

UCSC Meeting
CU Building, 1250 14TH Street, Rom 299
UCDHSC Campus
May 3, 2007

Roll Call: Vincent Aquino, Pat Testarmata, Mary Ulibarri, Sue Sethney, Audrey Newman, Velma Parker, William Whitfield, Shari Patterson, Jane Muller, Jennifer Lahlou, David Pierce, Pat Beals Moore, Joyce Holliday, Anne Costain, Paul Perales, Susan Barney-Jones, Sierra Swearingen

President Hank Brown

- The biggest increase for funding for the university in the history \$15.6 million for normal activities and additional \$8.3 million in tobacco settlements, and it could go up.
- Capital funding adding to Boulder campus, more also this year than any other before. Merit based funding added this year. The share the university picks up for health insurance has been increased.
- Audrey shared her opinion of the draft Silver & Gold Record APS of which she can find nothing to agree with. The Silver & Gold Record is our paper which belongs to the faculty and staff. It is not a magazine or journal promoting for CU. It has remained independent of administration's control. The editorial board is elected. She feels the APS is biased by having R L Widmann write it as she is the Faculty Council chair and a professor in English. For the APS to say the editor should be appointed is taking away control from the elected board. Audrey concludes that President Brown is only doing this because he can. She urges him to fix this APS before it deals a blow to CU.
- President Brown asked why the anger. Emails were sent out by Leonard Dinegar to ask for input from the Silver & Gold Record Editorial Board. ~~He does not feel that being angry about this is inappropriate. (Should this word be "appropriate"?)~~ They asked all the people on the board their input and thoughts. He is unsure why she feels any of this was handled inappropriately.
- This was not the president's initiative. The major concern is that somehow this is an interference with the paper. There is not a time ever he has called the paper over concern of an article or editorial. The facts speak for themselves. He has always been responsive to the questions the staff at the Silver & Gold has asked of him.
- Leonard said this is not a closed subject; we are still gathering input for this APS.
- Susan clarified that we have always had administrative oversight and recently found the documentation when president Buechner assigned this to Stuart Takeuchi.
- President Brown said his past history in public service should speak for itself. He has always been open and cooperating with the press.
- Velma asked if since Susan's position has always been classified, will this new position be professional exempt? ~~President Brown said the duties of this position will always remain exempt.~~ Because of the APS regarding exempting CU positions from the State Personnel System there is some discretion. This is set up choosing not to exercise the discretion of having the position reviewed for it eligibility for exemption. This position will stay as it is set up now, which is classified.
- Whit said that if he has any dialog with the next president he hopes he communicates that this position should remain classified. He feels it would be easier to pressure the editor if this person was professional exempt and feared for their job.
- President Brown thinks we have not had any major issues on campus since he ~~has-became~~ **President** ~~stepped-on~~ 2 years ago that he is aware of. He hopes to continue the environment where a person can step up and speak their opinion. The right kind of environment is where people need to disagree with each other.

- Mary spoke about the perception that classified positions are being moved to the professional exempt. We do not have a career ladder at CU if we want to stay classified. This is a hot button for the classified staff. The state system is set up to accommodate a General Professional 4, 5, 6; we should utilize that system.
- The president doesn't recall a single instance of signing off on changing a position, which doesn't mean it hasn't happened. It was an issue here last year, he remembers. He has not had anyone since he has been here have a position that was classified ~~that was changed~~ changed to professional exempt. If there have been errors on that, let's take a look at it.

[Joyce, is this what you meant?!](#)

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Leonard Dinegar

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- Sue stated, about the draft *Silver & Gold Record* APS for the editorial board, and editor – it is occurring more and more in higher ed that positions are going from classified to professional exempt. That prevents people from improving their career ladder except for changing agencies. President Brown was notorious for doing the same thing when he was at UNC, taking positions out of the classified position.
- Sue thinks this APS is on the fast track. But she has yet to see the APS for the leave sharing for professional exempt.
- Leonard stated they are trying to hammer out all the details of this position because Susan is leaving and the new person in this position needs to know what is involved with this job.
- Audrey said suddenly and suspiciously, somebody in the administration decided to see if an APS had already existed. There is something very suspicious about this and the motivation and the timing is suspect. The timing smells. This is the perception. There is something wrong out there.
- Leonard said he and Pat discussed the issue of the APS and the perception out there.
- Mary stated the need of the APS needs to be done on the professional exempt leave sharing now. It needs to move up the food chain. Nothing has happened on this, which is unacceptable.
- Shari asked for clarification, this is just the first draft? Leonard said input will continue to be compiled on suggestions made on this APS. Shari said that the editorial board was asked for initial input several times, and Shari and Sue were not included on these emails. Leonard said he sent emails in March and can show copies.
- Jennifer said there is an APS draft web site, and she can send out the link to this by email if interested.
- Audrey appreciates the fact that he said this position would remain classified at this time. However when the APS comes out, it will be for future administration. It needs to have the ground rules set now. Audrey can not say anything until other people come forward, but she does know there have been some people who have been very upset. CU administration needs to step forward and acknowledge the staff on this issue.
- Leonard agrees that yes, someday the current people in these administrative positions will not be working here any more. So he agrees that some ground rules should be set, however some things can still be changed by future administration. They are trying to get some of these rules set before hiring the next editor. He is hopeful that the APS will strengthen the role of the Silver & Gold.
- Velma said when the exemption bill was around, there was not a problem saying the word “shall” and crossing out the word can, so there is no reason it shouldn't be like this in this APS.

