



**University of Colorado System Staff Council**

<https://www.cu.edu/ssc>

**MEETING MINUTES**

**Thursday, March 10, 2022**

**9:00 AM – 11:00 AM**

**See Zoom Invite**

**9:00 AM Call to Order**

- Roll Call- Dave Korman, Stacy Gomez, Christina Beck, Katie Princo, Grace Shattuck, Ashley Eschler, Minna Briscoe, Sasha Rahmann, Amber McDonnell, Tara Dressler
- Approval of Agenda and Minutes- 9:01 AM

**9:05 AM Chair / Vice Chair Report – Katie Princo & Bethany Highfill**

- New member appointment – Amber McDonnell, Director of Board Operations to the Board of Regents
  - Amber McDonnell was voted into the SSC by unanimous vote
- Election's update
  - 2 people have been nominated
    - 1 employee from HR in ES
    - 1 employee from the PSC
    - Please forward anyone that is interested to Ashley Eschler
- Hybrid workforce launch discussion
  - There has been some feedback from various departments
  - There has not been a lot of people at the office
  - There is hope that there can be some feedback from supervisors on schedules of teams that are working in the office.
    - There are many bags left over from the grand opening so please reach out if you haven't received one.
    - Possible reach out to department chairs to pass out the bags and possibly mailing out gifts to remote employees
    - Some departments have calendars set up to show where team members are at.
    - Covid concerns- Are conversations still being had?
    - Zoom meetings while in the office are troublesome.
    - Reservation system issues with parking and workstations
      - Suggestions of having an App to make it more seamless
      - Panel board for building to have a way to connect with others in other spaces.
- EOC update
  - Creating culture – remote, hybrid, flex communities
  - Not much to report at this time, there are few ideas about sending out communications
- Leadership Liaison Meeting update
  - YOS- It was thought to do both awards and pick up reception on the same day
  - Consensus is that we split up the events
  - Bi-Annual staff appreciation events- family friendly
    - Denver Museum of Nature and Science
    - Timing? Summer was voted on
- Denver PrideFest – Emily Osan, DEI Specialist is working with other campuses- if you

would like to be involved, please reach out to her.

#### 9:45AM HR Updates – Ashley Eschler & Rusty Brunner, Compensation & Classification Program Manager

- Rusty Brunner- Working on resources and training that is available for all and welcomes feedback. Works to make sure that everyone is being paid fairly.
- Equal Pay Act- Applies to the state of Colorado, keeping job descriptions and pay for all employees for 2 years past employment.
- Makes sure that all employees are paid equally
- Required to announce all job listings for internal review
- UCSC discussion question- Employees that have left CU to find out that they are hiring a replacement at a higher rate of compensation.
  - How to manage this?
  - Discuss with your supervisor.
    - Be prepared to discuss wage rate history
    - Pull similar job rates but be aware that there are usually differences
    - Increases may happen due to market demand
    - Or jobs posted may have different responsibilities that warrant the increase.
  - Working to make resources available to help
  - Have there been many adjustments?
  - There have not been any downward adjustments
  - There have been a handful of upward adjustments
  - Can there be more transparency how do advocate for yourself with your supervisor?
- CWC efforts are still going on.
  - They are working on focus areas to bring up with leadership
  - Stress management discussion in the works to help with mental health concerns

#### 10:05 AM Committee Reports

- Events – Dave Korman, Tara Dressler, and Christina Beck
  - YOS- virtual and in person events
    - Emails are going to start to go out next week to all recipients
    - In person event will be taking place on April 26<sup>th</sup> at the Warwick.
    - Process of finalizing plans.
- Lunch and Learn – Stacy Gomez and Grace Shattuck
  - Nothing to report currently
- Diversity, Inclusion and Outreach – Katie Princo
  - Soliciting members
- Communications – Katie Princo
  - Update from 3/7 meeting with Melanie Jones, Electronic Communications Training Manager- she will start assisting us with evite events as well as the SSC newsletter. Melanie can create the bones of the events/newsletter but would like for SSC members to handle the editing of the content and then submit that information to Melanie.
  - Two weeks' notice for ad hoc emails.

- Intended audience and content
- C-event- please give 2 weeks' notice as well as they are more complex for Melanie to set up.
- Health and Wellness – Grace Shattuck
  - Met on 3/7/22
  - New member- Jen D'Angelo
  - Sleep awareness month- Tips will be added to newsletter and can be added to the website. Jon Arnold can add it to the website.
  - 5/7- Furry Scurry
    - Subsidizing registration fee possibility
  - Mini Gym blurb to be added to the newsletter

#### 10:26 AM Parking equity discussion

- Guest – Emily Osan, DEI Specialist
  - QR code- what if you do not have a smart phone
  - Refunds for unused parking
  - Paying to park? Is it equitable for lower earning employees?
  - How much choice is there on whether you can come into the office
  - RTD pass- not everyone is able to utilize it. Is there space for providing free parking for people who do not use RTD
- Due to State regulations the university is not able to spend money on non-educational items such as parking
- Is the lot ever full? During opening there were 70 spaces used. They are not anticipating the parking lot ever being more than 70% full.
- Pay tier possibility? Hourly?

#### 10:47 AM Treasurer's Update – Grace Shattuck

- Budget update- YOS expenses to be gone over shortly
  - We have extra monies available due to cancelling of several events

#### 10:50 AM UCSC Updates – Christina Beck

- Solicitation for interview questions as part of the presidential search process
- Met earlier this week- Hybrid
- Collective bargaining
  - Outline against it was presented- huge expense.
  - University and Faculty Staff
- State Budget- 3% raise for Classified was discussed.
- CDO- position put on hold until new President begins
- April 29<sup>th</sup> Professional Development Day- Save the Date
- Pay Equity

#### 11:01 AM Adjourn

#### **Next Meeting – April 14<sup>th</sup>**

##### Special guests:

- President Saliman, Leonard Dinegar, and Felicity O'Herron
- Erika Durbin, CU Health Plan