

Minutes

University of Colorado Staff Council

8/4/2005

10:00 AM to 2:00 PM

Fitzsimons Campus-
Summer Room Bldg 500-R24-001

Attendees:

Antonette Martinez, Jim Langstaff, Paul Wyles, Sue Sethney, Velma Parker, Dallas Jensen, Audrey Newman, Tim Martinez, Matt Gaden, Shari Paterson, Debbie Lapioli, Betty Heimansohn, Pat Beals Moore, Joyce Holliday, Paul Perales, Mary Ann Goodman, Rod Muth

Agenda topics

10:00-12:30	Board of Regents Meeting	All
12:30-12:45	Lunch	
12:45	Reconvene @ Building 500 Summer Conference Room	All
12:45-12:50	Action Item - 7/14/05 Minutes Approval	
12:50-1:00	University-wide Human Resources Update	Paul Perales
1:00-1:45	University Management Systems re: SIS replacement project	Dave Makowski
1:45-1:50	Unfinished Business	
1:50-2:00	New Business	
2:00	Adjourn	

Agenda

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10:00 AM to 10:17 AM

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Attendees:

Agenda topics

10:00-12:30	Board of Regents Meeting	All
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Discussion: Pat asked what everyone thought of the meeting.

12:30-12:45	Lunch	
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12:45	Reconvene @ Building 500 Summer Conference Room	All
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12:45-12:50	Action Item 7/14/05 Minutes approval	
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Discussion: Several edits and clarifications.

Anne Costain – add Risk *Management* to minutes - correction

Vote as amended – passed.

12:50-1:00	University-wide Human Resources Update	Paul Perales
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Discussion: Regents appointed Michel Dahlin Acting Vice President for Academic Affairs and Research while Vice President Burns is on leave of absence.

Paul reported: Don Eldhart was elected Treasurer. Acceptance of some other appointments ending – John Bliss, as acting treasurer, System cut a number of unoccupied positions. Quite a few ended positions, but no layoffs.

It is the end of appointment for Ray Gomez. Mike Hesse's appointment has been extended 3 months, but won't be a full year to January. Agreement worked out to have him work 3 more months, instead of severance pay.

Tim asked - What is it that Hesse is going to continue to do toward the betterment of this university? Continue to do what? What do we want to do, call someone and ask about this?

You are going to end up paying them anyway, why not give them the opportunity to work for that money?

People who are professional exempt, are at will. We are an at-will state.

What do you want of this group?

Tim - I make a motion that this group ask the executive group what that position is going to do the next 3 months. Do you want that as part of this motion? Yes, Tim made motion. Audrey seconded motion for a discussion. Paul responded, all professional exempts, including officers, are considered at-will. There is a law that if you have worked for over 5 years, you can be let go without offering severance – not mandatory. Post employment is not considered part of the contract with the university. Considering these two individuals were hired under a different administration. His job duties haven't changed; presumably he is doing what ever the president says.

Tim asks for clarity on what this position is going to do exactly.

Paul – he is a direct report to the president. Your question is going directly to the President's personnel decision.

Tim – believes we have the right to question decisions for our constituents.

Paul – this is a personnel question/decision. Again the open record issue. This may not need to be brought forth in this manner. Pat has the ability in her position to approach the upper administration to ask this question on behalf of the council.

Tim – withdraws the motion.

Audrey goes back to this question of why he got this severance. When some do and some don't get it offered. Rod speculates that for some time they have been trying to get communication a priority. We may want him to be kept in to make the continued contacts he has developed.

Dallas? You don't want to get the reputation for bringing in people and then laying off. Martin Marietta got this reputation. The point is if you treat people like dirt, then you made the mistake in hiring them.

1:00-1:45

University Management Systems
re: SIS replacement project

Dave Makowski

Discussion: our current product is about 25 years old, runs on a main frame. The company that makes the software is going to end support in 2009. The staff in UMS is reaching a point of 5-6 years from retirement and we are losing that resource for the old system. We have been looking, most notably at SCT Banner and Matrix. Those systems look like they have some features to provide better service to students, staff and faculty. And be more efficient. Options: 1. Continue with what we have done. 2. Build a new one. No, too complex and huge to build it ourselves. 3. Go to marketplace. Look at known and proven software provider. Focused on vendors with known proven marketplace.

