

UNIVERSITY OF COLORADO STAFF COUNCIL

Thursday, August 2, 2007

UCDHSC-HSC

Anschutz Medical Campus

Room 204, Nighthorse Campbell Native Health Center

Aurora, CO

Introductions/Roll Call

- Frances Munoz, RL Widman, Maureen Ryan, Shari Patterson, Jane Muller, Sue Sethney, Audrey Newman, Jeff Dodge, Jennifer Lahlou, Joyce Holliday, Mary Lou Kartis, Betsy Rodriquez, Lexie Alexander, Velma Parker,

Approval of Minutes – July 12, 2007

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Treasurer's Report

- We have not received the budget yet, so currently we are in the hole until we know our figures.

Board of Regents Meeting next week – is there anything for Jennifer to report?

- Jennifer will send out email for poll since we are lacking in attendance today.

Retreat Planning

- Lake Shore Resort in Estes Park is affordable and available for the retreat and prices are with meals included with the lodging. Jennifer was not absolutely certain on the prices as Lexie had given those to her. She will re-check with her.
- Jennifer checked with Silverwood in Colorado Springs and they never responded.
- There is also the YMCA Camp of the Rockies in Estes Park.

Question to Betsy from Audrey and Sue regarding appointments –

- Was the new position for Millie Cortez a posted vacancy? Betsy answered: No, it was a transfer to that position.
- Betsy thinks that once the board meets in October we will be clearer on what is going on.
- Was this a lateral move to a position that never before existed? Betsy said they did a lateral transfer.
- Does a search have to be conducted, Audrey asked. No, Betsy said, because she is an existing employee and her understanding is that it was a transfer so a search was not required.
- Betsy is not privy to what the board is talking about, so she can't really speak to what the board is doing.

- Audrey said she is not against Millie or the position; it is the manner in which this occurred.
- Betsy said she can not answer these questions as she does not know the bigger picture.
- Shari asked if this was simply a renaming of this position. Betsy said not as she understands it currently. That they will be getting another secretary.
- Audrey's point is that there should have been a search and applicants should have had the ability to apply.
- Betsy said that her understanding is that the board hasn't made a decision yet and she just can't answer these questions as she doesn't know the answer at the moment.
- RL Widman said this announcement was not supposed to be made until August 15th or so. But the announcement was made at a meeting where the press was present; therefore it had to be announced earlier than originally planned. They will vote on the restructuring of the secretary's office within the Board of Regents. This announcement was premature as they don't completely have their decisions finalized. There are 3 different models they are going to chose from to restructure. Millie's job duties have changed as she will be working with Carmen Williams and they will continue to be working on diversity issues with Carmen when she goes back to teaching part-time.

Dr. Jay Gershen, Vice Chancellor for External Affairs, UCDHSC
An Overview of the Anschutz Medical Campus

- This building we are in is quite extraordinary as it reached out to over 100 programs around the country to Native Americans. It is sitting on the former Fitzsimmon's Campus. This was the first pledge for the new Health Sciences Center so it was the base for starting this medical campus.
- Our faculty practice generates \$280 million in revenue in the out patient clinic. Anschutz provided an additional \$30 million for the in-patient.
- We went to the state and told them that we can build a research center. \$350 million per year is generated with research funding grants. We needed more money for construction and it got stuck in the legislature. We went out and got a lobbyist hired by 20 independent private companies, and had this person work side by side with Betsy Hoffman, \$202 million were approved in COPs. Then this was challenged in court and it was held up but inflation continued to raise the prices.
- \$70 million from feds, \$76 million from Anschutz, and additional \$25 million from the Anschutz Foundation.
- The remainder of the square mile is called the Fitzsimmons Life Sciences District which includes the Veterans Hospital and Children's Hospital.
- It is the largest medical facility in the country currently.
- We started with \$10 million 10 years ago, and went up to \$2.1 billion.
- Bioscience, pharmaceutical, and bio tech companies are being courted by the city to come in also.

