



**UNIVERSITY OF COLORADO STAFF COUNCIL
MEETING MINUTES**

Boulder Campus: Regent Administrative Center
2055 Regent Drive, Room 302
Boulder, Colorado 80309

Thursday, October 17, 2013
10:00 a.m. - 2:00 p.m.

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)

- Debbie Martin (System)
- Nancy Sicalides-Tucker (System)
- James Kumm (Colorado Springs)

Absentees:

- Randy Nozawa (Colorado Springs)
- Janét Hurt (UCD)

Guests:

- Lisa Landis
- Dan Montez

Meeting began at 10:10 a.m. with roll call and introduction of guests.

Input Request for APS 5054: Hiring Working Retirees into Staff Positions

Dan Montez, Office of Policy and Efficiency

- There are policy updates available on the OPE Newsletter which also includes policies under review.
- This will be on the July 1st policy cycle and there has been a lot of feedback
- Lisa Landis will meet with Faculty Council then the policy will go to the CFOs and to Chancellors.

Lisa Landis, Employee and Information Services

- Policy Overview: There will be job code updates, specific policies that will define time periods and the discussion regarding the taking away of leave accrual for retirees.
- It is important to know that the APS serves as a guide. It will be up to each campus to provide further restrictions. This decision will be the chancellor's and each campus will need to work with their Human Resources department.
- There have been concerns regarding the retention on retirees prevents career advancement for current employees. It's important to remember that each campus philosophy differs.
- Non-supervisory and part-time positions are recommended for retirees.

- HRMS and MyLeave will eventually be able to calculate a daily rate. This will prevent the use of overtime.
- No sick leave will be donated.
- Currently only classified retirees are mandated to complete evaluations. However, the policy will recommend that evaluations are done for exempt retirees as well.
- Please have any concerns or recommendations about the policy submitted by the end of November.

Presentation

William Kaempfer, Associate Vice Chancellor for Budget and Planning and Vice Provost

- Funding: About 4% of funding for UCB is from the state and 80% from resident and nonresident tuition.
- Tuition is up 22 million while restricted budgets are down 22 million.
- UCB accounts for about 27% of all students seeking a bachelor's degree in the state of Colorado
- The UCB 6 year graduation rate is at 68%, though the chancellor would like to see this number increase to 80%.
- The state of Colorado has a 6 year graduation rate of 54%, so UCB is doing well.
- UCB takes about 7% of Denver Public Schools graduates annually.
- In 2012, there were 1181 master degrees obtained, 394 doctoral degrees, and 173 law degrees.
- The new tuition benefit started with Faculty and was shared with staff. Faculty members are interested in helping their dependents gain an education because they already have theirs. Staff, on the other hand, seeks additional education for their positions. Still, the dependent benefit is a great thing for staff as well.

Campus Updates

Denver Staff Council

- Staff Appreciation Breakfast is coming up.
- Planning a dessert hour.
- Adopt-A-School is in the works.

Exempt Professional Assembly

- Just had the first General Assembly Meeting and the CARE (Campus Assessment, Response & Evaluation) Team presented to both campuses.
- EPA partnered with the Ombudsman Office for a presentation about Conflict Resolution.
- Revamping the university website.
- Really advertising the Facebook page.
- Next General Assembly Meeting is in December.

Colorado Springs

- Recently had a presentation about Ergonomics.
- Fall Breakfast in September where campus leadership addressed staff recommendations and concerns.

Boulder

- Brown bags being advertised.
- Turned in backpacks from school drive.
- Staff appreciation breakfast upcoming.
- New committee formed in an effort to work collaboratively.

System

- President's Employee of the Quarter ceremony upcoming.
- Shared drive is really being utilized.
- Initiative in the works to help system staff rebuild their homes that they may have lost in the Colorado floods.
- Buckley Air force Children Drive will be at the Warwick Hotel.
- New Employee Advocacy Committee.

Committee Updates

Policies

- Dana volunteered to be the Chair of this committee.
- Out of three policies under consideration, we decided to focus on the retiree policy.
- Each campus will go back to their respective councils to receive feedback by the November meeting.

Career Progression

- No updates.

Communication and Outreach

- No updates.

Treasurer Update

Please make sure your reallocation report titles are more descriptive. Include the name of the event in the report title so that it can be immediately identified.

Approval of August & September 2013 Minutes

- Two changes: Update meeting with committees and correct the spelling of the last name of Deserae.
- Minutes Approved.

Service Excellence Awards (High Level Review)

- Concerns about limited service opportunities at some campuses.
- Are some individuals simply being nominated for doing their job?
- This award must continue to hold high standards.
- Are the questions that are included on the nomination form requiring too much work on the part of the nominator?
- Topics to Discuss
 1. Are the weight percentages correct or should we modify/delete?
 2. Is the word criterion accurate in our wants?
 3. What does the nominator get out of this? Should there be an incentive?
 4. What should we do if there is just one nomination from a campus?
 5. Should there be an award screening procedure?
- We may need to gather a list of other University awards that nominees may qualify for if they fail to meet the criteria for this award.

Meeting adjourned at 1:56 pm.