

**UNIVERSITY OF COLORADO STAFF COUNCIL  
MEETING MINUTES**

Thursday, August 9, 2012  
10:00am – 2:00pm  
System Office

**Roll Call**

**Attendees:**

- Dana Drummond (Boulder)
- Danny Felipe-Morales (Denver)
- Carla Johnson
- Debbie Martin (System)
- Rhea Taylor (Colorado Springs)
- Tyson Randall (Colorado Springs)
- Erin Foster (Boulder)
- Rhea Taylor (Colorado Springs)
- Ida Dilwood (Colorado Springs)
- Leo Balaban (System)
- Stephanie Hanenberg
- Tricia Strating (System)
- Carla Rupprecht (Alt-Colorado Springs)
- Deidre Green (Colorado Springs)
- Malaika White (Denver)
- Deserae Frisk (Denver)

**Absent:**

- John McKee (Boulder)

**Motions**

1. Motion to approve the August 9, 2012 meeting agenda by Debbie Martin, seconded by Leo Balaban.  
VOTES: Yes: 14; No: 0; Abstain: 0
  
2. Motion to approve the June 28, 2012 meeting minutes by Stephanie Hanenberg, seconded by Dana Drummond.  
VOTES: Yes: 14; No: 0; Abstain: 0

**Treasurer's Report: Tyson Randall**

- The 2012-13 Budget was handed out, showing an annual budget of \$12,800.
- Representatives were reminded to submit any mileage reimbursements through Concur.

**Chair Update: Carla Johnson**

- Change in Officers, New Representatives
- Carla is stepping down as Chair and Stephanie Hanenberg, who is currently serving as Vice Chair, has agreed to take over as Chair. Carla will serve as Vice Chair. Tyson Randall remains as Treasurer. Erin Foster from the Boulder Campus volunteered for the role of Secretary.
- Carla will send out an updated 2012-2013 roster electronically.
- Goals for 2012-2013 to be addressed at retreat
  - The retreat will focus on ways to increase staff training and career development.
  - Carla is looking for speakers/presenters; anyone with ideas for a good presenter or an interesting topic is asked to contact Carla. (Think about faculty, officers, or upper-level

administrators who might be willing to attend and present on topics that address professional/career development and training opportunities for staff)

### Old Business

- 2012-2013 agenda is set
- The December 13 and June 20 meetings will be conducted via videoconference. Use of various videoconferencing options were discussed and will be explored (Adobe Connect, Go To Meeting, etc.) to ensure all campuses and the system office can connect simultaneously.

### Campus Updates

- Boulder:
  - Retreat was held on July 19; based on council discussion and results of a survey, goals were identified for the coming year:
    - Increased communication, professional development and training opportunities for staff, focus on increasing efforts to represent both classified staff and OEP staff because of concerns raised that OEPs don't think they are a part of staff council
    - Boulder is also looking for ways to increase efficiency, fairness, and participation in elections
  - Resolution regarding the performance evaluation process was passed by BCSC at the August 9, 2012 full council meeting. The resolution will be shared with UCSC electronically.
- Colorado Springs:
  - UCCS will hold two commencement ceremonies in May to better accommodate graduates and their families.
  - PESA goals for the year are to increase communication efforts and to engage staff by inquiring about what staff wants from their representatives. They are considering using a survey to solicit feedback.
  - UCCS is developing a program to offer professional development workshops for staff on a consistent basis.
  - UCCS Staff Council established three main goals at the retreat:
    - Increase morale
    - Increase participation through outreach – the summer ice cream social was well-attended
    - Refine communication
  - Chancellor Shockley-Zalabak is introducing an Ambassador Program which will allow classified staff to work overtime during fall start-up to earn more money. The program is funded by money that had been set aside for classified staff to receive a merit-based bonus this year in the event such a bonus were to be approved by the governor's office. This program has received strong support from the HR office.
  - 60% of UCCS staff now Exempt Professional.
- Denver | AMC:
  - Denver staff council is developing a new website and is planning to use surveys to engage staff and to solicit feedback from staff. Staff council will be ordering shirts for representatives to wear.
  - Denver staff council established new committees during the retreat: communication, appreciation, service, and professional development. The legislative committee was eliminated. The new committees will focus on hosting events for staff, becoming more visible, and offering at least one professional development workshop for staff each month.
  - EPA hosted a Wildfire Drive and collected over 400 items!