- This is an incredible partnership for the University to work with these additional outside hospitals such as Children's.
- This building is the hub for rural health counseling and coordinating to bring doctors and medical care out where they might not have had access.
- This is a model base closure for other military bases to follow. Most commonly the bases are boarded up and abandoned. We have more people working on site now than the base ever had. We have attracted people from throughout the country to visit us to follow this model.
- Regarding economic development this is the second largest project in the country generating \$6 billion per year in revenue. As this grows we will need restaurants, hotels, housing, etc. This has allowed us to build business partners in the community.
- Demography is also drawing to this project. We have a population growing from downtown to DIA and we are in the middle. We are located in the corridor, and lucky to be in the path of expansion. Some was planned and some was luck.
- We managed to raise most of the money in good times, and spent it in bad times, in the recession. The price was driven down. Spread out the work to multiple contractors and this also drove the price down. Every building was built under cost.
- This is the first comprehensive academic health center. You need a hospital, teaching, and additional medical facilities; in addition we have the research bioscience park. The companies want to come here and be involved in this centralized, commercialized location. There are few places in the world like this.
- If you put all this aside, the unique thing about this site is most universities have silos with a moat, and a drawbridge. This is the first university facility built in functional zones; clinical, research, and education. This means that we can have faculty working side by side working on common issues and leveraging their talent into disciplinary areas and funneling their work through these shared facilities. What we have done here is an open bay concept where the faculty work more interactively within their offices and labs. This model has increased our productivity per square foot. They also share classrooms and disciplines where they can learn together as a team.
- Therefore, Dr. Gershen believes this model will be the legacy of this campus for years to come. It was controversial when they put it together, but this collaborative working structure is working well.
- Audrey asked about the consolidation with UCD, she has heard talk of moving UCD out here. He said this is not a proposal currently, and the strength of UCD is the urban campus environment of downtown. While physically there is not room, he believes that the consolidation is going to go very well. Right now it is just an administrative consolidation.
- The biggest challenge is getting the faculty to find common ground between the campuses and combine their talents. For example, computational biology. Dr Gershen believes we will move from a physical investment to a program investment. Distance in proximity is fixed, but that is ok and can still work.
- Audrey comments about changing the campus name to Anschutz, since Fitzsimmons is so commonly known. So now we are now the Anschutz Campus,

but the Fitzsimmons Life Sciences District, this may create more confusion amongst the public.

- Right now we have this circulator shuttle, will there still be a shuttle available and what will the name of the shuttle eventually be? Will those resources be shared? Dr. Gershen answered, we currently have people working on these transportation, public and advocacy issues. For example we need the interchange needs widened. RTD is visiting to discuss increasing service, looking at light rail possibilities. They are looking at things they are doing to mitigate traffic issues with these different entities.
- When is the anticipated completion of buildings, Lexie asked? December 1st and students will all start here the beginning of next year. The end of '08 everyone from 9th and Colorado will be out and that will then be developed as a mixed use development community.
- RL Widman asked what have they done to cultivate the surrounding residents. Dr. Gershen said they have great relations with the city and community groups addressing various issues. They are very responsive and receptive to this project. Frankly, this probably wouldn't have happened with this great community relationship. We have 247 acres here for free with the base closure, with is 40% of the square mile. The remainder was sold to the city for the private sector component of this project.
- Maureen Ryan asked what happened to the other existing sites? What about Children's Hospital? Dr. Gershen doesn't really know what their plans are, but expects something similar to what University Hospital did. Will this be a huge impact on the city of Aurora? Since there will be a decompression of workers etc. to the other hospitals moving out here, surely RTD will review their routes to accommodate the increased volume out here.
- Velma asked what will happen to the golf course. He said the golf course will be taken down and developed as part of Forest City's Research Park eventually. It is about 160 acres of the 330 available.
- Mary Lou asked if there will still be room for growth with all the facilities already planned. He said we have room in the research zone, otherwise we are pretty well built up already if you keep the zone concept in place.
- Mary Lou asked if they limit the number of students? He said it is based on the need of the workforce within the state.
- Velma said this plan seems to disjoint again if they grow and need more space. Would the whole department move somewhere larger? He said this is an open space research facility. This is completely flexible with the currently set up. Everyone can be moved around as science, research and needs change in the future. Every floor is built the same, so they can move everyone around quite easily as this is built for the future. Also you have horizontal and vertical stacking of faculty to keep them in close geographic proximity to each other. Velma has heard that the spaces they are having to move to are a lot smaller than what they currently have, they are downsizing quite a bit which is hard with a research office. He responded that this brings up a good point; we had to raise this money incrementally. This state is #50 in the country for supporting higher education facilities. This was built on a shoestring, and you are right, it would be nice if you

had more space, but it was built in a way that was most economical. We took the risk of moving out here instead of patching together the existing facilities which were in dire need of repairs that had been neglected for years from lack of funding.

