



University of Colorado Staff Council Meeting Minutes
November Minutes – CU Boulder Campus
CIRES Room W230 Conference Room
Thursday, November 17, 2016

10:10am

Call to Order

Roll Call

Present

Table with 3 columns: Last Name, First Name, Campus. Lists present members including Thomas, McGovern, von der Nuell, Pascale, Lockwood, Moore, Campbell, Martinez, Smith, Dressler, and Melzer.

Not Present

Table with 3 columns: Last Name, First Name, Campus. Lists absent members including Schosker, Mensch, Wynn, and Petty.

10:15 am

Faculty Assembly Chair – Ravinder Singh

- We can't get discouraged when we feel they're not listening
• FA Councils Structure
• What they're working on
• Discussion around Bullying
⇒ Denise: This is also a concern for Staff and Students

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- Let's have someone from UCSC attend this faculty committee meeting (either in person or via phone) to help develop this statement/process/policy
 - We need specifics in order to develop the policy
 - Dr. Singh will put Denise in contact with meeting planners
 - **Tuition Benefit**
 - We need to look at this as an investment in faculty and staff, not as a loss of revenue.
 - We don't want this to be at the expense of another benefit, which could lead to a split within faculty and staff groups about which benefits are more important
- ⇒ **Denise:** We'll share our survey info with Faculty Assembly and we'll reach out to councils to identify anecdotal instances of bullying for review. She will connect with Tom Seebok (retired Ombudsperson) or with the current Ombudsperson on Boulder Campus, regarding direction of bullying policy.
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Approved October UCSC Minutes

Treasurer's report

- Parental Leave Working Group requested funds for their first meeting.
 - We have the space reserved for the SEA meeting.
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10:15 am **Chair's report – Denise Thomas**

- **Board of Regents Meeting (See meeting reports, with presentation links, in Nov. 17 issue of CU Connections)**
 - Governor's Budget
 - Financial Aid is up
 - 2% increase for State employees proposed
 - Will not finalize until Long Bill in March
 - May get up to \$20 million for deferred maintenance
 - There will be a Tabor surplus (so they want to reduce the Hospital Provider fee)
 - Bottom Line: They will be looking for ways to cut
 - Regent Ludvig
 - Recession Cycles – We're due
 - How we're budgeting for that
 - Regent Shoemaker (Strategic Vision Presentation – see CU Connections for the presentation, including timeline)
 - Engaging the governance groups
 - Campus Conversations in January/February
 - Sue Sharkley
 - Defending Academic Freedom (want faculty to know they will be supported)
 - Professor on Boulder Campus was bullied/targeted for doing research on the opposing view of climate change
 - Similar situation at Anschutz around fetal tissue a couple of years ago
 - Distinguished Professor Awards
 - Gavel transferred to Gallegos
 - **Meeting with Kathy Nesbitt** (due to scheduling conflicts, no meeting)
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10:30 am **Working Group Updates**

- **Tuition Benefit Task Force** (Tara and Gaylynnne)
 - Defining differences across campuses and closing loopholes and inconsistencies prior to presenting Pilot Program to President Benson
 - Discussed:
 - AMC Faculty Survey

- Not Compromising employee benefit to increase the dependent benefit
 - Looking into rule about not registering until 1st day of classes.
- Next steps: Finalizing letter and packet of information describing the pilot program that will go to President Benson
- Next Meeting/Conference Call: Wednesday, December 7
- **Parental Leave Working Group** (Anne)
 - Sent Doodle Poll for 1st/2nd week of December to schedule first meeting
 - Goals: Establish structure and identify group leadership
 - May want to invite Faculty Chair
 - Will have more info at our December UCSC meeting after first meeting
 - ⇒ Denise: Caution to ensure focus on equitable policy for Classified and University staff
 - Would be great to get Faculty to help support this (even though they have a 50% paid benefit if they're on 12-month contract)

11:30 am **Working Lunch**
Review UCSC Survey Raw Data

- **Committee Work**

1:30 pm **Committee Updates**

- **SEA**
 - **Nancy and Nick**
 - Updating the website and Nomination form
 - Dates, wording about when it will open, link to nomination form (“coming soon”), and changing from 5 to 3 accomplishments
 - Goal of Launching nomination system in late December with a reminder in January
 - January 27, 2017 will be our due date for submitting nominations with a possible extension to February 10, if needed, to capture more nominations
 - **Kat**
 - Look at past meeting minutes to determine past UCSC representatives who served 3 years
 - Determine if they're still working at their campus and their activity level
 - **Phillip**
 - Investigate if there is a way to send the nomination announcement to his campus' list serve
- **Policies**
 - Only one policy currently under review
 - Keep pushing these out to the campus councils for review
- **Survey**
 - Put results in buckets
 - Zoom conferences (12/13 and again in January)
 - Discussion at UCSC December conference call with all UCSC
 - Goal Finalize results reporting by February

1:45 pm **Campus Updates**

- **Boulder**
 - Preparing for Staff Appreciation Breakfast (with food drive)
 - Review job description prior to hiring a new Admin.
 - Preparing for YOS event at end of January
- **UCCS**
 - Holiday Service Project
- **Denver/AMC**

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- Working toward formalizing rules of order (creating some organization to increase productivity, went from 12 to 40 members, have a lot more brain power and want to tap into that in an organized way)
 - Solidifying a Strategic Goal
 - YOS transferred to HR
 - Discussing how to best collaborate with no-SC groups for events
 - Professional Development events (Networking in the 21st Century, Dr. Brenda Allen presented on Unconscious Bias downtown had a big turnout and will present at AMC on 11/21)
 - Coats for Colorado drive
 - Looking to organize campus-wide participation in the Feb. 17th Foodbank of the Rockies event that is being promoted by the Chancellor
 - Staff Appreciation event on 11/15 – big turnout, burritos
 - Have reorganized and streamlined the EOM program
 - **System**
 - Chose Sleep Tight Colorado and Coats for Colorado as charities and outreach for fall. Collected sleeping bags and \$350 cash for Sleep Tight Colorado (through a Broncos day beads fundraiser) and collected about 45 Coats for Coats for Colorado
 - Healthy Snack Attack for the building – very successful
 - Successful Brown Bag event – learned about personal space and threat awareness
 - President's Employee of the Year Award and YOS event in November
 - Partnering with President's Office on Active Shooter training on 11/29
 - Anne and Ashley working on Parental Leave proposal
 - Almost back to full council. Would like some participation from Broomfield. Need a replacement UCSC representative

2:00pm

- **Adjourn (Motion: Kat McGovern; 2nd: Tara Dressler)**
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