University of Colorado Staff Council  
Meeting Minutes  
September Meeting (Anschutz Health & Wellness Center)  
Thursday, September 15, 2016

10:15am  Call to Order  
Roll Call  
Present

<table>
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<tr>
<th>Last Name</th>
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<tbody>
<tr>
<td>Thomas</td>
<td>Denise</td>
<td>Boulder</td>
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<tr>
<td>McGovern</td>
<td>Kat</td>
<td>Boulder</td>
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<td>von der Nuell</td>
<td>Gaylynne</td>
<td>Boulder</td>
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<td>Pascquale</td>
<td>Cynthia</td>
<td>CU Connections (via phone)</td>
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<tr>
<td>Lockwood</td>
<td>Nick</td>
<td>UCCS</td>
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<td>Mensch</td>
<td>Sarah</td>
<td>UCCS</td>
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<td>Moore</td>
<td>Nancy</td>
<td>UCCS</td>
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<td>Wynne</td>
<td>Anja</td>
<td>UCCS</td>
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<td>Campbell</td>
<td>Jay</td>
<td>UCD/AMC</td>
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<td>Petty</td>
<td>Phillip</td>
<td>UCD/AMC</td>
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<td>Smith</td>
<td>Carissa</td>
<td>UCD/AMC</td>
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<td>Demarr</td>
<td>Molly</td>
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<td>Dressler</td>
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<td>Melzer</td>
<td>Anne</td>
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<tr>
<td>Schosker</td>
<td>Megan</td>
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<td>Dressler</td>
<td>Tara</td>
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No minutes from Retreat

Treasurer's report (line items broken out)
- Travel: ensure we are all submitting our expenses (be detailed in descriptions)
- Meeting Meals: $225-250/meeting
- Retreat: expenses from this recent retreat and the deposit for fiscal year 2018 retreat discussed
- SEA: budget and clarification of SEA responsibilities
- Discussion Item: travel expenses for the Parental Leave subcommittee, will they be able to be submitted? Denise will clarify with Kathy Nesbitt.

10:35 am  Chair’s report – Denise Thomas (Board of Regents meeting)
- President Benson
  - Active with fundraising (promoting CU’s mental health initiatives)
  - 3 CU Alums who were Olympians
  - Pres. Benson wants to build our Endowments (we’re behind other universities; he wants the number in the billions of dollars [reputation])
  - New Cyber Security Initiative at UCCS (Homeland Security has asked President Benson to be on the Cyber Security committee)
  - CU Alum survey (employment status and employment in area of degree)
87% surveyed say education was worth the money
  - Online Offerings
    - 41 Programs & 52 Certificates
  - Todd Saliman (Budget & Finance)
    - Enrollment has increased on all four campuses
  - Regents (Link to CU Connections account of the Regents Meeting: [https://connections.cu.edu/stories/regent-meeting-roundup-0](https://connections.cu.edu/stories/regent-meeting-roundup-0))
    - Cost/Benefit Analysis of Research on all four campuses
    - Treasury Report
    - Policy Review
    - VP of Diversity, Inclusion and Retention

10:50 am Working Group Updates
- **Tuition Benefits Task Force** (Gaylynne)
  - 3 Year Pilot program: $2400/year across all 4 campuses for employee dependents
  - Survey proposed to identify employee interest (survey dates unknown)
  - Gaylynne to find out survey dates during next conference call
- **Parental Leave Working Group** (Anne)
  - Review of reps from each campus (so far)
  - Planning for an in-person meeting after mid-October to start
  - Want at least 2 representatives from each campus

11:00 am Campus Updates
- **Boulder**
  - Ice Cream Social
  - Blood Drive
  - University Perspectives
  - Diversity Summit – Employee Development Opportunities
  - Photos for website and other outreach materials
- **UCCS**
  - Leadership Team meeting and Staff Association
  - Encouraging staff to participate and volunteer for Staff Association events/committees
  - Ice Cream Social
  - Fall Breakfast
  - Winter Luncheon (partnering with Military Affairs to recognize veterans)
- **Denver**
  - Block party at Denver (more students than staff, but still successful)
  - Block party at AMC very well attended and successful
  - Mindfulness series (subcommittee wants to move more into Professional Development opportunities not provided through Employee Services)
  - Looking at Professional Development in technology
  - Focused on keeping council strong
  - VC will speak to council in November
  - Years of Service recognition getting up and running (subcommittee formed)
  - Discussions around: Tuition Benefit and Flexible Work schedules
  - Policy Review
- **System**
  - Outreach: Bronco’s T-Shirt day (beads for $1, money goes to charity)
  - SC changing Excellence Award
  - 4 new members
  - Active Shooter Training
  - Years of Service planning
  - Employee Expos (travels to each campus)
    - **SUGGESTION:** Have SC reps from each campus at a table to improve outreach and SC recognition
- **Comment:** UCSC website needs to be updated (Anja)
11:30am  Lunch & Committee Work

12:30pm  Committee Reports
- Policies
  - Parental Leave Task Force
  - Code of Conduct Review: feedback due by Oct. 14 (Remember to focus on content, not grammar)
  - Committee will track feedback (campus SCs push up)
- SEA
  - Next steps
    - Get on President’s calendar
    - Review last year’s packets
    - Update for to 3, not 5, examples
    - Propose to recognize UCSC service
- Survey
  - Make changes and add SC mailing lists by Sept. 28th
  - Review survey with Lisa Peck on Sept. 28th
  - Distribute Test Survey to SCs for review and feedback Oct. 1st.
  - Review feedback as a subcommittee via conference call on Oct. 11th
  - Finalize Changes based on test/feedback (and add Parental Leave questions) by Oct. 14th
  - Ensure staff rosters uploaded by Oct. 14th
  - Distribute Survey to staff on all 4 campuses beginning October 17 and closing October 28

1:00pm  Guest Speaker: Dan Montez (Office of Policy and Efficiency)
- Policy Review Project Charge (see handout)
  - All Laws and Policies (98 total) under review
  - Fall into 4 Categories: Academic, Employee Services/Human Resources, Legal/Regent, Budget/Finance
  - Some have not been reviewed since the 1940s or 1950s
  - Goal to bring into a common format
  - Have identified any “trickle-down” campus policies that would be affected by these policy reviews
  - Website/page in development
    - [https://www.cu.edu.ope/policy/aps-under-review](https://www.cu.edu.ope/policy/aps-under-review)
    - Send feedback about the website
  - Will separate into 4 Buckets: (Keep; Keep, but revise; Eliminate; ???)
  - Communications: CU Connections, OPE email listserv
  - Goal: to establish a 2-5 year review going forward, to align all policies with Regent laws
  - Policy Review Liaisons: Mark Burgee, Michelle Dallin, Anja Wynne
  - Start Slow to test process
- Denise: Regents will have the final say, process: 1) Review Team (includes chancellors and President Benson), 2) Regents’ Policy/Laws committee, 3) Full Board of Regents
- Updates: 2 Policies under review
  - Code of Conduct: (clear and transparent ethics), will be reviewed by compliance/ethics committees on each campus.
    - Bullying policy, is this the place to add it? (Dan will discuss with Kathy Nesbitt)
  - Parental Leave
    - Current Policy unclear, goal to clean up
    - UCSC Working Group
    - Denise: should be split into two policies (University Staff and Classified Staff)
2:00pm  **Adjourn** (Motion: Anja Wynne; 2nd: Sarah Mensch)