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M. Roy Wilson, M.D., Chancellor UCDHSC

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- Chancellor Wilson passed out a booklet of facts about the consolidation of the Denver and HSC campuses. He said in his initial interview he didn't intuitively see the advantages. On the other hand, he felt the decision had been made so his job would be to make it happen. He is absolutely convinced now that the consolidation was the right thing to do. This has increased our classification with in the Carnegie classification as research extensive. It helps attract more and better top researchers here.
- It doesn't work in poor countries to just give health care. There are so many other reasons for poor health, you have to look at other perspectives of what causes there are for continued health care. Health Communication is another program they will be having in their Global Health program.
- A school of Public Health is also being created.
- It is difficult in terms of identify it is difficult to discern the differences when you include the Boulder and Colorado Springs campuses in the CU umbrella.
- They had to fight hard to make sure that research labs were included in their capital construction projects. From the expense standpoint, it's hard to find another institution in the country that can provide this level of education for the cost we are able to do it.
- The hospital will be moving this summer, Children's will be moving this fall. We expect to be moving fully in 2008.
- Jennifer commended him for communicating with the emails from his office. He said one thing he has learned is that you can never communicate enough. He felt that he would make sure that everyone had at least a key amount of information.
- Mary stated her concern and asked his opinion on the Denver campus. They had put forth a name to be submitted to the President's search. But there was no representation from the Denver campus on this committee. He said he totally agrees with her. He was at the Regent's meeting; he said it was somewhat an unusual process that was used to put together this committee. They rated the candidates, with no consideration to the geographic location, diversity, etc.
- Audrey said Lisa Provence is their chair, and twice they have scheduled Chancellor Wilson to speak, and the first time he was ill, the second time there was an emergency. But people around the university redid their schedules to come. But sometime soon, she would appreciate him rescheduling a visit to the 9th and Colorado area campus. He doesn't like to travel during the legislative time period, and does not like to cancel meetings. He would like to come. He misses seeing patients with his new career. But he decided he needs to discontinue seeing them because it was unfair to them, given his erratic schedule. He apologizes for this, and will go back and make sure this happens.
- Sue said we have a little bit of a problem on the combined campuses. In the past for having the all staff conference, we have had problems having supervisors releasing those employees to attend. In the past the chancellor has sent letters to these supervisors. They sent the letters were sent to his office and it was referred to the HR department for signature, which is a problem as the HR office is not regarded in high esteem on this campus. He said many things are sent to him that he is never made aware of, and he was not aware of these letters, or he would have signed them. Someone else must have determined he wasn't the one to sign them.
- Audrey said one thing about the name change, the certificates come across your desk for the signatures, and they are not changed yet. He said he is not worried about that. The name is not finalized. There is no point in changing a bunch of things now that might change a few months later.
- Sue asked how that name change is coming. He said pretty good. They are putting everything on the web within the next week for accumulating everyone's input. A few themes have emerged; shorter, is it important to have University of Colorado as part of the name, or maybe at the end add system. One of the clear messages is that is an important portion to keep, the University of

Colorado portion. Velma asked if there is a specific name of an individual put on it, he said he doubted it.

- Pat asked about morale of employees, and what thoughts he has. Pat's perception is that it is low, all across. What are your thoughts about improving morale and feeling appreciated for their work at the institution. He asked, is the morale low because of system level issues, or issues specific to UCDHSC? As chancellor we don't have a lot of input on what happens on a system wide level. Every opportunity he gets, he feels high morale is one of the most important things you can have. He tries to express his appreciation to employees as he goes about. He is interested to know what he can address in his position to improve this situation. He guesses a lot of it is issues of funding, but doesn't know. Sue gives an example of only men, regardless of diversity, being promoted from within. There is not opportunity to get in on promotional opportunities. He responded on the former if there is something going on where only men are getting promoted, that is illegal. If there is evidence of this he would like to be informed and pursue this. Sue said there were positions being filled that were never advertised. He feels the search process here has to improve. He is looking in to this given a few situations he has personally been aware of.

