



Faculty Council Personnel & Benefits Committee Meeting
April 2, 2021, 1:00 PM – 3:00 PM
Zoom Videoconference

MINUTES

Attending: Tamara Terzian (Chair, AMC), Jeff Zax (Vice Chair, UCB), Larry Cunningham (Interim Secretary, UCD), Lindsey Yates (AMC), Inge Wefes (AMC), Joe Craig (UCCS), Sherry McCormick (UCCS), Tom Zwirlein (UCCS, Emeritus), Dorothy Garrison Wade (UCD, Emeritus), Mike Harper (UCD), Jeffrey Schrader (UCD), Michelle Martinez (Employee Services), Jonelle Henning (Faculty Council) **Others Attending:** Heather Albanesi, Beth Daniels, Colleen Donnelly, Anna Kosloski, Karin Larkin, Lee S. Newman

Approval of Last Meeting Minutes: March 5, 2021 (APPROVED)

1. Impact of COVID on Women and Primary Caregivers: UCCS Women’s Committee Report

- UCCS Women’s Committee representatives, Beth Daniels, Karin Larkin, Anna Kosloski, shared their presentation on ‘Address and Mitigate the Impacts of COVID-19 on Women Identified and Minoritized Faculty.’
- The plan is to widely share these findings and recommendations across the system to address the equity issues.
- The full presentation was sent to the listserv and can be [found here](#).

2. COVID Impact Taskforce – School of Public Health

- Lee Newman discussed his work at the School of Public Health and the research involved with the impact of COVID on women faculty.
- The department will be releasing the first survey which will be characterizing people’s perceptions both qualitatively and quantitatively with 120 core faculty. They would like to address potential solutions on subjects that faculty think would be beneficial in academic career, pathway mentoring, work life balance, access opportunities and leadership.

3. System Data: Impact of COVID on Women and Primary Caregivers

- Michelle Martinez shared CU systemwide data on the impact of COVID on women and primary caregivers.
- The presentation reviewed data on active employees by campus, gender, & age, and layoff and furlough count by calendar year, gender, campus and age.
- Michelle reiterated the challenge of gathering this data noting that each campus identifies furloughs and layoffs differently.
- Members discussed further clarification on the definition of furloughs and potential to request more data from Provosts/Chancellors at the campus level.



4. Ad Hoc Disability Committee Updates

- Heather Albanesi and Colleen Donnelly shared their proposal to reactivate the system level (Dis)ability and Access Committee and how this relates to a DEI as opposed to solely being in the HR realm.
- They shared a proposed membership and are currently recruiting members, also looking for members that are inclusive pedagogy design. Heather and Colleen welcomed suggestions and member recommendations.
- Colleen also recommended that a good P&B committee collaboration was to review the CC form to report disability that is attached to an employee's personnel file. Some people don't know it exists and is connected to their file, many people do not want to disclose their disability because of the connection.
- Tamara offered having the co-chairs or committee representatives added to P&B agenda every so often to share info and provide reports.

5. Updates on Health Plans Open Enrollment

- Michelle stated that open enrollment begins April 19 and ends May 7. There will be virtual fairs and webinars.
- There have been no major changes and no action needed if people want to keep their current plan, Michelle also reminded that people who participate in health care spending accounts need to reenroll which has been the case for every enrollment year.
- Michelle reported on the increase in rates, unique large claims and inpatient facility claims. All plans will see small increases in premiums, but not significant increases. The Extended Plan will see the most significant increase.

6. P&B Officer Elections, AY2021-22

- Members first motioned and approved to appoint Tamara for a one-year term.
- Elections were held by acclamation vote:
 - Interim Chair – Tamara Terzian
 - Vice Chair – Jeffrey Zax
 - Secretary – Lawrence Cunningham

7. CU Connections

- Tamara shared Personnel's [Committee Corner article](#) featured in CU Connections.

8. Adjournment 3:02 p.m.