



**Faculty Council Personnel & Benefits Committee Meeting**  
**October 2, 2020, 1:00 PM – 3:00 PM**  
**Zoom Videoconference**

**MINUTES**

**Attending:** Tamara Terzian (Chair, AMC), Jeff Zax (Vice Chair, UCB), Matt Metzger (Secretary, UCCS), Inge Wefes (AMC), Lindsay Yates (AMC), Larry Cunningham (UCD), Dorothy Garrison Wade (UCD, Emeritus), Mike Harper (UCD), Tom Zwirlein (UCCS, Emeritus), Michelle Martinez (Employee Services), Felicity O'Herron (Employee Services), Jonelle Henning (Faculty Council)  
**Others Attending:** David Kassoy, Theodosia Cook

**Approval of Last Meeting Minutes:** September 4, 2020 (APPROVED)

**1. Status of CU Retired Faculty Association with David Kassoy, Former president of CURFA**

- CURFA is currently inactive, David recommended the committee contact CU VP of Academic Affairs.
- David also advocated that making connections with campus Deans would provide further support in organizing retirees to have a more active presence.
- There is need for a cheerleader to bring awareness of opportunities to work with retirees.

**2. Overview of retiree benefits with Michelle Martinez, Director of Benefits**

- Michelle presented on CU retiree benefits, what they do and how retiree benefits are determined.
- Their office has a program that researches and analyzes other universities, making comparisons across the board for all benefits like retiree benefits, tuition, wellness, parental leave, etc. They will also be working on an index report in the next couple of weeks.
- Michelle also shared a spreadsheet outlining retiree enrollment and Medicare plans. This was sent to the listserv along with a Q&A document.

**3. Equity pay updates with Felicity O'Herron, Associate Vice President and CHRO**

- They will post all opportunities for promotion and considerations for tenure.
- Current salary or salary history will no longer be used to determine pay.
- Their office is still working through pay ranges across the system, collecting policies and pay practices while also recognizing there are a lot of complexities involved when systemically capturing everything.
- Law goes into effect January 1, 2021.

**4. Vision and relation to campus offices with Theodosia Cook, Chief Diversity Officer**

- Theodosia discussed her role and updated the committee on the following initiatives:
  - Metrics to measure success related to diversity, equity and inclusion
  - Develop DEI system wide trainings
  - Search committee trainings and DEI commitment in job scope
  - Evaluating resources or structures with funding decisions, grants and scholarships
  - Diversity engagement survey
  - Collaboration and connection with campus offices



- There were also updates on how Theodosia's office and general counsel will be working with the recent Executive Order.
- Committee members raised several questions such as qualitative vs quantitative measures, monetary and resource support, and how to address DEI within their own departments.

**5. Meeting Adjourned at 3:10 pm.**