Mark Stanker, Assistant Vice President – Open Enrollment

- They have been out a lot recently giving presentations about the changes in benefits coming up. Specifically the doctors available on the list of providers available for PacifiCare. The primary difference between the two networks is the structure they are set up with. UA Net's rates were going up 6% and KaiserPaeifiCare went up 22%. Kaiser-Pacificare wasere flat, Great West were about 5%. UA Net lost about 10% of the population they had last year although there was a relative increase in the costs. Boulder will have a much greater impact as they use the majority of the extended network doctors. In Colorado Springs, Kaiser has someone of an extended network as they contract with some doctors out of their staff. PPOs have deductibles before the benefits kick in. HMOs have co-pay structures. Great West is out of the HMO structure, and only have PPO. UBAB came out with the recommendation to accept the UA Net option.
- One plan offered is consumer select – which allows a flex plan, HAS, that will roll over from year to year. With a flexible plan if you don't use that money, you will lose it.
- How high of a deductible are we talking about? Currently it is \$1500, and \$3000 for a family, got it reduced to \$1250 per individual and \$2500 for family. In net-work and out of network, ~~got it improved on~~ percentages were improved. PPO plans require you to be more involved.
- Second plan is called active consumer. Different tiers of coverage, higher monthly basis. Some preventative services are covered at 100%.
- Mary questioned the State Kaiser costs, but CU negotiates their contracts separately from the State.
- There will be an increase in the employer contribution this year as well. The increase is up to 85% of the prevailing market. This year, the faculty, exempt and classified are the same.
- Open enrollment started on Monday. At any time you can sign up with the paper form, the online enrollment can start May 10th. They couldn't open that up until the rates are finalized.
- April 30 through May 25th the open enrollment is available.
- Pat asked if there are any plans to increase the options available in Boulder. Going out to RFP for July 2008, and will be looking at other options available for improving services in Boulder. Pat asked for the Spanish speaking employees to have a personal presentation to explain health insurance and answer questions. They can have 1:1 meetings scheduled at PBS on the east campus in Boulder. Pat probably has about 140 people within their unit that would benefit from this. Pat asked for help from people on their end to assist this group of people.

Achievement Pay

- Occupational groups are increasing across the board, in a range depending on the occupational groups.
- Anybody at a 2 or higher will get an additional base increase of about 1%, a little bit less, in addition to their occupational group increase.
- Anyone rated at a level 4 an additional program that is non-base building bonus, will be equivalent to 2% of salary. It is compounding. It will cost the university a little more than the state overall as they have a history of rating more employees in the 3 and 4 range. Bonuses are taxed higher. It will be on the July paycheck, one time only bonus.
- You are basically capped within the pay ranges, but at no time can you exceed the range of that occupational group.
- Audrey asked about the people who are not classified that do contribute to PERA. There was a bill introduced late in the session, HB1377 or 1373, is taking that language for higher ed out of what was passed in 0635 (?) last year. It is still on the senate floor today.

Michael Carrigan, Regent

- Regent Carrigan represents the ~~F~~irst ~~e~~Congressional ~~d~~District in Denver. He is here to discuss another major policy issue that he is trying to get the ~~b~~Board to endorse. As you know, we are the last in line in the state budget. We need to come up with a new paradigm. To come up with a new funding stream for higher education. He wants a dedicated funding stream just for scholarships, so any student who has the capability ~~to have~~ has the opportunity to attend college. For example we could sell the lottery, severance taxes; the stadium district funding is ending soon; oil and gas. We seem to be last in line; other special interests are coming together on their own. We need more to bargain with. If we come together with a solid proposal, they may come to us with a guarantee of specific funding. We have to show the public what we do with the money, that we are good stewards of this money. We should all come together as higher education institutions. He has significant support from the majority of the board.
- Velma asked about some of the major obstacles he is running up against with the board. There are several members who are economically conservative. The concern is that CU ought to be running more efficiently. The thing we need to do is fix the Tabor Amendment 23 and SB 7, but it isn't going to happen.
- Paul asked would we relinquish our enterprise status. He said no, we are so far under the limit that it doesn't seem to be a problem but could be crafted beneath the Tabor amendment.
- Jennifer asked what the next step is if the regents pass this resolution. It's on the meeting agenda for the end of May and he intends to address the regents and present his endorsements. He is hopeful for a passing vote. Then the administration has the endorsement from the electing board of the institution and can take it forward. Many of the governing board are becoming less stacked one sided as Governor Owens had created the majority of them. He also feels it is important to move it forward while Hank Brown is still president as he carries considerable credibility with the state government.

