

University of Colorado Staff Council

Retreat Notes – October 25th, 2010

Topics and Issues for UCSC to explore:

Update the UCSC website

- Provide more information on the website that staff need
- Use as a mechanism to increase attendance at events
- Make sure there's a link that works from the President's website

Faculty and Staff newsletter

From letters to the editor: (Perhaps respond to letters?)

- Provide information regarding Health and Wellness e.g., lap pool not included in wellness center
- Letter regarding the inability to use sick leave and donate it to the Leave sharing pool (Jill responded)

Other ideas for the newsletter:

- UCSC could write articles on topics of interest to staff (Staff Council Corner) also could have Faculty and student articles
- Concern that articles are in the newsletter with comments from Staff Council members. (They usually do a good job of quoting SC members, but sometimes the context may not be quite right.
- Use the option of "Off the Record" if you don't want to be quoted.
- Find out if the newsletter tracks readership levels and what the % of staff readership levels is.
- It would be nice to have articles written about our students...the reason we are all here. It can help reconnect staff to the mission of the University.
- Is there interest in expanding distribution to students?

Tuition Waiver

- Work to expand the tuition waiver to spouses and children of employees
- The current "supervisor approval" is inconsistent for the tuition waiver. Some will approve most classes as "work-related" while others use a strict interpretation.

Tuition Waiver (continued)

- Currently most staff cannot take advantage of the classes during the day and would use the credits at the Denver campus for evening classes.
- Make more evening classes available on all campuses and explore the “space available basis” if it is also contributing to frustrations
- Streamline the forms and processes so that all campuses have consistency (Perhaps ISIS can help)
- Is it possible to use Skillport as a mechanism to expand offerings?
- Increase the number of credit hours available.
- Need to also make sure that this does not impact revenues and costs to academic units (e.g., If everyone is taking Business classes at UCD, they should receive the funding)

Succession Planning

- There’s a huge loss of campus history and knowledge if we do not prepare others when there’s a retirement or someone leaves the University.
- Training needs to be a part of it to prepare people to get the needed skills PRIOR to departing employees leaving
- Explore providing a mentorship program
- Tie it to Career Development as well (Currently not many SC members knew that Boulder Career Services has a person dedicated to Alumni – which includes staff alumni)

Budget Planning

- Ensure that Staff Council has a voice in budget discussions and decisions
- Compensation issues
 - The campuses need to look for ways to compensate, when the economy returns, for no raises for the last 2-3 years. (Or we may lose great people)
 - The State’s market evaluation is 2 years behind the actual trends and currently CU may be ahead of the curve.
 - Need to monitor salary compression issues
 - Work with the State to either fund Pay for Performance or get rid of it (It currently impacts the morale)

Morale

- Currently, staff on all campuses are taking on large workloads (and jobs of those that have left and not been refilled)
- There are less staff members while there’s also been an increase in workloads
- Concern that staff will burnout and leave when the economy turns back around (tied to the compensation issues also)
- Concerns that the 2.5% PERA, temporary pay decrease will become permanent
- Some thought it made sense to explore the option of furlough days

Morale (continued)

- Explore closing the campuses during the holidays – tie to furloughs (Consider impact on Payroll and essential services – My.Leave or other technical solutions may help)
- Still some concern about consistent and fairness in evaluations with some supervisors (Especially in light of no pay raises)
- Will there be an impact to morale with the Health and Wellness audit?
- Where is the line in the sand? Who takes this on? Staff Council? Human Resources?

Expand Partnerships with Faculty Council and Student Government on issues affecting all three areas.

- There is a spot on Faculty Council for a UCSC rep, but it is not being used. Perhaps explore that option as well.

Other:

- The possibility as well as related/consequences of “getting out of” the state personnel system. What does it mean for classified and exempt staff?
- Inequity in compensation within a campus, among the CDU campuses, and compared to peer institutions.
- What happened to the exempt employee handbook? Is there one for classified staff that also disappeared? Can we reinvent these somehow?
- Can there be an option to opt out of PERA if they continue to lose money and ask us to contribute more to compensate for bad management. I would like to know that the additional money we are required to contribute is actually doing something for my retirement in later years.