



UNIVERSITY OF COLORADO STAFF COUNCIL
2011 Fall Retreat
Retreat Notes

Be Colorado (Risa Heywood, CU Health Promotion Program Manager)

Risa was hired 7 months ago to start the CU Health & Wellness program, which is not just for CU, but also for employees of University of Colorado Hospital and University Physicians Inc. This is a new benefit for employees.

- Comments from UCSC representatives indicate sentiment that the eligibility requirement is leaving out some employees, especially classified staff on Kaiser. This initiative is being funded by the health trust, with 1% of plan rates going to promote wellness. This amounts to approximately \$1 million and the program is open to eligible faculty, staff and retirees.

The Be Colorado program has 5 dimensions: Be Optimistic, Be Energized, Be Inquisitive, Be Connected, and Be Secure. Each of these dimensions is meant to address the overall wellness of individuals, not just to focus on health.

The online health assessment and health screening results are confidential and protected under HIPAA. The employer will not be able to see an individual's results, but may see aggregated data.

- In response to a comment that some departments may require employees to use personal leave to participate, it was clarified that the use of personal time is not required and this is a university-supported initiative.

Other upcoming initiatives include an America on the Move holiday challenge for November – January, to encourage people to maintain, not gain weight during the holidays. Also, the Colorado Weigh program, which has been available at the Anschutz Medical Campus, will be expanded to the other campuses. It is a 12-week weight management program for employees and for those employees who have health coverage through the health trust, the cost of the program may be partially refunded upon successful completion.

University Human Resources (Jill Pollock, VP and Chief HR Officer)

1. HB11-1301. There has always been a lot of discussion about what is a "professional" employee and therefore, exempt from state classified positions. HB11-1301 places this definition into statute.
 - When asked about whether more employees may become exempt as a result of this legislation, VP Pollock said that in the System Office, it was previously about a 60/40 classified/exempt proportion and has shifted to 27/73 in the last year. She foresees a possible shift down the road to possibly 1/3 classified and 2/3 exempt.

A compensation plan for exempt professionals needs to be developed based on these changes, and staff governance needs to be represented in this process.

HB11-1301 may give CU the opportunity to move state Kaiser plans to university Kaiser next year, but this is pending legal issues regarding timing of this change.

2. The Be Colorado and other wellness initiatives are expected to have an effect on keeping the rising cost of health care down (approximately 1 to 3 percent), through the use of health assessment data to tailor health plan offerings.



A Health Plan Review Panel was instituted to evaluate health plans that will improve patient outcomes and patient satisfaction at neutral or reduced costs. Individuals and groups had the opportunity to submit abstracts for ideas to improve our health plans. These plans will be reviewed by the panel and changes may be implemented based on these recommendations.

3. The employee/dependent tuition waiver benefit APS is being revised, with several significant changes included in the new plan, including:
 - Supervisor approval will no longer be required, unless a requested course is being held during work hours;
 - No auxiliary-funded courses will be eligible, unless it is a part of a degree-granting program;
 - The tuition waiver may not be applied to professional program courses;
 - Employees must be in a regular, benefitted position for a minimum of 1 year; and
 - Dependent eligibility verification must take place, if not already done.

At UCCS, a tuition waiver benefit that does not require a waiting period to register (after drop/add) is/will be piloted.

The APS is being written, with a plan to have a final draft available in spring and implementation in summer 2012.

4. During discussion about ways to encourage and recognize staff governance participation, especially between representatives and their supervisors, VP Pollock recommended an approach that incorporates 1) a mutual agreement between employee and supervisor that identifies the time involved, and 2) specifies the benefits to the supervisor and/or the direct organization because of staff participation in these activities (e.g. professional development, broader understanding and perspective of the university, receiving information relevant to role, etc).

Michele McKinney, CU External Affairs and Advocacy Director

Michele has begun rolling out the CU Advocates program to engage the university's constituents/ stakeholders and anyone who has supported the university, to advocate on behalf of the university. This includes campus tours by prospective business/industry partners to see firsthand what the university is doing. Another possibility is holding business roundtables where industry representatives meet with university representatives in the same or similar industry to develop partnerships.

The intent of the CU Advocates program is to build pride and community so that people can feel there is a value to CU. Eventually, the hope is that this will translate to increased support for higher education in Colorado, especially if a ballot issue is presented that will impact higher education.