



**UNIVERSITY OF COLORADO STAFF COUNCIL  
MEETING MINUTES**

University of Colorado System Office  
1800 Grant Street Room 501  
Denver, Colorado

Thursday, August 15, 2013  
10:00 a.m. - 2:00 p.m.

**Roll Call**

Attendees:

- Ida Dilwood (Colorado Springs)
- Dana Drummond (Boulder)
- Deserae Frisk (UCSC Chair)
- Carla Ho-a (UCSC Outgoing Chair)
- John McKee (Boulder)
- Malaika White (Anschutz Medical Campus)
- Tamika Coleman (Anschutz Medical Campus)
- Tricia Strating (System)
- Erin Foster (UCSC Vice-Chair)
- Randy Nozawa (Colorado Springs)
- Debbie Martin (System)
- Nancy Sicalides-Tucker (System)
- James Kumm (Colorado Springs)

Non-voting members and other attendees/guests:

- Cynthia Pasquale, CU Connections
- Jill Pollock, Vice President for Employee and Information Systems
- Jeremy Hueth, Trust Counsel and System Managing Associate Counsel, CU
- Melissa Martin, Assistant University Counsel
- Mark Stanker, Trust Plan Administrator
- Dr. Bruce Neumann, UBAB

**Meeting called to order at 10:00 am**

**Motions**

1. Motion to approve August 15, 2103 meeting agenda made by Malaika White, seconded by Tricia Strating. Motion passed unanimously.
2. Motion to approve June 23, 2013 minutes made by Dana Drummond, seconded by Randy Nozawa. Motion passed unanimously.

**Treasurer's Report – Ida Dilwood**

- UCSC has \$12,800 in continuing budget for FY14; Dillwood shared a budget worksheet with council members and will send a copy of the budget to all representatives via email.
- The travel budget and fall retreat costs were discussed; a venue for the retreat will be booked by August 23, 2013. UCD/AMC will be planning the fall retreat.

## UCSC Chair Report –Deserae Frisk

- UCSC Secretary position
  - Tamika Coleman volunteered to serve as secretary for FY14.
- Deserae Frisk reported that she met with the candidate selected as the Vice President of Advancement, Kelly Cronin
  - President Benson requested and was granted a waiver from the Board of Regents to exclude governance from the search process. President Benson was interested in streamlining and expediting the process.
  - Deserae Frisk was able to meet with the candidate, however notice of the opportunity was received late. Deserae Frisk will discuss this with Faculty Council and will follow-up with VP Leonard Dinegar on this matter.
  - CU Foundation staff became CU staff on July 1, 2013.
  - UCSC is interested in inviting Kelly Cronin to speak at an upcoming UCSC meeting – Deserae Frisk will contact and invite her.
- UCSC annual meeting schedule was reviewed.

## UCSC direction for the year

- The council discussed communication strategies, use of surveys, leveraging of CU Connections, beefing-up UCSC's website, and other methods to improve overall communication with individual campus councils and system-wide staff.
- UCSC is interested in establishing effective communications strategies to both gather and share information. The overall goal is to create strategies that are operational, sustainable and continuous.
- UCSC is also interested in assisting campus councils in sharing best practices (i.e. staff events, council structures) and increasing a sense of community across the CU system (perhaps through a joint service project).
- UCSC website will be changing to a Drupal platform. Tricia Strating will create a mock-up to share with the council.
- Career readiness is an area UCSC would like to explore, however more discussion is necessary to determine what role staff governance should play.
- Upcoming guest speakers were discussed. Several individuals were suggested, Erin Foster will be contacting potential guests.

## Campus Updates

- **Denver** – Reported by Deserae Frisk
  - UCD/AMC is planning the fall retreat.
  - Both campuses will host a pancake breakfast.
  - Denver will be participating in adopt a school the coming year.
  - Denver will continue to recognize staff through an employee of the month program and will revamp the nomination process in an effort to increase the number of nominees.
- **Boulder** – Reported by John McKee
  - Boulder is currently hosting a school supply drive.
  - Boulder Campus Staff Council will begin to host small brown bag events where staff can meet staff council representatives from their campus area.

- The ‘respectful workplace’ bullying workshops will continue in the coming year and the workshops have gained campus-wide support.
- UBAB approached Boulder Campus Staff Council to solicit support for the UBAB Health Trust nominee after UCSC motioned to table any action on such matters. This is an ongoing topic of discussion within Boulder’s Staff Council.

