

## UCSC MEETING MINUTES

Thursday, August 18, 2011

10:00pm – 2:00pm

Denver: 1800 Grant, Denver; 1st floor conference room

Call to order 10 am-no quorum

Quorum at 10:15

Roll call

Attendees:

- Pereze Banks
- Aaron Betterton
- Matt Gaden
- Carla Johnson
- Deborah Makray
- Jane Muller
- Leeann Fields
- Teena Shepperson-Turner

Absent:

- Leonid Balaban
- Miranda Carbaugh
- Tina Collins
- Sarah Douvres
- Dana Drummond
- Danny Felipe-Morales
- Lisa Gould
- Stephanie Hanenberg
- Lori Krug
- Gregg Lundgren
- Debbie Martin
- John McKee
- Leeann Fields
- David Pierce
- Jason Robinson
- Dennis Russell
- Jennifer Williams

Approval of Agenda:

- Motion: Aaron Betterton
- Second: Jane Muller
- In Favor: All
- Opposed: None
- Abstained: None

Chair Reports – Carla Johnson

- Changes to Secretary Position

- Carla Johnson introduced Vicki Davis, who will be taking minutes for the UCSC. Dana Drummond will retain the role of UCSC Secretary, but will have responsibilities related to helping with meeting logistics and assisting with other areas as needed.
- Staff Representation on Faculty Council
  - There is a representative needed for Faculty Council to report on activities of staff employees.
  - Leeann Fields will send out an email to ask who would like to participate as a rep for Faculty Council.
  - Carla Johnson asked that campus representatives get back to her by Friday, 8/26 with names of anyone interested.
- Staff Representation on UCSC
  - There was discussion on how many reps and how many alternates there need to be; consensus was two reps and one alternate. For campuses with separate councils for classified and OEP, there will be two alternates from each council.
  - Leeann Fields discussed the growing numbers of OEP and perhaps we should reevaluate UCSC representation based on changes in proportion.
  - Teena Shepperson-Turner will get the numbers together of how many classified employees versus OEP on each campus.
- Goals for 2011-2012
  - Carla Johnson asked for suggestions as to what goals for next year they would like to take to the Board of Regents.
- Treasurer's Report-Carla Johnson for Tina Collins
  - 2011-2012 Budget is the same as last year at \$12,800. The retreat cost is budgeted at \$3,000, All Staff Conference cost is \$5,000-6,000 which will leave \$2,800 for next year. Carla Johnson asked for suggestions of what council would like to do with the money.
  - Teena Shepperson-Turner suggested that maybe some of the meetings could be catered. Carla Johnson will ask Jill if that is ok.
  - Leeann Fields suggested Professional Development and community awareness; possibly have brown bag sessions or video conferences. She also suggested donation to the library of subscriptions for large masses and the promotion of wellness programs.
  - Deborah Makray stated more support needs to happen for more participation and all agreed. Carla Johnson suggested Chancellor's to thank those already involved. Teena suggested having a member speak at the President's town hall meetings for 10 minutes about Staff Council.
  - Pereze Banks suggested having speaker with regards to making work fun and reducing stress. He mentioned the Fish philosophy and Deborah McKay recommended Kathy Novak's presentation.

#### Campus Updates

- Boulder
  - No member was present for this presentation.
- Colorado Springs
  - Jane Muller and Matt Goden reported they are just getting together and creating a framework on where to go and how to increase staff participation. They've done some combined events, like the Ice Cream Social and the Fall Breakfast but want to do more combined events. Both councils would also like to increase their communication with each other.
- Denver
  - Deborah Makray reported they are working on their committee participation and reorganizing themselves since participation has gone down.
  - Their goal is to be more visible as they did hosting the CU at the Rockies where the people who bought a ticket got a voucher for food and the Elitches event which paid for lunch.

- Leeann Fields stated they added a new position to their board which is a Tech Coordinator to keep their website current. They added a Question Quorum and a new block on the home page welcoming new employees. She further stated they are resurrecting a sub-committee for legislation and resurrecting a networking committee for at large members to work more with classified to stop separation and redundancy.
- They want to include a wellness aspect to their meetings, promote professional development training and also to offer an award to members who attend the most meetings.
- System
  - Aaron Betterton reported on two big events that Staff Council is hosting, the staff appreciation day at Heritage Square and the UCSC retreat.
  - He also reported that their Committee Outreach is involved with the Race for the Cure and the blood drive.
  - He stated internally they are working on meetings being less informal.
  - He reported that the rest of Systems will be moving to Denver by October 31<sup>st</sup>.
  - He also stated they are working on more public relations for staff council.
- General Discussion
  - There was general discussion about ways to engage staff in outreach activities. UC Denver has a "Giving Back" campaign and Carla Johnson suggested that UCSC could try a similar approach to promote CU by volunteering somewhere like Habitat for Humanity, etc. Other suggestions included "brown bag" sessions that could be simulcast to each campus on professional development topics.