- Audrey said that in one of the research buildings, some of the spacing for the offices is so bad, that some people have to go through one person's office to another office. Some things were poorly designed.
- Audrey works in Building 500 where there are problems with the water. What is happening with the water situation? He responded they learned from RC1 and RC2 buildings. This is one advantage of building in sequence, so they are correcting these problems. He is not familiar with this situation, except for the lead and copper in the water, and multiple studies. He knows they are on top of it, but 3 of the 4 staff in her office are still having elevated blood levels from this exposure. He is sure the state health department is involved. The amounts of lead are minimal in the range of excessive levels. He believes this is under control, but he does not know the specifics.
- Sue Sethney asked about the 700 medical students coming to campus, where are they going to live? He responded that they haven't planned for residential living facilities on this campus. They did surveys with the students and most of them didn't want this as they are adults and have families. There are 500 units, 6 restaurants in the town center that will be available next year. They will be charging market rates. Also trying to get child care facilities in the private side of the district.
- Dr. Gershen returned to the meeting later and reported that he researched the lead pipe situation, and they are changing out the lead pipes and this is the reason they have not yet released use of the water, to be on the safe side. Therefore they are still recommending the bottled water for the time being.

Audrey Newman - statement as a suggestion she passed out, regarding the *Silver and Gold* APS

- In the June 25 minutes it was stated that the faculty expressed concerns to President Brown about portions of the APS. But President Brown stated that he was aware of their concern, and he was not going to change it.
- Given that this committee stated that they would approve of the APS only if the word *shall* was included but it was not utilized, we need to go on record as not supporting this APS. That we still have this sticking point that we do not find acceptable.
- This statement presented by Audrey is a resolution we would have to pass. Shari said we have already been on record as objecting to some of the wording so this might not be necessary.
- Frances asked if the next move was to go to the Regents, and present this statement to them. Jennifer said a motion would have to be put forth to pass this resolution, and then someone would have to take this to the Regents. Lexie is sure the Regents are aware of our position as it was reported in the *Silver and Gold* Record.

- Audrey sees this as a Freedom of the Press issue and that they need to know where we stand. The suggest is that Jennifer would give a report to the Board of Regents including this statement. This has to be brought up as a group, not as an individual.
- RL stated that she can present individual faculty concerns, that there does not need to be a group agreement on presenting and item to the Board of Regents. She does not bring up things that are very detailed in her reports as the Regents do not have time or resources to address detailed items. Each person gets 7 minutes to report at their meetings. It is nice to tell them something positive at each presentation.
- Audrey would like to request that Jennifer acknowledge this concern in her presentation to the board.
- Sue said what is bigger than the APS is the governance and the fact that if we are blown over and not taken seriously, this APS is just the beginning of this shared governance becoming a sham and wasting our time if we are being ignored and not heard. We need to be taken seriously and our requests being acted upon, or else what is the point. Why ask for our opinion when we know you are going to do nothing with our opinion in a positive way, what is the point. Do you feel someone did not take our suggestion and there is a reason why, Jennifer asked. Sue said yes. If the faculty assembly makes suggestions and nothing is done with it, then this is a dilution of the shared governance and this includes communication in both directions.
- This was a major slap in the face in the 30 year history of the Silver and Gold, Audrey stated. But if the president won't listen to the faculty assembly, why would he listen to us. We could have an extremely autocratic president as our next president as President Brown is a lame duck. He should have conceded this issue for the moral of the university. Audrey has written to two of the Regents about her concerns. We do not want the concentration of power put into one person the way this university is heading.
- Mary Lou asked what if the faculty and the staff had differing opinions. What is the President's requirement under the shared governance to accommodate our requests? Audrey said how is this "shared governance" if he doesn't take our opinion into consideration? Mary Lou said if he did take this under consideration and didn't agree, how is this not "shared governance"?
- Shari does object to the wording in a lot of this statement that Audrey passed around for consideration.
- RL stated that when this document began being drafted, Pat Beals Moore was there with Charlie Sweet. Pat participated in her consultation all the way along throughout this process, she clearly and articulately communicated her feelings on this document. One of the biggest concerns was that this position remain classified staff and this position did. Audrey said that is for now, however in the future, this position can always be changed to professional exempt. Audrey is glad at the moment this is still classified as we temporarily were granted this in the APS. RL is not clear on this one point at this time, why this is still an issue. Is Audrey trying to embarrass the president publicly? Audrey said that is not her