- David asked if there was enough support in other higher education institutions to fund the polls and research to construct this for the ballot. They will have to gain support from other groups, such as construction, because it would be a mutually beneficial deal.
- Jennifer said DPS has formed a foundation won't there be a problem within a community about who to support? He thought no, you are competing for a different funding pool. Whereas they are trying to get private donations.
- [Pat-BMPat B-M](#) said if there is support only within CU and not other areas, will this go forward. He said yes, we could continue to pursue this, for example the tobacco revenue stream trickling toward the HSC.
- Please contact him directly and he would appreciate your support through [Pat-BMPat B-M](#) to present to the board.

Conference Debriefing

- System group did an excellent job, and their only problem was the microphone sound system.
- Jennifer thinks everyone had a very good time. And it went well.
- System is planning the retreat, and it is typically the first week of October.
- In past years it has been a problem with tables of awardees and their invitees. It might have been nice to have an appointed table assigned to the awardees in the future. Next conference is coordinated by UCCS.

Discussion about the policy Draft APS of the Silver & Gold R L Widmann

- Next the draft goes to the Educational Policy Committee to look at the draft on Friday
- In the introduction we need a statement about accountability and transparency
- In purpose 2a3 that was changed "to a limited quorum", and it might look as if there is a legal meaning implying not about to publish anything perceived as obscene.
- C3 editorial board, who shall be selected, change wording so that each faculty assembly nominates a person to be on the board. The 5th faculty member would be nominated as large.
- If a faculty member from journalism needs to be appointed ex-officio, needs to be discussed further
- Members selected by staff council "shall" make regular reports, changed.
- Email anything in comments by Monday the 7th by 5pm to Leonard or to R L.
- [They](#) don't feel this APS has anything to do with editorial control, but is more of an operating outline.
- Please suggest alternate language to put in the policy, Leonard suggested.
- R L asked what people thought about adding the section about accountability and transparency. She is assuming it will be passed around to everyone before it's approved, it is a draft currently. Paul asked if it is implicit itself in the document, or do we need to make this explicit?
- Audrey states she disagrees with virtually everything in the whole document. She does not feel this APS is written with freedom of the press. R L asked for Audrey to email her views to her, and Leonard and [Pat-BMPat B-M](#).
- Anne asked academic freedom is in the start of many APS beginnings. It seems that because the Silver & Gold Record is a vehicle of this, that this statement should be put at the front of this document.

- There has to be a direct chain of legal responsibility should anything in the paper be construed as libel and puts the university in a liable position.
- R L said that for the past 30 years, the Silver & Gold Record Board thought they had an appointing authority, although it wasn't legal. Charlie Sweet went through the historical records, and there was not a person appointed, except that President Buechner had appointed the vice president for administration to be responsible for being the appointing authority in 1995 in a memo which had been forgotten.
- Susan clarified that the delegation of authority here is really not a problem. It is a legal thing we have to do with the budget and legal authority, not who gives direction to the editor. There are many other things on the APS that might be of concern.
- Audrey would like to see that the APS says that this position must remain classified. R L said that the president and Leonard did not send this position for review.
- Pat T asked who is the supervisor? Susan the editorial board chair would be the supervisor. You might want to look at how the chair is selected and provide your input.
- Re: composition of the editorial board – Currently Sue, Shari and ~~Pat-BM~~[Pat B-M](#) are on the editorial board. The APS does not state this, although consensus is that it should remain that way. Paul said the way it is stated in the APS is an efficiency measure. Paul does not see any language preventing this to continue.
- Audrey asked about 3E – why does this person have to ex-officio in a non-voting capacity. R L thinks it is Bouldercentric currently. However now we are a very large campus, not just Boulder only. Does not think that a professor should be appointed strictly just because it currently states that it has to be a professor from the Boulder campus from Journalism. This is to prevent Boulder from being privileged by the Boulder campus.
- 8b – R L said to maybe change the wording on this. Audrey would prefer to see the administration removed from this APS. R L suggested “in consultation with”.
- Audrey moves we extend the time for discussion. Sue seconds. Carried.
- Are we voting on this and sending this as a council, or is this individually, Shari asked?
- R L said to note this APS was produced in the speed of light. Therefore, there is a lot to review. This was not produced with intent to exclude people who don't have these backgrounds. 7.5 don't know why this paragraph necessarily is included.

