



Faculty Council Personnel & Benefits Committee Meeting
May 1, 2020, 1:00 PM – 3:00 PM
Zoom Videoconference

MINUTES

Attending: Tamara Terzian (Chair, AMC), Jeff Zax (Vice Chair, UCB), Rob MacLaren (Secretary, AMC), Inge Wefes (AMC), Lindsay Yates (AMC), Larry Cunningham (UCD), Dorothy Garrison Wade (UCD), Joe Craig (UCCS), Matt Metzger (UCCS), (Tom Zwirlein, UCCS, Emeritus), Michelle Martinez (Employee Services), Felicity O'Herron (Employee Services), Jonelle Henning (Faculty Council) **Others Attending:** Erika Durbin, Gena Trujillo

Approval of Last Meeting Minutes: April 3, 2020 (APPROVED)

1. Officer Elections for AY 2020-2021

- All members unanimously voted to accept the Faculty Council resolution that states committee Chair (Tamara Terzian) and Vice Chair (Jeffrey Zax) should continue as officers for next year due to current circumstances.
- The committee collectively voted Matt Metzger as the committee secretary for AY2020-2021.

2. COVID-19 and Benefits – Michelle Martinez & Felicity O'Herron

- Michelle gave updates on CU benefits and the impacts from COVID-19.
- There were no major changes to Kaiser plans.
 - The maximum out of pocket has been changed, this was a federal regulation opposed to a decision by CU. Members recommended that CU make that clear.
- There were no major changes to the Anthem plan.
- The benefits office has been tasked with reviewing all benefits across the board including leave.
 - They are looking into reductions and improvements.
 - The committee emphasized the importance of continuing a strong benefits package since it's been a recruitment and retention tool.
- Discussion held over dental for retired faculty and requests for further review and potential enhancements.
- The committee stressed the importance of looking into coverage for COVID-19 testing and anti-body testing. The benefits team is looking into this and also reminded the committee that there is a shortage in resources.
- Life and short-term disability insurance are going to continue for employees regardless of FTE or eligibility for benefits.
 - Programs in place will go till June, evaluating along the way
 - Not impact cost of benefits, standard insurance
- Michelle also reminded faculty that contract payment schedule starts on May 1.

3. Information and resources for COVID wellness

- Tele health helpline and mental health counselors are available for employees.
 - There is no cost on this till June 14.
- Resources for social isolation and/or job loss are also available.



- Kaiser has emotional wellness tools.
 - There are free counseling sessions available with CSEAP.
 - Erika Durbin presented an overview of free or low-cost resources for mental and emotional wellness tools.
 - The committee received this complete list via the listserv.
- 4. Discussion over lawsuits against CU regarding online education.**
- Members recommended staying up to date with how this will all unfold.
- 5. Open discussion on Faculty Council resolution regarding increase to faculty teaching loads**
- Comments from the regents about increasing faculty teaching loads sparked concern, yet nothing in the works yet. Faculty Council has created a resolution in case this happens.
 - The committee stressed the importance of continuous partnership with administration to stay up to date and make sure their voices are heard.
 - Providing positive, constructive suggestions to administration was recommended.
- 6. Meeting Adjourned at 3:06pm.**