point, she just wants to go on record our council's problem with this process and the final APS.

- Audrey said if we amend this statement, taking out the shared governance portion, she is ok with that.
- Maureen looked up in the bylaws that we need at least 10 voting members present to pass this motion.
- Audrey requested that at this meeting we discuss this now in preparation to be presented at the next Board of Regents meeting.
- Audrey asked about the meeting minutes from the editorial board meeting about the terms of the people on the editorial board. Did this not need to be in the APS? RL said there were 3 new faculty members coming on and there needs to be a rotation to maintain some continuity within the board.

Paul Wyles – UBAB Update

- The most recent meeting was July 21 in Denver.
- A little update on the open enrollment; there were not too many appeals this year, around 36. About ½ as many as last year.
- All medical plans are going for RFP bids currently. There is a question and answer period for the bidders to ask. All questions get answered at once and shared with all the bidders. They posted those today.
- UBAB will take a few weeks after the bids are submitted to review them.
- In last years life insurance bid – some were not qualified at all or were late; clearly they were not contenders. They were already removed from being considered at all.
- They want to have this completed by November at the latest to begin negotiations.
- As data comes in about the overall health of the employees, prices can vary up or down.
- Another thing mentioned was that when UBAB submitted the proposal recommendation to the President about the tuition reimbursement, the recommendation was for space available for 9 credit hours. Then after this, the data started coming in about how much the program costs. Prior to this there was a not of data to work with. They started getting data, and it will be at the next UBAB meeting to discuss the tuition program. One of the figures was around \$1 million per year, but this was unclear what those figures represented; lost revenue maybe?
- Also mentioned with the tuition reimbursement was the APS worked on a few years ago which recently resurfaced and it ended up at the meeting.
- The next meeting is August 17th. Currently these meetings are monthly, but they will have more as needed. For example, when stuff was going on with PacifiCare, they had extra meetings and teleconferences to discuss it.
- Jennifer had a question about tuition reimbursement – if you want to take classes it has to be approved by your supervisor and it has to enhance your current job. Is it still this way? Betsy answered that currently the general consensus is that anything you could take would benefit you in any subject when you are working

- at an institution of higher education. There is a lot of confusion on this issue on what would constitute an acceptable class. The controversy was more about income tax issues and how it affects the employee. The employer has to make the decisions about taking classes during work hours and how it will affect their business on a daily basis.
- Velma asked if a decision would be made at the next meeting about the 9 credit hour recommendation. Paul said they will be looking at the cost data at the next meeting. One person called various universities and looked at their tuition reimbursement programs and they are all over the board. The general consensus is it is a good thing to offer for employee retention, etc.

Campus Updates

System

- The meeting is next week.
- Still looking at places for the UCSC retreat and starting to plan the years of service awards.
- The retreat is getting harder and harder to find an affordable place.

Boulder

- Last week was orientation for all the new reps.
- Yesterday was the first annual ice cream social and employee information fair. Had about 30 vendors. They had pizza, ice cream and water. Most of the vendors had give aways. They were expecting around 500 attendees. It was pretty successful event.
- Lexie compliments that the Boulder Staff Council did a good job with getting the word out.

UCCS

- They don't have staff council meetings in the summer. Only executive council members meet.
- They have lost their treasurer already.
- Audrey suggested getting Rich Gonzales to speak on the campus, and they have already made arrangements.

UCD

- They have 3 new staff council members and are up to 12 now, but should have 21 total. They had their orientation at the last meeting.
- The fall staff breakfast will be on Halloween.

HSC

- Chancellor Wilson is supposed to come to campus to the next meeting. He has had to cancel twice on them.
- At the last meeting Kevin Jacobs came and gave a report about the leave policy.

