



**UNIVERSITY OF COLORADO STAFF COUNCIL  
MEETING MINUTES**

1475 Lawrence Street, Room 3006  
Thursday, February 13, 2014

10:00 a.m. - 2:00 p.m.

Attendees:

- Deserae Frisk (UCSC Chair)
- Phillip Bradley (Boulder-alt)
- Carla Ho-a (UCSC Past Chair)
- Dana Drummond (Boulder)
- Janét Hurt (Denver | Anschutz)
- John McKee (Boulder)
- Debbie Martin (System)
- Sarah Morehead (CO Springs-alt)
- Nancy Sicalides-Tucker (System)
- Tricia Strating (System)
- Rhea Taylor (CO Springs-alt)
- Malaika White (Denver | Anschutz)
- Absent:
- Erin Foster (UCSC Vice-Chair)
- Randy Nozawa (CO Springs)
- Ida Dilwood (CO Springs)
- James Kumm (CO Springs)
- Tamika Coleman (Denver | Anschutz)

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Meeting began at 10:09 a.m.

**Announcements**

- 2014 UCSC Planning Retreat will be moved to summer (possibly mid- to late-July).
- By February 28, write up committee update and include progress as compared to goals that were defined at fall retreat. Send to Deserae.

**Tony DeCrosta, Associate Vice President and Chief Plan Administrator**

Through the current Health and Wellness Trust, the university has the opportunity to reduce health care costs by managing the rising costs of health care that occur through pharmaceuticals, physician costs, etc. The Trust is working to develop models to contain costs, using an employer-based healthcare model, which is projected to be in place for at least the next 10+ years.

Rate-setting is occurring now, with intent to stay below the national rate of 10 percent. By rate-setting, it means the cost of premiums, set by the Trust. CU then has the responsibility for determining how much it subsidizes the cost. CU's subsidization of premium costs is more than comparable to national peers.

The Trust is starting a program directed at dependent children of employees between ages of 5 and 11 years, to focus on healthy nutrition and exercise and as a hoped-for byproduct, to influence their

parents to engage in more positive behaviors. Partnering with Zis Boom Bah to use gaming technology to engage kids and track their activities.

Tony would like to be a regular speaker at meetings to get a good sense of what is needed by employees.

Suggestions from UCSC for future changes or improvements:

- Ensure wellness offerings are more consistently available at each of the campuses
- Evaluate the employee value of dental benefits

### **UCSC Chair Report**

Deserae will send written update about conversation with UC-Irvine about staff governance best practices, and let us know next steps in the process of learning more about each other.

The Board of Regents meeting is next week (Feb 20 & 21) in Colorado Springs. Please send any items for the Regent report to Deserae by Friday, 2/14.

Elitch Gardens event is planned for June 21, 2014. This event has traditionally been hosted by the Denver campus, but extending to other campuses. Each campus subsidizes the ticket cost at different amounts so the employee cost may be higher based on the level of subsidy provided by the home campus.

Tamika Coleman has resigned from UCSC and we will need a new Secretary to replace her until the new officer elections take place in the spring.

Faculty Personnel Committee – Deserae will talk with FC Chair about staff representation at FC meetings. Recommendation to have UCSC health and wellness subcommittee member as representative on the FC Personnel Committee, but to maintain our separate process and representation to the Trust.

### **Q&A Time with CU Regent Carrigan**

One of nine elected Regents for the University of Colorado. CU has one of four elected governing boards in the U.S. Emphasizing CU as a system made up of four campuses, plus the system office. Program prioritization – campus-driven, intended to capture both academic and non-academic programs to result in a thoughtful conversation about where finances are headed and ensure we are delivering a quality education. The demands are changing and the question is whether the university suited to answer these changing dynamics. Expected outcome is to identify those programs that are creating resource drains

Climate survey—the goal is to build a climate that emphasizes inclusiveness. Regents building measures to evaluate progress toward meeting diversity and inclusiveness goals.

Regent goals—system-level goals to unify the direction and priorities for CU. Shared governance perspectives are key to developing and realizing these goals. For staff, be an evangelist for the university by wearing CU gear, learning about CU accomplishments, and sharing these accomplishments with others at every chance.

### **Campus Updates**

- Boulder: Anti-bullying workshop. Staff appreciation breakfast in December and staff appreciation luncheon planned for March 4<sup>th</sup>. Boulder is planning for All-Staff Conference to be

held at the Laboratory Atmospheric Sciences Project (LASP). Working on third survey of staff about Staff Council. Chancellor's Excellence Award recipients were recognized at a recent CU Men's Basketball game.

- Colorado Springs: (PESA) \$260M of construction and enrollment increase >6 percent, all while undergoing program prioritization. Office of Professional and Executive Development will be partnering to provide professional development opportunities for staff. Regent Griego to attend PESA meeting. New HR Director just hired. Reviving a professional development committee of PESA.
- Denver |Anschutz Medical: (Exempt Professional Assembly) Coat and blanket drive for Denver Rescue Mission in December, gathered more than 500 items. Wellness presentation including registered dietician and psychologist to talk about the psychological connection with portion control and decision-making. Performance management discussion next month to be held at both campus locations. Six awards given for the Let Your Light Shine program.

(Staff Council) Nominations for new officers were sent last month. Planning for staff appreciation events to take place in spring semester. Employee of the Month awards are being completed fairly regularly. Continuing questions and concerns about the policy about working retirees.

- System: Third annual toy drive for Buckley families. Event has expanded so that next year's event will be split into two sessions- 60 families at each session. Clean out Your Closet event to benefit ARC and Dress for Success program. Fat Tuesday event in February. Health and Wellness committee at System to deliver employee-driven wellness programs and sessions.

#### **Committee updates**

- Policy Committee: No recent meetings but there were three members that attended the focus group for the new Office of Policy and Efficiency website.
- Career Progression: Have not met.
- Communication and Outreach: Randy sent email about (1) Trust communication formalization (2) system-wide survey.

#### **Progress Report and Campus Feedback on System Administration's Efficiency Efforts from 2009-2013 Leonard Dinegar and Dan Montez**

Five years later, the OPE is marking progress toward efforts to improve efficiency, and gathering feedback about new or remaining issues, and discovering what campuses might be doing that could be deployed at other campuses.

#### **Brad Judy, Director of UIS Security**

In November/December 2013, several phishing attempts were sent to approximately 2700 email addresses at the Denver campus, of those, about 18 had their direct deposit settings fraudulently redirected. Higher education is becoming increasingly targeted by criminal groups. Approximately 78 percent of incoming emails are blocked by university firewalls and filters.

The university uses several self-service options for employees so security breaches impact the university's ability to offer these services. This includes tax documents (W2s), direct deposit, etc. Self-service options may be changed to require an additional level of security validation.

**Meeting adjourned at 1:57 pm.**