal Work Act noted; CU Denver faculty are pursuing legal action, Boulder already litigated successfully.

- Pharmacy Benefit Managers (PBM): flagged as an area of concern; to be added to the Health Trust's agenda for follow-up.

V. Tuition Assistance Benefits (TAB) Proposal/Letter

- Lindsey Yates will represent PBC at the September FC Executive Committee meeting to discuss the TAB proposal. Then it will be presented to the full FC meeting on September 25th for a vote.

VI. Action Items for October PBC Meeting

- Provide updates on dental benefits, disability review, Secure 2.0, APS reviews, and GME residency policy.

VII. Adjourned

Next meeting: Friday, October 3rd, 2025