**UNIVERSITY OF COLORADO ADMINISTRATION STAFF COUNCIL**

MINUTES

Thursday, June 28, 2018

Video/Conference Call

Nancy Moore called the regular meeting of the University of Colorado Staff Council to order at 10.:05 a.m.

ATTENDANCE

The following members were present:

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| --- | --- |
| Nancy Moore, UCCS | Megan Schosker, CU Boulder |
| Sarah Mensch, UCCS | Jeni Webster, CU Boulder ? |
| Nick Lockwood, UCCS | Shelby Javernick, CU Boulder |
| Mark Means, UCCS | Jay Campbell, CU Denver/Anschutz |
| Tara Dressler, System | Kevin Young, CU Denver/Anschutz |
| Annie Melzer, System | Carissa Smith, CU Denver/Anschutz |

Absent: Philip Petty, CU Denver/Anschutz, Angie Generose, System

Guests(S) Attending: Alejandro and Erika and Renee (UCCS)

A quorum was present.

OLD BUSINESS

Approval Of The Minutes: May Minutes *Moved* by Megan, *Seconded* by Jay.

UPDATES

Treasurer’s Report

* Nick reviewed the budget - $20,900 total, $18,610.73 spent to date, $2,289.27 available
* Over $2,289.27 and we will lose this as it doesn’t roll over. Very close to budget
* Budget next year for swag and travel – giveaways for new members, all council event, etc.

PERA – Jay

* 18% return on investments for this year so that helps
* No cost of living adjustment for the retirees for the next 2 years
* Over the course of 3 years starting the next fiscal the contributions from members and employers will increase
* Fully funded in 30 years
* Built in some automatic adjustments.

Boulder – UCSC Retreat – August 2018

* Executive committee to meet in July to discuss agenda – Nancy to send Doodle poll
* Aug 2-3 – Megan sent request for attendance. RSVP to Megan by July 13th
* Can hold more than one room under the same name
* Looks like most people have their reps and they can attend

Parental Leave – Nancy

* Kathy Nesbitt presented at the Regents meeting
* 4 weeks, 1 year, 50% appointment, etc. – same rules as FMLA
* APS is out and approved – July 1

NEW BUSINESS

Thank you from Nancy to members rolling off.

Chair’s Report:

* Freedom of Expression – Article 1.e/policy 1.d – up for review
  + No free speech zones
  + Fees do not change based on speaker
  + No approval of message before
  + Speaker can speak on controversial topics as long as it is not targeted
  + Nancy to send Tara the rest…
* Kathy Nesbitt presented on parental leave – getting estimated numbers per campus.
* Football conversation – Linda Shoemaker – Damaging to the athletics and the university not caring about the health of athletes
* Regent candidates spoke about their agenda and what they want to accomplish
* Kathy and Pat O’Rourke spoke about the diversity inventory – which department is going to be responsible – where we are on diversity numbers for faculty and staff – discussion on diversity, discrimination and inclusion
* Sure Sharkey – Chair; Jack Kroll – Vice Chair

COMMITTEE UPDATES

Policy

* Parental Leave implemented
* A few new policies up for review – more to come

Survey – Carissa

* Met on June 4th
* Legal aspects of sharing the info – discussions with Tara – Tara checking with Jeremy on language in the survey that was sent
* Received a few requests for information and want to get it out appropriately
* Export the comments and Tara to review with Jeremy – that way we can hopefully share all of the information with the campuses and not have to answer individual requests
* Nancy to have a further conversation with Carissa on what to put on the website and how to respond to the current requests

Communications – Nick

* Climate survey – Will put on the website to contact UCSC with questions
* Transition to Carissa – Nick can continue to work on things in the meantime

Executive Committee

* None

CAMPUS UPDATES

**Boulder:**

**Follow up to previous actions items: N/A**

**New campus updates/action items:**

Chairs’ Report and Announcements – John Kelly and Mirinda Scott – thank you all around for your service

Treasurer’s Report – Philip Bradley – spending into our reserve

Elections Update (Philip Bradley) – announced and welcomed new members, announced new officers for 2018-19

Awards and Staff Recognition (Joshua Firestone) – recognized those members whom went above and beyond

Blood Drive – June Event, 6/19-20 (Alisha Bennett) – saved 366 lives this drive

Outreach – Field Day follow-up (Colisse Franklin) – approx. 1,000 staff in attendance, great event!

Paid Parental Leave Update from Lisa Landis

o University-wide

o Boulder Campus

o Next Steps

**UCCS:**

**Follow up to previous action items:**

* Longevity Award recipients were recognized during the annual Staff Spring Luncheon on May 24th.
* Staff Association elections were completed. New members and elected officers were welcomed at the Staff Association retreat on June 19th.

**New campus updates/action items:**

From the Staff Association Retreat:

* UCSC Representatives
  + Staff Association members will review statements of interests from potential representatives and vote in July.
* Partnership with Leadership Academy
  + With program director Nina Pollok retiring, will work on at retread and start fresh.
* New Committee Proposals

1. Professional Development Programming Committee
   1. Combined. Will host two events less than last year
2. Staff PRIDE Committee
   1. Proposal was presented at Staff Association Retreat
   2. Received much support from SA members.
   3. Will need to go to vote on ballot.

