

Compensation Committee Meeting Minutes, Block 3
2:30 – 4pm, October 31st, 2023

In Attendance: Paul Adlerstein, Nate Bower, Cathy Buckley, Aju Fenn, Marion Hourdequin, Jane McDougall, AliciaRose Martinez, Laurie Mozingo, Chad Schonewill, Lori Seager, Thecla Shubert, Ryan Simmons, Mandy Sulfrian

1. Draft Report of the FSC

The draft report of the FSC was discussed.

- a. A key finding was a drop in “constant dollar” salary for year-long visiting faculty compared to the tenure-track lines. The Budget and Planning Subcommittee of the FEC suggested more detail be provided on a target level of compensation for year-long visitors, and a more detailed recommendation for attaining that target. There continue to be difficulties tracking visitor salaries due to the AAUP comparison data typically being collected for only those year-long visitors who are *not* replacing a faculty member on paid leave or paid sabbatical (fewer than half of the visitors across peer institutions).
- b. During our discussion of retired faculty access to the lunch club, we learned that retired faculty have not been excluded, and a glitch in the processing of retired faculty gold cards has been corrected.
- c. A faculty forum is scheduled for November 2nd to gather further comments.

2. Draft Report of the SSC

Due to time considerations and the greater level of discussion of the SSC draft report during block 2, we had minimal discussion on this agenda item.

3. Common recommendations of the committee

a. Cost of living discussion (impacts both FSC and SSC report)

The relatively high cost of living in our urban environment compared with peer institutions for faculty was discussed. The relatively high cost of living in Colorado Springs for staff compared with smaller towns was also discussed.

b. Healthcare recommendation and fertility treatment

Specific price tags for providers of fertility treatment insurance for the college community were discussed with two different levels of coverage (25K lifetime limit, or an unlimited model). The FSC was interested in obtaining more information about fertility treatments provided by our peers.

4. Family Leave Policy

Vice President for People & Workplace Culture Ryan Simmons and Associate Vice President, People Operations Laurie Mozingo presented both the ramifications of the new laws: Colorado Healthy Family and Workplace Act (HFWA) and Colorado Family and Medical Leave Insurance (FAMLI). Ryan and Laurie also described a more generous paid vacation policy and a more coordinated sick leave policy that provides support for employees in the face of extended illness for themselves or family members.

- a. The Colorado FAMLI law is funded by a fee equal to 0.9% of employee earnings, half of which (0.45%) is required to come from the employer and half from a paycheck deduction (0.45%); the college will cover the full 0.9%.

- b. Sick leave will be available up front for new employees. Moreover, by piecing together sick leaves and short-term leaves, employees may obtain up to six months of paid leave in the event of unexpected illness or a need to care for an ill family member. These benefits are more closely aligned with faculty benefits.
- c. Ryan and Laurie also described other new developments, such as generous paid vacation time, provided even to new employees. The College's provider of life insurance and long-term disability is changing to "The Hartford" company.