#### Old Business-Carla Johnson

- Meeting Schedule and Roster were discussed. Campus representatives were asked to update the 2011-2012 membership roster.

#### New Business-Teena Shepperson-Turner from System

- Fall Retreat
  - Sunday, October 2<sup>nd</sup> (late evening) and October 3<sup>rd</sup> 8am-4pm
  - In Estes Park at Timber Creek Chateau, 5 units/9 bedrooms are reserved with a meeting room
  - Need ideas for an agenda
  - Members suggested having speakers to address problems that CU is facing. Possible speakers might be Ken McConnellogue or Kathy Novak

Broke for lunch at 12:05

Meeting re-adjourned 1pm

#### Speaker-Jill Pollock

- Jill was asked to help answer some rumors that were concerns of Staff Council with regards to OEP positions versus classified positions and compensation increases for each.
  - Jill answered the question of why OEP can get a raise but classified employees cannot. She stated Classified are ruled by the State Personnel System and must abide by their rules and policies. There would be a 3% pool approved for Faculty and OEP if campuses met revenue quotas. This would be base building. Classified cannot have any base building increase but could receive incentive money but nothing can be given before October because of constraints. President Benson has the authority to approve an incentive/performance recognition program for classified staff and cash awards may be available as part of this program. At this time, nothing has been decided.

- Jill reported on House Bill 1301 which specifically amends the list of positions that may exempt from the state system and solidifies the definition of Exempt Professional. Gift, grant and auxiliary funded positions can be exempt also, even if not professional in nature.
  - Jill stated CU will need to decide where they want to be in the workforce by wages and market comparison.
  - Leeann Fields stated there isn't a grievance process for OEPs and Jill stated they will have to look at that and create the process.
  - Carla Johnson asked if PERA has a concern about the number of classified positions that may become exempt under HB1301 and Jill answered that PERA did not object. Jill explained that employees have 30 days to stay with PERA or choose a defined contributions fund.
  - Pereze asked Jill to explain the difference between Classified and Professional Exempt. Jill explained OEPs are "at will" employees whereas classified are "just cause" so specific steps are laid out for discipline.
  - Leeann Fields asked if Faculty could be the only ones to get raises if Classified raise an issue that if Classified doesn't get raises then OEP shouldn't get them either.
  - Jill stated that she thinks CU will look at the market trends which would allow CU to be more agile.
  - Carla Johnson will take any more questions that come up and give to Jill at a later date.
- Health Trust
    - Jill reported they had a good first year. She stated CU had a 5.7 % increase and the state had an 8% increase.
    - Jill stated the state requires that employers pay the same amount on all employees.
    - She stated there will be more emphasis on wellness with "Be Colorado" which is an online health risk assessment designed by Johnson & Johnson. It will be completely confidential but will give employers general information on the health of their employees.
    - She also stated they will offer bio-metric screenings which are protected by HIPAA law.
    - There will be free flu shots given on campuses which will be paid by the trust
    - She stated they may start doing incentive programs to get employees more involved. Starting in Oct there will be "America on the Move" walking competitions and Colorado Weigh, similar to Weight Watchers.
    - Jill stated they need help with wellness champions on each campus. These people do not have to be the best athletes, just ordinary people who will do videos showing what they do to stay healthy. Any individuals interested can email Jill or Carla Johnson.
    - Jill stated the School of Pharmacy will come to each campus to consult about drug interactions. People can bring their "bags" of drugs and pharmacists will give advice. A contact person for this is Gina Moore, the Associate Dean of the School of Pharmacy.
    - Leeann Fields asked if mental health will be addressed in the coming year. Jill stated they will be looking at it in the next 2 months.
    - Jill also reported that dependent tuition waivers are still being looked at and hopes to have it resolved by next summer.

Meeting adjourned 2:10

- Motion: Jane Muller
- Second: Pereze Banks
- In Favor: All

Next Meeting: Fall Retreat, October 2<sup>nd</sup> & 3<sup>rd</sup>, 2011  
Estes Park, Colorado