

**UNIVERSITY OF COLORADO STAFF COUNCIL
MEETING MINUTES**

Thursday, March 15, 2012
10:00pm – 2:00pm
System Office

Roll Call

Attendees:

- Tina Collins (Colorado Springs)
- Dana Drummond (Boulder)
- Leeann Fields (Denver |Anschutz)
- Stephanie Hanenberg (Colorado Springs)
- Carla Johnson
- Deborah Makray (Denver |Anschutz)
- Debbie Martin (System)
- Jen O'Connell (Colorado Springs)
- Tyson Randall (Colorado Springs)
- Dennis Russell (Boulder)
- Teena Shepperson-Turner (System)

Absent:

- Pereze Banks (Denver |Anschutz)
- Miranda Carbaugh (past co-chair)
- Sarah Douvres (alternate)
- Danny Felipe-Morales (alternate)
- John McKee (Boulder)
- Jane Muller (Colorado Springs)
- David Pierce (System)
- Jennifer Williams (alternate)

Motions

1. Motion to approve the March 15, 2012 meeting agenda by Stephanie Hanenberg, seconded by Deborah Makray.
VOTES: Yes: 10; No: 0; Abstain: 0
2. Motion to approve the February 16, 2012 meeting minutes by Tina Collins, seconded by Debbie Martin.
VOTES: Yes: 10; No: 0; Abstain: 0

Chair Update: Carla Johnson

- March 14, 2012 Regent Meeting
 - o Carla updated the council on the March 14th Regent meeting, including the proposed compensation pool which would provide a 3% compensation pool for individuals with a salary less than \$100,000; a \$3,000 cap on merit increases for those with a salary of \$100,000 to \$175,000; and no increases for those with a salary greater than \$175,000.

All-Staff Council Conference Update: Jen O'Connell

- Jen reported that Board of Regents Chair Kyle Hybl would speak to at the conference. She requested that council representatives provide names of attendees. Campus council representatives should confirm that their campus chancellor will attend, or send a designee. Please send those names to Jen ASAP.

Service Excellence Awards – Nominee Selection

- The council reviewed nominations from the Colorado Springs campus, the Boulder campus and System. The Denver campus did not have nominations to review due to technical problems. The Colorado Springs awardee will be Benek Altayli. Gregg Lundgren from the Boulder campus was selected, and Judy Anderson was selected from the System Office. Deborah Makray will send the nominations to the rest of the council by Friday, March 16th and council representatives will send their selection to Carla via e-mail.

Legislative Update: Kirsten Schuchman

- Budget: the fall projection was for significant cuts to higher education, but the winter forecast was positive and restored the \$30 million cut to financial aid. Looking forward, there are no good scenarios for higher education funding because of structural issues that squeeze out higher education and redirect revenues to Medicaid and K-12. This is why higher education flexibility has been important, especially tuition flexibility.
- Capital Construction: There is nothing for new buildings, only COP (certificates of participation) and controlled maintenance.
- The long bill will be submitted by the Joint Budget Committee in the next week or two. Any additional funding from the March forecast would likely go to Medicaid, K-12, senior homestead exemption, and/or classified staff.
- HB1321 to modernize the state personnel system and includes changing the Rule of 3 to 6, alters bumping rights and changes pay-for-performance. This will be referred to a vote of the people.
- HB1072 allows higher education learning institutions to evaluate prior learning credits.
- HB1155 seeks to improve college completion rates by allowing 4-year colleges to offer remedial courses, previously done by community colleges.
- HB1252 is the transparency bill that would apply to all institutions that receive COF. It would list faculty by name, travel reimbursements, course loads, and grant and research dollars. Regents Sharkey and Geddes testified on behalf of this bill. If passed, it would have a significant fiscal impact, estimated at \$1 million for research institutions only, but higher with all institutions included. There could be a possible amendment that would include senior administrators that are staff.

Campus Updates

- Boulder:
 - The staff appreciation lunch on Tuesday (March 13) was well attended.
 - A special committee on parking has been created and looking at raising parking rates due to bond issues. Staff council has a representative on this committee.
 - The Boulder council has begun working with the retired staff association from Boulder. There is no need to pursue a university-wide retired staff association.
 - Tour of the Capitol and the US Mint on March 22nd.
- Colorado Springs:
 - Representatives from CU Connections and CU Advocates spoke.
 - Discussion with staff about what the Memorial Hospital lease will mean for UCCS.
 - There is high interest and participation from staff.
- Denver | AMC:
 - Speakers on a proposed intranet and work-life balance.
 - The Let Your Light Shine employee recognition program for professional exempts has been approved. Recipients will receive a \$100 award.
 - The councils are currently seeking nominations to fill officer/board positions.
 - A joint effort between classified and exempt councils on Emotional Intelligence.
- System:
 - Appreciation lunch for supervisors of staff council representatives and employees who helped with the progressive potluck.
 - The system council will be holding its annual planning retreat in June.
 - The annual staff appreciation event will be pooled with the president's office.
 - Hosting appreciation for student workers.

Discussion Items

- Carla asked campus council representatives to comment on what is happening on their campuses and what they are hearing from staff about any issues. Carla uses this information to help inform her reports to the Board of Regents. The following issues were identified:
 - o Succession planning instead of rehiring retirees for the long term. Current practice is limiting the opportunities for existing staff.
 - o Concerns about tuition increases and ensuring a proportionate increase in the value- not just in the classroom but support services for students. Without additional resources, staff are facing burnout.
 - o Administration needs to partner with governance to facilitate communication about sticky issues. One campus council was shut down by administration when asking for a joint statement or talking points that could be used when addressing how compensation decisions are made.
 - o Classified staff are feeling disenfranchised, especially when professional exempt staff receive base-building salary increases.
- There was a suggestion to consider revising the Service Excellence Awards criteria to include teams.

Meeting adjourned 2:00 p.m.

Next Meeting: May 17, 2012
Boulder Campus