University of Colorado Staff Council
Meeting Minutes 7/13/2006
University of Colorado at Boulder

1) **SIS Project Update – Dave Makowski**

   a) ***Been building requirements for new system, have received 4000-5000 items through the Decision Director website.***
   b) Timeline
      i) RFP should be out in August
      ii) 2 vendors are expected to bid on the project
      iii) Oct/Nov will be presentations in Denver
      iv) The Fit/Gap analysis will happen in Feb/Mar 2007
      v) Contract in late spring, implementation by July 2007
      vi) Project will be completed by December 2010, admissions will start using the system in 2009
   c) The President has authorized a budget of $45-50M for the project, funds are coming from System
   d) Moving forward with Degree Audit system outside of SIS process, will be a 3rd party vendor.
   e) Talking to other universities to see how the implementation process worked
      i) Minnesota, Illinois, Colorado State
   f) Questions
      i) How will the project be staffed?
         (1) Core student services staff will be pulled to work on project, budget from project will pay back departments for use of personnel.
      ii) How will it interface with Peoplesoft?
         (1) Part of evaluation process will see how the products work with Peoplesoft
      iii) What will happen to staff at UMS who support SIS?
         (1) See what other schools have done, still need time to figure out this part
2) Regent Cindy Carlisle
   a) Personnel issues
      i) Happy to assist any staff members with problems, and get them to the right person.
      ii) There will now be a hotline for people to report issues, mainly financial
         (1) Want people to be able to speak up without fear of retaliation
   b) Reorganization of the Board of Regents
      i) Going from 11 to 5 meetings per year
      ii) Evaluating a new committee structure
      iii) Putting together a new mission statement
   c) Questions
      i) What are the checks and balances between the Board and the President's Office?
         (1) Board of Regents is there to allocate funds, and hire the President. Colorado is one of only 4 states with an elected board. She struggles over whether an elected or appointed board would be better for the system.

      ii) Staff have been spending too much time fighting for pay, benefits, and promotions
         (1) Doesn't disagree, spoke about the move of the President's office from Boulder to Denver, and how it will affect the staff.
      iii) Why are some administrators seeing a 12.5% raise when we get 2%?
         (1) Agreed that this was a problem.

3) Meeting Minutes from previous meeting
   a) One correction, Dwire Hall was misspelled.
   b) Minutes were passed as amended

4) Treasurer's Report – Shari Patterson
   a) $1,200 spent the past month. Purchased a laptop, portable printer, bags, supplies for conference and retreat, filing boxes, and name tags.
   b) Want to use carry forward for Spring Survey, otherwise we do not have enough budgeted
   c) Still have over $1,300 in budget, $2,000 in travel

5) Chair's Report – Pat Moore
   a) Information from President Brown
      i) Supports classified staff and PERA
      ii) Would not want to uniform position descriptions
         (1) Problem for 2 year to 4 year to Research schools
         (2) Too many differences in job descriptions
   b) Commments
      i) CCHE does not want to be the "referee" in making these decisions
      ii) CCHE does not have the authority to make personnel decisions based on the personnel audit

6) VPAA Search Committee – Mary Ulibarri
   a) Advertising is about to start
   b) Person will fill role of President for any extended absences
   c) Applicant pool should be good based on the filling of key positions at the University

7) HRPG – Tabled

8) Leave Sharing – Sue Sethney
   a) President Brown can forward a leave sharing program to the Regents for the system.
   b) Decision will ultimately have to be made by the President's Office
   c) Waiting for a review by Charlie Sweet

9) TCT Representative Selection
   a) Debborah Luntsford was selected

10) UCSC Purpose – Tabled

11) Fall 2006 Retreat and Facilitator
   a) Topics
      i) Effective ways to recognize employees
         (1) FedEx does a good job at this, might look to them for ideas
      ii) Setting Goals for the Year
         (1) Mark Augustine at UCB might be a good facilitator
      iii) Legislative Planning Session

iv) Invite Regents to either Retreat or to general meetings
v) Developing a concern list for the President
vi) Send any other ideas to the listserve
12) HR Update - Paul Perales
a) Fraud Hotline
i) Will launch on August 1
ii) Assured people that it would be confidential unless people self identified, or it was necessary for further action to be taken
(1) It goes to a 3rd party vendor
iii) Anyone can call with any issue
iv) Other schools seem happy with the product
(1) About 1/3 of calls at other schools have been legitimate issues.
b) Streamlining Hiring Process
i) Using 3rd party vendor called e Recruit
c) System office move
i) 40-45 people are moving
ii) President, Litigation, Risk Management
13) UBAB Report
a) Tabled
14) Exempt Professionals
a) No items to report
15) 2005-2006 Goal Review
a) Repeal of SB7
i) Ongoing
b) Increased Participation on Committees
i) All positions are filled
c) Legislation
i) Be sure to talk to Legislative Office before moving forward on any issues
d) Inform President Brown about issues
i) Done
e) Faculty Interaction
i) Liaison group is going well
ii) Have a new Faculty Assembly representative to come to meetings
f) Foster Positive Change
i) Implementation Task Force is ongoing
16) Campus Reports
a) UCB
i) Picnic at end of semester
ii) Orientation for new hires
iii) Retreat will be on July 21st at Dave and Buster's
b) UCCS
i) Retreat was held at Penrose House
ii) New President is Suzanne Salario
iii) Administrative Liaison will be Brian Burnett, will rotate in the future between the Vice Chancellors
iv) Still meeting with Chancellor

     v) Fall Breakfast is scheduled

     vi) Groundbreaking for new buildings

     vii) Waiting to see where new staff positions went

     viii)   PESA Exec Board Elected

  c) UCD

     i) Down to 9 members

     ii) All committee positions filled

       (1) Some people are on multiple committees

     iii) Had Orientation

     iv) Has an exempt professional on board and will attend UCSC meetings

  d) UCDHSC

     i) Retreat at Daniels Fund

       (1) Did personality inventories

     ii) Had PERA rep at last meeting

       (1) There will likely be a housekeeping bill on PERA in the fall

  e) System

     i) New board members

     ii) Gave out Rockies game information

     iii) Toured the new law building

17) UCB HR Update – Gloria Timmons

  a) Working to enhance employee experience at UCB

  b) Sent out an employee engagement survey

     i) 21% returned

  c) Looking at compensation issues for new pay classifications with DPA

  d) Working on succession planning – to prepare when people retire

     i) See what skills people would need to move up into vacant positions

  e) Working with PBS on the E Hire Program

     i) Need to see how state would feed state applicants into the system, and how to get non-computer people to apply