* Staff Association Goals for 2018-19
  + Consider access to training and events and how do we arrange our events with this in mind
  + Increase transparency of what we do, be educated and be able to tell our story
  + Work to find out what staff want and need through outreach or change culture to advocacy
  + Remember we need to be advocates and also have fun for our staff

**Denver/Anschutz:**

Follow up to previous actions items:

* n/a

New campus updates/action items:

* Please welcome Kevin Young to the group as the 3rd voting representative from Denver | Anschutz. Carissa and Jay continue in their roles, and Noah Dodero will continue as the alternate member as well.
* Our thanks go to Phil Petty, who served diligently as a member of UCSC and the Denver | Anschutz Staff Council for many years.
* June 15th – our annual planning retreat was held at South Denver. 33 of the 40 members, plus our HR rep, were able to attend the all-day event.
  + We started the day with a year-in-review of our activities and accomplishments from the 2017-2018 session. Each outgoing sub-committee chair and the council chair took turns highlighting their respective areas.
  + PERA changes were briefly reviewed, as were the pending changes to the Parental Leave benefit.
  + Emily Warren then led the group through a 2-hour mini-Stengths Finder training. Everyone learned their top 5 strengths, how they benefit team building, and what their neighbors and peers have as their strengths. Many activities and takeaways from this will be utilized throughout the upcoming year as we build upon this introductory training.
  + Over lunch new and existing members got to better know each other.
  + After lunch the council considered a motion to create an ad-hoc Inclusive Excellence committee, details of which I have included at the bottom of this report. Several members shared their life experiences on how they have faced and overcome challenges related to inclusivity and discrimination. I applaud the courage it took for them to speak up and be vulnerable in such a large group of people. After much discussion about what this committee could become, it was agreed that the details would be figured out upon formation and the council voted unanimously to proceed. Peter Crosier-Cajina and Karissa Stolen will co-chair the committee to start.
  + For the remainder of the afternoon the council broke up into the standing sub-committees to plan the year’s activities, budget requests, and to elect leadership. Each committee reported on those actions to end the day.
  + Denver | Anschutz Staff Council has some lofty goals heading into FY19 and will surely look to collaborate with other campus councils and UCSC to maximize our efforts and impact.

Explanation of Excellence Motion:

The following motion was unanimously approved at the June 15th retreat. A staggering 14 council members volunteered to be on the committee, in addition to their other staff council duties and assignments.

*Resolved that*, the University of Colorado Denver | Anschutz Medical Campus Staff Council shall create an ad hoc “Staff Inclusive Excellence Committee”, in an effort to better empower staff members who do not identify as the social majority and allies who support their efforts so that they become advocates for their own professional well-being and career development. The purpose of the committee will be to address Staff Council’s Mission to “advocate to promote an inclusive” environment by:

* Providing support, shared experiences, leadership and visibility for persons who do not identify with the social majority (e.g. LGBTQ+ members, those of racial/ethnic minorities, those with disabilities, etc.) on CU Anschutz and CU Denver campuses and to explore methods for how to address the professional barriers of these individuals.
* Empowering staff to better advocate with university leadership regarding staff issues and needs affecting minority staff populations
* Developing support networks and recommending policy to address the needs of staff. For example, the need for increased minority representation in higher levels of leadership
* Representing the University’s Staff Council at Cultural events to better network/brand the mission of diversity and inclusion within the university setting
* Working to unite similar groups at CU Denver| Anschutz and other campuses such as the Anschutz Inclusivity Alliance, Faculty Council LGBTQ+ committee, CU-Boulders’ Staff Pride subcommittee and CU-Colorado Springs upcoming Staff Pride subcommittee
* Ensuring a safe work space environment is established for persons to find opportunities to better network with persons who share similar characteristics to themselves

The Committee shall be comprised of a minimum of 2 volunteers from Staff Council and other staff members at CU Denver | Anschutz on a volunteer basis. For the purposes of setting up this new committee, an ex officio chair will be appointed, in accordance with the bylaws. Karissa Stolen has agreed to serve as the ex officio officer for the initial establishment of the ad-hoc committee. Subsequent chair appointments will be elected as vacancies arise.

A budget of $1000 (for Fiscal Year 2019) is requested from the Staff Council funds with the idea that longitudinal sustainability will be established.

The Committee shall report its progress at regular Staff Council meetings. The Committee shall remain in effect until an official recommendation is presented to Staff Council, whether or not to establish a permanent committee that encompasses the purpose and mission of this ad hoc committee.

**System:**

**Follow up to previous actions items:**

* MaxFund event was May 30th when they bring the cats, dogs, kittens and puppies to the office for an adoption day – awesome!
* Started this summer there will be filtered water spickets in the kitchens
* Bottle fill stations will be on every floor instead of the old water fountains this fall.
* We are also remodeling all of the bathrooms this summer.
* Supervisor Appreciation lunch was June 25th – good attendance.
* Bike to Work Day was June 27th – partnered with CU Denver this year – a ton of people and very fun!

**New campus updates/action items:**

* Retreat in early July – elections will be then and UCSC reps selected – have more on our goals, etc after the retreat. Will be at CU South Denver.

ADJOURNMENT

*Motion* by Megan, *Seconded* by Carissa.

*Approved* by Council*.*

The meeting was adjourned at 11:05pm



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Tara Dressler

UCSC Secretary