

2012-2013 University Senate Report

Personnel Committee

Chair: Brad Armendt
Members: Charles Colbourn, Penny Dolin, Kevin Ellsworth, Joseph Feller, Sandra Mayol-Kreiser, Elsie Moore, Thomas Schildgen

The Personnel Committee met during the Spring 2013 semester.

Kevin Salcido, Associate VP and Chief HR Officer, met with the committee and discussed the following issues:

- In response to an inquiry from the Senate, we discussed the availability of Roth 403b retirement accounts for university employees. For some time that option has been described by the Benefits Office as 'in the works.' Mr. Salcido indicated that the option would be provided to employees by the end of calendar year 2013.
- At the request of the committee, Mr. Salcido addressed the possibility of changes to ASU's participation in the State Employees Retirement Plan. He indicated that such possibilities have been considered, and informed the committee about relevant factors. Any changes to current arrangements would involve working with the other universities, with the Board of Regents, and with the legislature. Mr. Salcido stated that in the event changes are sought, they would apply to new employees; no changes would be imposed on current university employees.

The Committee also discussed the spring 2013 salary adjustment exercise and the plans for implementing it. Several concerns were raised and after the meeting they were communicated to Provost Phillips, who provided a prompt response. The concerns and the response were communicated to the Senate at its March 25, 2013 meeting.

The main informal recommendation that emerged from the committee's discussion is that when salary exercises occur, information about the policies and implementation plans that guide them should be communicated to university employees.