

**Personnel and Benefits Minutes**  
**October 8, 2 013**

Tom Zwirlein, Don Morley, Bob Durham, Gail Katz, Elaine Cheesman, Pam Carter

Gail gave a very brief rundown on System Personnel. Their last meeting was canceled. At the previous meeting, they mainly discussed the health policy issues with Anthem. Their new chair is John McDowell.

**APS Roles and Responsibilities of Department Chairs**

P&B reviewed the latest version of this APS.

Bob said that the content has not changed much in the last three iterations. He did point out that Section B.2.a indicates that prior to appointing a new chair the dean is supposed to meet with the department. A discussion ensued about what happens in the various colleges. Everyone agreed that their particular colleges have not followed this particular section. Bob recommended that this section should be changed or be removed. As an alternative, Tom recommended that Section B.2.a be implemented in all cases when a new department chair is selected.

**Salary Models**

The committee began discussion of salary models to determine whether some faculty in certain ranks, disciplines, years of service or other factors are being paid too little. This is an ongoing discussion of uncompensated merit which has gone on for years but was not analyzed for several years because of low overall annual merit increase pools. Robyn Marschke did not make the meeting to join in the discussion but will be invited to the next meeting.

Tom suggested that we look at past uncompensated merit models as a starting point. A good model should predict what faculty salaries should look like based on a couple of factors (predicted vs. actual): f(years of service, years in rank, discipline, market, merit (3-5 years))

Bob recommended that faculty compensation be the priority over the next few years – over other things.

November 1 – Friday 10:00 – 12:00 System Personnel will meet at UCCS.

November 5 – Tuesday 3:00pm next Personnel and Benefits meeting.