Emails to send comments to:

Pat.moore@colorado.edu

R.Widman@cu.edu

leonard.dinegar@cu.edu

Mary Catherine Gaisbauer, Associate Vice President and University Controller and Catherine Marquis, Director, Financial Compliance

- There are two policies handed out recently. 1. ~~a~~Accepting gift in kind come directly to us, and not through the foundation. 2. ~~†~~To make it clearer that you can only accept gifts that are in good condition and to keep it for 3 years, not just 2 years, if the owners want a tax deductible receipt for it. A gift in kind is a non-cash, physical item. Such as music, animal bones, software licenses, etc.
- Over \$5000 has to go through the process, under ~~that the University~~ you can accept unless someone wants a receipt. Have to be aware of unintended consequences, since as disposal of hazardous material.
- One policy that won't go forward the following month, it's a financial aid issue.

- They will have a fundraising, special event policy. An APS on university automobile allowance, such as on courtesy cars, primarily in the athletic department. Tuition benefits for staff - the IRS requires the University to have an APS.
- Also working on payment vouchers, when you can have an advance payment to a vendor
- Cell phone policy – requires that anyone who has a CU cell phone, follow the code of ethics and attend a course. Each department has to write their own policies, and a template is provided.
- If anyone knows a group of employees who will need this training; at 303-515-2846 Normandy will help deliver this course on sight to get them in compliance. This is also available on line.
- For reimbursement of personal phones, you still have to be trained and limits reimbursement to .06 cents per minute.
- The other reimbursement change is reimbursing for purchase of a cell phone. The university has to buy the cell phone through one of the university procurement processes and be managed through asset management as it is property of the university technically.
- Audrey asked about frequent flyer miles. The university buys the airline tickets, but the flyer miles go to the individual, not the university. There is a difference between how the IRS treats frequent flyer miles, versus a cash payment you received back. The current state ruling is that they can keep their miles. RL states that she has frequently seen university faculty use these frequent flyer miles for other business trips and not use them for personal use. The programs are not designed to take advantage of pooling these miles.
- They have had a change in the special event compliance coordinator located at Lawrence St change the org structure a little bit.
- Expense system – hoping will solve a compliance issues of if we are complying with all the procurement procedures are being complied with. They saw a lot of poor documentation on the procurement cards. A lot of the documentation don't exist. This is an online system, web posted. You can use it on all flat forms, and browsers that CU can support on all platforms. Gives a 1-800 number you can scan in on your computers, and keep them on the computer instead of hard copies. You can send in via the computer or 1-800 number. It is totally electronic to do workflow levels of approval. Sue asked how fast the turnaround is, she said within 24 hours after final approval and you can track it online where it currently is in the process. It will be for all procurement cards, travel authorization, payment vouchers not attached to PO's and SPO's.
- They got rid of the receipt rule for meals, although not in effect yet. Rolling out in pilot groups, first will be System itself, and college of liberal arts and sciences on the Denver campus. Then picking some larger departments with in 6 months to fully implement this program.
- The downside is a change in your department's processes. You will have to determine how to rearrange your process internally. Not expecting a significant change in policy and procedures.

Exempt professional items

None

Elections

- Delegating proceeding authority to the committee to conduct the election, and can be made by acclimations.
- Can proceed with Treasurer and Vice Chair. Mary has one other person who may elect to throw their hat in the ring for Chair, but doesn't know yet.
- Shari Patterson voted as treasurer by acclimation.
- Vice Chair – Sue Sethney has accepted her nomination. Voted in as vice chair by acclimation.
- ~~Wish to hold~~ Hold off election of chair until next month, understanding is that the by-laws do not disallow this to happen by email.

Unfinished Business

None

Next meeting Colorado Springs on June 7th.

Recognitions

- Pat T was instrumental in getting a Spanish speaking person to assist her employees and is a strong advocate for their benefit.
- Sue was instrumental in getting the ball rolling for an administrative leave policy for professional exempt employees. Even though it's still in the works, it will be appreciated by those in the future who will be using this.
- Susan is retiring and this is probably her last meeting. ~~Pat B-M~~Pat B-M appreciates you and what you have done and who you are. It has been an honor to work with you. Best wishes in your retirement and we will miss you.
- Anne has been a stable ~~presence~~person for quite a while and we will miss you. Happy you get to go back to doing something you have missed. Sad that you will be leaving us. She is going to Boulder campus to work in the Women and Gender Studies program and have an appointment in political science. Anne says for the last 7 years when she has come to this group, she has felt she is among friends, and she is enormously grateful.

Denver has officer elections next week and new officers will not come on until July 1.

Boulder has held elections.

Adjourned