

Personnel and Benefits Meeting May 3, 2017

Attending: Tom Zwirlein, Lynn Gates, Jill Bradley-Geist, Pam Carter, James Parmenter, Leann Morgan, Pam Carter, Robyn Marschke (guest)

Corrections to the April minutes.

1. Senior Instructors will be included in the uncompensated model, as per Susan Szpyrka (Senior Instructor Meeting on April 28, 2017).
2. The uncompensated merit figures reported at UBAC and included in the April P&B minutes are total figures for faculty and professional exempt. P&B initially thought the reported figures applied to faculty only. This means uncompensated merit will be substantially less than originally thought.

I. Uncompensated Merit

The committee went over the model one last time. The committee confirmed that at the February meeting the cut off for merit was set at 3.5 or above.

Promotions

It is unclear if faculty promoted this year will be eligible for uncompensated merit adjustments.

Robyn will request merit scores and position entry date from deans (to get years in position). The model will use highest of 3 years of the CUPA and then use Masters Large for departments lacking the needed CUPA data. In addition, it will use Library Science for the Library. Faculty with 12 month salaries will have their salary adjusted to a 9 month salary for comparison to the CUPA data.

The split between Tenure Track and Non Tenure Track will be based on the total pool estimated to be around 73% vs 27%. P&B is still waiting for the final figures.

Robyn will again provide a summary analysis of uncompensated merit in the fall (provided there is an adjustment).

Personnel and Benefits will look to make sure all uncompensated merit distributions actually do go to the appropriate faculty. We will also consider going back, and check past years' adjustments and possibly pull job actions to ensure the funds were applied to faculty salaries.

II. P&B recommends a comparative analysis of salaries at Boulder, Denver and UCCS. This analysis should at a minimum compare average salaries by college, discipline and rank at each of the campuses. The analysis should be a broad comparison of 9 month salaries of all faculty.

III. Senior Instructors Adjustments

The increase in the Instructor salary floors created another problem with senior instructor salaries. Realizing the problem, the administration conducted an analysis and set a floor for senior instructors at \$43,517 (9-month appointments); this is the \$40,000 Instructor floor plus \$3,517 (last fall's raise amount for promotion to Senior). Further, the CUPA data does not have a category for senior instructor. Institutional Research will adjust the CUPA instructor salaries up by 12 percent in an attempt to develop peer salaries for the senior instructor ranks. The 12 percent figure is used because this is approximately the difference between the assistant and associate professor ranks.

An analysis of senior instructors using this revised data by Institutional Research found \$378,253 is needed to fix the senior instructor problem. Unfortunately, only \$100,000 is available for adjustments to the senior instructor salaries this year. Administration stated there will be further adjustments for non-tenure track faculty in the future if the funding is available.

The allocation of the \$100,000 was completed using a model similar to the uncompensated merit model. Letters were sent to senior instructors receiving an adjustment.

IV. Fall 2017 Business

In fall, Personnel and Benefits will look at whether people on unpaid leave are eligible to receive uncompensated merit adjustments. Unpaid leave for nonmedical reasons might need to be excluded from the uncompensated merit pool.

Survey of Faculty who received Uncompensated Merit

The committee is considering surveying faculty who were in the pool to see if any issues arose with their adjustments.

Chair Election

James Parmenter nominated Pam Carter. Pam was unanimously elected as chair of P&B for 2017-18.

The committee will decide whether a vice chair will be elected in the fall.

Tom Zwirlein charged the committee with the need to remain fair and unbiased. P&B should always be focused on the faculty at large and not any special interests that could adversely affect the faculty as a whole.

P&B will continue to monitor floor salaries for NTTF to ensure adequate starting salary offers are being made in all departments. The current floor was set by the chancellor at \$40,000. This amount should be adjusted upward each year by the percent increase in the annual merit pool. However, everyone is reminded this is just a floor.