**Updates from Jill Pollock**

- CU is creating a financial education advisory group and Jill asked for UCSC to identify two staff members who would be willing to participate.
- CU’s new smoking cessation program was implemented.
- Those who are covered by a CU health plan and who have diabetes Type 1 or 2 and adhere to their treatment plans, can receive free coverage for diabetes-related supplies/treatment. This is one enhancement that was suggested last fall when CU solicited staff input regarding health plan offerings.
- Phase one of the “total rewards” or “total compensation” program for university staff is complete. Phase one involved comparing CU’s compensation package to the market.
- Phase two will focus on performance management. Phase two will involve: establishing performance objectives, adding competencies to job descriptions, and evaluating and enhancing employee development and leadership programs.
- CU Health and Welfare Trust
  - Pollock reported that the trust will have 4% reserve this year.
  - President Benson appointed Dr. John McDowell from AMC as a third CU trustee (CU’s trustees are now Jill Pollock, Todd Saliman and Dr. McDowell)
  - Two nomination letters were submitted, Dr. McDowell was nominated by the Faculty Council’s Executive Committee and Dr. Jeffrey Zax (CU-Boulder) was nominated by Faculty Council’s Personnel Committee and UBAB.
  - Previously, there were five trustees on the board, but the governing rules allowed CU and University of Colorado Hospitals to each add a third trustee for a total of seven board members. UPI continues to be represented by a single trustee.
  - The board of trustees oversees collection of premiums and the payment of claims.
  - The trust is a separate legal entity. It combines plans for CU, UCH and UPI. The trust removes the opportunity for insurances to gain from profit-taking. Greater numbers in the trust allow for lower costs. There are approximately 57,000 trust participants and rate increases have declined over the past four years.
  - The trust allows for participants to assist in shaping plans and CU solicits employee input each fall.
    - Currently, the trust is investigating enhanced coverage for heart conditions, back injuries and mental health services.

**Dr. Bruce Neumann, Univeristy Benefits Advisory Board (UBAB)**

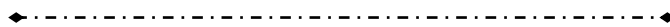
- Dr. Neumann explained his function on UBAB and spoke about his view of the trust. Dr. Neumann regularly attends public trust meetings as a member of UBAB.
- Jeremy Hueth - Trust Counsel and System Managing Associate Counsel and Jill Pollock - Vice President for Employee and Information Systems and board member responded to topics raised by Dr. Neumann and provided greater context to assist UCSC representatives in understanding the history, financial reporting, and workings of the trust.

- Going forward, Mark Stanker or Jill Pollock will attend UCSC meetings, provide trust updates and answer trust-related questions raised by staff.

### Campus Updates, continued

- **System** – Reported by Nancy Sicalides-Tucker
  - System elected a new chair. Nancy was elected as chair, Tricia Strating as vice-chair.
  - One of the initiatives System Staff Council is focusing on this year is their “employee of the year” award. System is also planning to host a holiday toy drive for children from Buckley AFB once again.
  - System Staff Council would like to explore how to bring the campuses and the System office together.
  - Staff Council’s next meeting will include discussions with executive staff.
- **UCCS** – PESA update reported by Ida Dillwood and Staff Council update reported by Randy Nozawa
  - PESA held its annual retreat in July. Retreat attendees included former members as well as new members.
    - The chairs discussed past and future goals.
  - An Ice Cream Social was held in early August which allowed staff to mingle with and meet PESA board members.
  - UCCS staff governance groups will host a fall event on September 5, 2013. There will be giveaways for attendees and the provost will speak about the importance of staff in relation to the academic mission of UCCS.
  - PESA is going to begin to utilize a comment box to solicit staff input.
  - Staff Council will have a full board this year and has many new members.
  - Staff Council will be focusing on staff morale this year.
  - Randy Nozawa asked about budgets to support Statewide Liaison Council (SLC) delegates
    - The Statewide Liaison Council Vice President will be invited to the October UCSC meeting to talk about SLC initiatives and help UCSC understand the workings of SLC. Erin Foster will contact and invite her.

**Meeting adjourned at 2:10 PM.** First motion, John McKee. Motion seconded by Erin Foster. Motion passed unanimously.



Next meeting: UCSC Retreat, September 26-27, 2013

Location TBD