



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

**MINUTES**

**Attending:** Tamara Terzian (Chair, AMC), Jeff Zax (Vice Chair, UCB), Larry Cunningham (Secretary, UCD), Lindsey Yates (AMC), Inge Wefes (AMC), Matthew Metzger (UCCS), Sherry McCormick (UCCS), Tom Zwirlein (UCCS, Emeritus), Dorothy Garrison Wade (UCD, Emeritus), Mike Harper (UCD), Jeffrey Schrader (UCD), Michelle Martinez (Employee Services), Felicity O'Herron (Employee Services), Jonelle Henning (Faculty Council) **Others Attending:** RyAnne Scott, Jeremy Hueth

**Approval of Last Meeting Minutes:** May 7, 2021 (APPROVED)

**1. Faculty Council Updates with Chair Mary Coussons-Read**

- There will be a new grad student taking over the role of Recording Secretary for the Faculty Council committees, Jonelle is in the process of interviewing.
- Mary reported that she would like to increase participation in faculty governance and show that this work matters. To add, the website is undergoing a redesign which creates more opportunities for committees to share goals and information on their webpage to further update people about what they are doing.
- The Campus Workplace Culture (CWC) survey will be distributed this fall and inform a lot about the culture at CU.
- Mary also noted that the Pay Equity Act is of particular interest this year and would like to stay connected on that.

**3. CU Retirement Fee Changes with Michelle Martinez**

- Michelle reported on the review and reduction of retirement fees. They began to clean up small distribution accounts that had 5,000 or less that were charged with record keeping fees, majority were student accounts. Following this review, they created a communication campaign offering participants to take it out or rollover the funds into another retirement account.
- Their office distributed a Request for Information (RFI) to review record keeping of plans, TIAA was the least expensive.
- From this overall review, they have successfully lowered fees by almost 50% and there is now a new fee structure in place in partnership with TIAA.
- Portfolio management will soon be available as well which offers participants to meet with TIAA advisor.
- RyAnne Scott, Director of Communications, presented and reported on the following communication methods and upcoming events:
  - September 23 - [Webinar on plan changes](#), this will be emailed to participants and featured in Connections.



- Once fee changes are explained to the broader community, more information will be presented about the portfolio manager.
- They are working with TIAA on hosting monthly webinars for wide variety of topics, newer employees, those retiring, etc.
- Members shared their appreciation for the hard work on fee reduction and provided feedback on leveraging different methods of marketing and communication to present this work.

#### **4. CU's analysis of salary as part of the implementation of Colorado's Equal Pay for Equal Work Act with Jeremy Hueth**

- Jeremy provided an overview of the analysis of the Equal Pay Act and reported on their work with the consultant, Aon, interpreting the law, reviewing job descriptions, gathering the right data and finding gaps, identified gaps undergoing review and establishing methods of communication to address the gaps.
- Question was raised on how CU is analyzing other demographics with the law such as disability in salary equity. It was reported that part of this review recognized that more needs to be done with addressing those equity concerns and gathering better data on job analysis of position descriptions and record keeping.
- Members also addressed budget and increase in pay when reviewing disparities, it was noted that salary increase will most likely come from departments.
- Members also stressed the importance of departments having a plan in place that is proactive instead of reactive.

#### **5. Full Faculty Council Website Redesign**

- Jonelle reviewed the user research feedback that was conducted in late May.
- Testing on the new navigation bar is now underway, Jonelle shared the testing link with the committee. Based on the results, she will be able to determine if there needs to be changes to the setup.
- Jonelle will then be conducting user testing on a prototype which will be sent out to Faculty Council and committees.

#### **6. P&B New Business**

- The committee would like to receive updates about the impact from the new Tuition Benefit Assistance program. Michelle reported that more information will be available in October.

#### **7. Adjournment 2:38 p.m.**