- Audrey was pleased that Kevin was proactive on addressing a harassment issue on their campus related to a person receiving perceived threats on their job going from classified to professional exempt.
- Velma asked Betsy if it is the employee that should take the initiative to change a position from classified to exempt? Betsy said if an employer would call, he would respond that the employee would need to contact him. However, if HR reviews a PDQ and it is eligible to go to exempt, they would then recommend it.
- Audrey asked if there can be a statement for HSC that is there for the employers to know that they shouldn't be approaching the employee to seek a change, and in which the recommended process is for the employee to bring up this subject.
- Also we are losing members to the exempt section from our staff council, Velma said.

Committee Reports

Audrey Newman – TCT Report

- They had Shelly *exton rider* from DPA speak.
- At state-wide the discussion about the quantitative to the qualitative performance plans were clarified that it is not a done deal that CU is going to this method.
- Audrey said this is just the beginning of the discussion, and nothing saying this is the way CU is going.
- Betsy said the most common reason why people dispute the evaluation is the lack of coaching. Also to specifically tell people when this is a coaching session, not just a conversation occurring.
- Is there going to be a pressure to decrease the number of outstanding employees to prevent paying more money, Shari asked. Discussion about how some departments are flat out told this at the beginning. Audrey recommends any employee hearing this should immediately contact Rich Gonzales. Betsy says contact HR first.
- Audrey also heard that the only people in some departments that were given outstanding ratings were the managers. Is this public information to find out how many ratings were given out by department? Betsy recommended asking Kevin if this information could be given out.
- Velma asked about coaching, is this to help an employee to become more advanced? Is this like a ladder with a plan and a goal that is going to make you improve in your job? Betsy said coaching sessions during the year are to help the employee get feedback through out the year to see how they are doing on their performance plan. It is encouraged to also add a training plan to the performance plan.

Professional Exempt items

- Sue and Jennifer had a discussion with the EPA (Exempt Professional Association) on the UCDHSC Campus. They want to create a system wide association. They are looking for support from this council and on the Boulder campus to buy in. Jennifer asked them what their plan is, how they were going to

get Regent law changed. She said Regent Hays said to prepare a “white paper” so they are in the process of doing this. They are still in the grass root stage. Shockley and Hays support them.

- Sue told them that until they get buy-in from the professional exempts on the Boulder campus, they aren't going to get this. Boulder Staff Council was told by their professional exempt that they feel adequately represented by them.
- Also they are working toward this to become eventually become unionized, was the underlying rumble that Sue understood them to be saying.
- Shari asked if it was point out to them that if they sent representative to this meeting that maybe they would have more of a voice. Sue and Jennifer said they don't want to hear this. However, by creating their own association, they are basically diluting their voice.
- Audrey's suggestion for them is to become classified, then they basically are represented by a “union” and their positions are secure and then are not hire and fire at will.
- Jennifer said their basic stance of wanting a separate group is because there are different issues in being a classified or professional exempt staff person.
- Jennifer passed out a copy of the bylaws that EPB is proposing.
- Shari clarified a lot of inaccuracies of statements made within this email pertaining to the set up of UCCS's staff councils.
- Discussion about we would like to all meet this group to discuss and present their case for why this is necessary.
- This would change the makeup of our council and Jennifer would have to resign from this one.
- Velma would like to go on the record as saying that the implication is that classified staff are just the laborers. However, there is plenty of classified staff that has equal education and work responsibilities. Velma resents this implication that the professional exempt staff make; that the classified staff are lesser employees. We are all equal.
- Jennifer will ask to have them come to meet with all of us.
- Shari can not recall any issues that have ever been brought forward to this board for presentation by the professional exempt people. They already have a really good vehicle that they just are not taking advantage of. Now they should really be coming because our chair is professional exempt!
- Suggestion of having them come to our Denver meeting next month.

Unfinished Business

- Shari volunteered to make contacts in Estes Park for the upcoming conference so we can get something booked.

New Business

- Sue asked if reciprocal parking closeness is a factor in deciding the location of the next meeting. Shari said coffee availability is the most important. She will bring the donuts. Jennifer said she will get the donuts next time.

Adjourn