- The EPA retreat was attended by incoming and outgoing reps for a smooth transition. Goals that were established at the retreat were: more professional development for staff, streamlined communications, more outreach events to increase EPA exposure, and development of surveys as a tool.
- System:
  - System is focusing on volunteer events and has initiated a review of the volunteer policy because of inconsistencies – some supervisors allow more time than others.
    - FDRF Walk – September 9 at 9:00 – Coors Field – All CU employees are invited to participate. More information about this event will be shared electronically.
  - Based on retreat, council will focus on professional development and communication to increase visibility and find better methods to get messages to staff.
  - Jill Pollock attended the retreat where compensation, evaluations for OEPs, and the methods for which titles are developed were discussed in addition to other subjects.

### **New Business - Fall Retreat Update**

- The retreat is being planned by Colorado Springs campus and will be held at the Lodge and Spa at Breckenridge.
- The planning group shopped several locations and the lowest rate found was \$89 per night at the Lodge and Spa and Breckenridge. Continental breakfast is included in the rate.
- Outgoing UCSC representatives will be invited along with the incoming representatives, to offer their experience and perspective and build continuity for the UCSC planning agenda.
- Tentatively we plan to meet around 1:00pm on Thursday afternoon, cook dinner as a group and meet all day Friday (8:00am-3:00pm)
- Dress is casual, carpooling is encouraged.
- **Those who plan to attend the retreat are asked to RSVP no later than September 14, 2012. RSVPs should be sent via email to Rhea Taylor [rtaylor@uccs.edu](mailto:rtaylor@uccs.edu).**

### **HR Updates: VP Jill Pollock**

- Health Trust is currently at \$175 million
  - All CU staff members will receive an email from Jill Pollock asking for ideas/suggestions/ways to modify our health benefits at CU employee (particularly service enhancements or suggestions to drop services that are not used).
    - Jill is looking for ways to improve the over-all health outcome and enhance customer satisfaction – cost neutrality is important.
    - Jill mentioned that she supports the idea of a subsidy for exercise programs.
    - Jill wants to know if campuses have any staff employees participating in club sports.
  - CU is conducting several studies designed to improve health outcomes and reduce cost
    - The first study involves the necessity of MRIs for certain anticipated back surgeries.
    - The second study mentioned will occur at the Boulder clinic and involves the effectiveness of coaching for patients who exhibit pre-cardiac symptoms.
    - The Boulder and AMC Faculty/Staff Assistance Programs are conducting a study in which people who might need mental health services are identified earlier thus reducing the need for expensive future care – this is a concern because we currently do not have good, affordable mental health coverage.

- The smoking cessation program is set to begin next year – a model where non-smokers are charged less for insurance is being considered.
- Weight Management classes will continue. The initial program has proven to be effective and consistently attended, but the second program (sustainment of weight-loss) is not as popular.
- Exempt Professional staff compensation evaluation – OEP staff has grown in numbers – a consistent compensation structure is needed. Chancellors on all campuses have identified a group of OEP staff to provide feedback; HR will be involved in this process. Recommendations will be made by the end of 2012 for implementation in the next fiscal year.
- DPA and “Talent Agenda” merit plans for classified staff updates
  - Talent Agenda gives institutions of higher education more autonomy
  - Jill mentioned she has another meeting with DPA director and will share findings with UCSC
  - CU will not take the lead in pushing for non-base building raise this year; there is no news about the likelihood of classified staff raises this year, but Jill assured UCSC that she will keep us updated of any known changes.
- Be Colorado – Update by Mark Gelband
  - Biometric screenings will be offered in the fall (end of September-beginning of November)
    - There will be extra optional screenings (at an additional cost)
  - Be Colorado’s goal is to support the needs of CU employees through wellness and prevention and to help employees understand the link between health and health plans.
  - Another electronic health assessment will be sent later this spring, immediately before open enrollment.
- Meeting adjourned 2:10 p.m.
- Next Meeting:      Fall Retreat – October 4-5, 2012 in Breckenridge