

**Faculty Council Personnel & Benefits Committee Meeting
December 6, 2019, 1:00 PM – 3:00 PM
CU System (Pikes Peak Conference Room, 1800 Grant St, Denver, CO 80203) and
Zoom Videoconference**

MINUTES

Attending: Tamara Terzian (Chair, AMC), Jeff Zax (Vice Chair, UCB), Rob MacLaren (Secretary, AMC), Michael Harper (UCD), Larry Cuningham (UCD), Dorothy Garrison Wade (UCD), Joe Craig (UCCS), Matt Metzger (UCCS), Lindsay Yates (AMC), Michelle Martinez (Employee Services), Jonelle Henning (Faculty Council); **Others Attending:** Felicity O'Herron, Kym Calvo, Janet Lowe, Devin Avilla

Approval of Last Meeting Minutes: Nov 1, 2019 (TABLED)

Discussions:

1. Pay Equity with Kym Calvo, Asst Vice Chancellor, Compensation & Talent Acquisition

- a. Kym gave a brief summary of equal pay act and exceptions to the law. The full presentation was sent to the Personnel & Benefits listserv.
- b. Kym posed the question: What areas do we need system wide consistency, campus wide and department wide?
- c. They are currently considering best practices, utilizing consultants, reviewing policy impacts, campus outreach and information gathering, and evaluating consistency for standardization of employment groups.
- d. Kym reminded the committee that this is still a work in progress and recommended campus Chief Financial Officers as additional resources. She encouraged the committee to provide her with feedback which can be reviewed with legal counsel.
- e. Following her presentation, the committee raised questions regarding retention, salaries becoming more public, and the market influence.

2. LinkedIn Learning

Janet Lowe, Director of Employee Learning and Development

Devin Avilla, Higher Education - Sr. Enterprise Relationship, LinkedIn

- a. Janet presented the history of LinkedIn Learning, the overall mission, certificates and continuing education, and data and privacy involved with what CU can and cannot access. The full presentation was sent to the Personnel & Benefits listserv.
- b. Discussion was held over LinkedIn profile being connected to LinkedIn Learning (LL). Devin stressed that a faculty's personal profile does not have to be tied to their LL account. When first signing up with LL, faculty have the option of selecting 'no'. If mistakenly connected, faculty can



contact system.training@cu.edu to separate their personal profile from LinkedIn Learning.

- c. Concerns from the committee were raised over sharing or selling data. LinkedIn stated they do not sell data to 3rd parties and it's in the contract with CU.
- d. Devin also presented a slideshow discussing aggregate data that can be obtained when using LinkedIn Learning.
 - i. One example included what employees are saying they want in hiring.

3. **New draft of Policy 11B**

- a. Question was raised on how the policy defines the word 'peer'.
- b. Discussion held on how there should be additional collaboration with the Faculty Council EPUS committee when reviewing this policy.
- c. Tamara emphasized that there needs to be more faculty advocacy and it's important for each campus to support this.
- d. Revision of the policy is on hold.
- e. Justification 2 PDF: <https://www.cu.edu/doc/policy-11b-justification2pdf>
- f. Current: <https://www.cu.edu/regents/policy-11b-faculty-salary>

Meeting Adjournment: 3:06pm

Next Meeting: February 7, 2020, 1:00-3:00 PM at 1800 Grant St Systems Office