

University of Colorado Staff Council
Meeting Minutes

Thursday, September 17, 2015

10:00 am – 2:00 pm

10:18 am **Call to Order**

Roll Call

Present:

Denise Thomas - Boulder
Cynthia Pascuale- System
Nancy Sicalides-Tucker - System
Kay Miller - System
Sarah Mensch - UCCS
Anja Wynne - UCCS
Nick Lockwood - UCCS
Jennifer Smith - Denver
Tara Dressler - System
Joshua Firestone - Boulder
Tricia Strating - System
JaNet Hurt – UCD
Phil Petty – UCD
Nancy Moore - UCCS

Not present:

Gay Lynne Flandro von der Nuell
Joanna Iturbe
Dana Drummond
Jim Dages
Carissa Smith

August minutes approved – Nancy Sicalides-Tucker motion, Anja Wynne second

Treasurer’s report – no changes to report, treasurer not present

10:10 am **Chair’s report** – Denise Thomas

- Regent Meeting review
 - Policies –Pregnancy may be added to protected class in the Discrimination policy
 - Fiscal misconduct – language change

- The Regents want to know how they can help UCSC
- President Benson said that we're on track for funding.
- President Benson visited the Boulder Faculty Council and found that there is not much information about what CU System does and more information will need to be distributed.
- Wall Street Journal did a write-up on CU, praising our efficiency – article is at: <http://www.wsj.com/video/opinion-journal-the-college-bottom-line/22055EE6-2C5B-46F6-BA83-668A462C9FCD.html>
 - The link is also in President Benson's newsletter from 8/6/2015, "Coming of Age"
- Diversity/Inclusion Working group
 - Regrouping because more people want to join
- Kathy Nesbitt meeting
- Faculty Council Chair
 - Would we be interested in having John McDowell from Faculty Council come one of our meetings?

10:30 am **Guest Speaker ideas**

- UCSC officers discussed speaker ideas at a previous meeting
- Regents in October?
 - The Regents can use this opportunity to learn ways that they can help the Staff Councils.
 - Climate Survey – Griego
 - Laws and Policies – Ludwig
 - Lynda.com – who could speak about this?
 - We have a three year contract, currently available only to Boulder. How can we (or when will we) get this extended to all campuses?
 - Michael Lightner, The new Vice President of Academic Affairs may be able to speak on this topic.
- Kathy Nesbit
 - Tuition waiver issues – policy and process
 - Campuses have different policies
 - Currently, all tuition waiver applications are processed by one person
 - Simplify and standardize the process across all campuses
 - John McDowell or Lisa Landis could also talk about tuition waiver issues
 - The Benefits page on www.cu.edu has information on using the tuition waiver
 - Elevate – how will this impact people on all campuses, including performance reviews?
- CU Health Plan
 - Tony DeCrosta, AVP of CU Health Plan

- Gena Trujillo
- John McDowell
- Kathy Nesbitt
- Tanya Kelly Bowery in the spring to talk about Advocates and the legislature

Years of Service Reports

All campuses are dealing with questions about data – incorrect number of years, people missing from the list, etc.

UCCS may not look at this until January, since Years of Service event is in the spring.

11:00 am Campus Updates

- Boulder
 - Awards and Service Committee working with Athletics on an open house
 - New website is live
 - Parking on student move-in days
 - There were some days where staff couldn't park on campus
 - Discuss how that can be prevented in the future.
- Colorado Springs
 - Staff Association breakfast – 7:30am start time allows people with different shifts to participate
 - First event was the ice cream social
 - They want to look beyond social events and add some content to their events – encourage people to join committees
 - Leadership meeting
 - Working on making nominations easier (awards committee)
 - Ombuds – want more emphasis on this. The current Ombud is a retiree.
 - What does UCCS really need?
 - May talk to Tom Sebok from Boulder to find out what that campus is doing
- Denver
 - Anschutz block party was 9/16. It was well attended
 - There is a separate block party on the Downtown campus.
 - Campus departments, schools, and organizations have booths to highlight their activities and accomplishments. Each group plans an activity for people to do
 - Paid for by the Chancellor's office.

- The block party is in its third year
 - In two weeks, DDC will host a pancake breakfast
 - They redid an informational flyer that they give out at events
 - Focusing on letting people know what Staff Council is and what it does.
 - They have a “street team” that delivers flyers to different departments to place in break rooms, etc.
- System
 - Brown Bag lunch and learn. Currently a different System department is leading one of these each month to get the word out about what each of the departments does.
 - President’s Employee of the Year award – nominations are now closed.
 - Building construction to begin later this year will displace about 85 employees, which will affect attendance, and committees are to take this into account when planning activities and events.
 - Outreach committee service project this year is to raise money for Together We Rise to provide duffle bags and toys to foster children. Later in the year, there will be a party or other opportunity to decorate the bags.
 - Outreach will still deliver gifts to Buckley AFB for the Christmas party, but because so many people will not be in the office, another way to distribute ornaments and drop off presents may be necessary

11:30 am **Committee Planning time (Working Lunch)**

1:30 pm **Committee Progress Reports/Updates**

- Policy Review
 - One more month for policy reviews, as new policies are coming out
 - Some of the upcoming policies:
 - Parental leave
 - Trademark and branding
 - Background checks for new employees
 - Letters of offer to University staff
- Service Excellence Awards
 - Finished the nominations process
 - Update the process for the future to a simpler online form
 - Combine service to community and service to campus into one component
- Professional Development
 - One more month to collect data
 - Adding a survey form to ease the process

Be Colorado is currently doing a 90 Day Challenge in which participants are active 50 out of 90 days of the challenge period. There is mild competition among the campuses for a percentage of staff participating. No prizes are offered, but the System Staff Council Health and Wellness Committee may offer small prizes, such as water bottles, to participants.

Next meeting is at AMC in RC-1 North

1:58 pm Adjourn – Nancy Sicalides-Tucker motion, JaNet Hurt second.