Proposed timeline: past 6 months more focused, hired CIBER to assist with planning. Formed SIS advisory committee. Held a number of meetings on all campuses. Asked for help in defining what we want in a new SIS. This has turned out to be a 90 page project charter. Send comments and feedback to address on the back of handout. Stops short of how much it is going to cost. That part is still ahead of us. It was reported in the *Silver & Gold* that the Regents had a discussion of an SIS replacement project. We have to talk to president Brown. This is scheduled in the next four weeks.

We are communicating with a lot of people for input on this document. Then a check point with the president. Will lead up to an RFP. Assuming we get approval, we will begin planning implementation. We have to plan on our current system ending 2009. A steering committee consisting of chancellors and vice chancellors because this does reach out to all academic departments and affect how they do business.

How big and widely variant is the selection committee? – With procurement rules it has to be an evaluation committee that will not be too big, but then have an opportunity for others to give input.

Are you doing a Third Peer review? – yes absolutely. UNC, CSU, etc. are all using SCT Banner. COF could conceivably go together with all the Banner schools and we could be left out to create our own if we don't join.

What about the current SIS fee? – It is currently funding the updates and upgrades to the current system.

Will People Soft give us a break since we already have them for HR and procurement? - We need two systems to compete to give us the most competitive pricing.

Security, Student Numbers, etc. How venerable are any of these systems to attack? – You need firewalls at multiple levels, securing the environment around it in addition to the facilities they have inside them. The vender should be encrypting the SS number within the database, so they still can't see the SS number.

How do you transmit data between campuses? – That should be encrypted also.

How do you archive material on SIS? Are you looking at that? Big issue 20 years ago. - A few thoughts about it – what we may end up doing is converting data for say, 10 years, there are some tools to pull out of the platform into an Oracle database to extract it. Balance between how much to bring it forward, how much.

We are looking for opportunities to improve our current processes.

One time cost, vs. current cost, so there will need a big investment in implementing it. Not trying to justify it like the PeopleSoft software sell. It doesn't translate into dollar savings. Trying to avoid the return on investment analysis.

Combine SIS and the web application to make easier, too many passwords, time consuming, etc.

Security by obscurity currently. Will have to call and ask for location for specific data to do jobs.

Discussion of how to figure out which student ID is the right one after the change over from SS number to new ID number.

Will be glad to come back with updates in the future.

This project does need some excitement from the bottom up. So spread the enthusiasm of what a new

system could provide.

1:45-1:50 Unfinished Business

Discussion: Shari presented the treasurer report.

We have a joint committee with Faculty Council, where a person left. Jim and Pat are currently working on being on that committee with Rod. We need one more person on that committee. Working on the effort to increase the support of supervisors to promote employees to participate in staff council activities. Will start up again September. Jim said they (UCDHSC DDC Staff Council) have a couple members who expressed interest on participating on this committee. Let Rod, Pat and Jim know to set up email time.

Tim was asked, do we have a place set for the retreat? He is working on the LaQuinta Inn in Silverthorne, and there is an Old Chicago attached. Breakfast is continental with the hotel stay. We need a master bill instead of additional bills. Tim is trying to work with LaQuinta to work with Old Chicago to accommodate with one master bill. Tim will send out information to the list serve. Officers will work on a program/agenda.

October 5, 6, 7 (7th is a Friday just until after lunch).

Boards proposed schedule for next year the March meeting conflicts with ours. We usually go over the service excellence nominations at that meeting.

All of next fall's meetings conflict with our schedule. Be thinking about how you want to handle that. Pat is probably the only one affected.

Action items: **Can we make ours the first Tuesday? You can make a motion. Yes, some other time. Move to table that motion until the next meeting. Passed.**

1:50-2:00 New Business

Discussion: none.

2:00 Adjourn