



April Regular Meeting Minutes

University of Colorado Staff Council

Apr 1, 2024 at 10:00 AM MDT

@ System Administration Building - 1800 Grant Street, Denver CO 80203 - Suite 700

Attendance

Present:

Members: Deann Barrett, Cameron Brooks (remote), Rachel D'Ardenne, Kelsey Draper (remote), Tara Dressler, Gregory Gibson (remote), Jessica Godo, Shawn Hood, JaNet Hurt, Shonda Johnson, Shelly Lange (remote), Annie Melzer, Jan Owens, Turner Rafter (remote), Natalie Schaffer, Kimberly Slavsky, Alan Slinkard, Sarah Trzeciak

Absent:

Members: Amber McDonnell (She/Her), Minna Briscoe, Jen D'Angelo, Angela Kirkpatrick, Grace Maniscalco, Shannon McWilliams, Teri Wilson

I. Call to Order

10:17am

II. Approve March Meeting Minutes via Implied Consent

Approved

 [Regular Monthly Meeting Minutes - March 2024.pdf](#)

III. Leadership updates from Todd Saliman and Felicity O'Herron

Legislative Updates

Budget request for about 2.5x the amount in the governor's budget request; keeps on track with compensation goals,

Board of Regents will vote on tuition and fees for each campuses in April

Bill sensitive spaces -prohibit concealed carry on all campuses. Discussion at the university affairs meeting and brought to the board for a vote in June if passed by the legislature.

Bill 1340 - Tax Incentive with people who graduate in an area with high need, transfer credits into a 4-year institution; students can spend it any way they want, including reducing their student debt. Money goes directly to the students

Supports leadership at the UCSC Staff Excellence Awards

Boulder Chancellor search - campus visits will happen this week; meeting with shared governance on 4/, will also be livestreamed for people that can't be on campus

Updates to Tuition Benefit (effective for the next academic year)

1. Allow employees to enroll at the same time as other students
 2. Expanding the benefit to 12 credit hours from 9 credit hours
 3. Boulder is increasing the discount to 40% (from 30%)
 4. Do not have to designate whether an employee or dependent is using the benefit, can share the credits
 5. Can the taxes be taken out earlier in the semester so it doesn't hit before Christmas? Taxed above \$5250 for graduate classes in Oct/Nov
- Still discussing adding certificates, CPE, and other ways that courses are offered
Pharmacy benefit extended to Kroger

Maintenance preventative medications will be 100% covered
How can we get more availability for mental health providers?
Chiropractic/physical therapy costs are very high, shouldn't have to go through the hospital
Kaiser and Extended plan costs will be going up a lot this year

IV. Updates from the Co-Chairs & Vice Chair

A. DEIB Committee updates (Presenters: JaNet Hurt)

Amber agreed to step in as chair for the rest of the year
Committee met last week to discuss remaining initiatives for the year

B. Ad-Hoc Retention Committee updates (Presenters: JaNet Hurt)

Working with Felicity and campus IR departments to see what kind of data we can use at the department level for retention data
Getting clarification on the board of regents report on the retention goals for 24-25, as the goals were lower than the current percentage rates
Meet once we have the data to determine next steps

C. Elitches update (Presenters: JaNet Hurt)

Did not receive the funds (budget increase) to provide the event this year
In discussion with Felicity and Todd to fund the event in the future

D. Upcoming Regents Meeting @ UCD (Presenters: JaNet Hurt)

If you have any specific topics to address in the report, reach out to Ja'Net

V. May 3rd, 2024 at the Warwick Hotel in Downtown Denver (Presenters: Kimberly Slavsky)

Theme will revolve around self-development. Session on Resume writing will be available as well as a keynote of DEI & the interview experience.
All participants to receive a QR code for parking at the Systems Office
One speaker confirmed, awaiting replies from other speakers
Event invite sent to each of the campus councils, sending out follow-up emails to encourage RSVPs
In-person only

VI. Events committee also working on revamp/reschedule Staff Excellence Awards. (Presenters: Kimberly Slavsky)

No event in the fall
Leadership to attend, but not present at the Staff Excellence Awards

VII. Survey for outgoing members (Presenters: Kimberly Slavsky)

[New UCSC Member Survey](#)

[Continuing UCSC Member Survey](#)

[Exiting UCSC Survey](#)

Survey out to new members at 6 months
Sending to members in late May, early June
Anonymous, but can provide contact information for follow-up communication

VIII. Elections: Need to fill for Chair, Vice Chair, Secretary, Communications Officer & Treasurer (Presenters: Alan Slinkard)

Reminder - please respond to the elections nomination survey, closes on Friday 4/5/24

Outreach to nominated individuals for a candidate pool

Vote on positions

New members will work with any outgoing members to learn the positions

The people with the most nominations will be moved forward for the final vote.

Highly suggest a co-chair structure, takes about 10 hours minimum per week of commitment

Article 4, A1

IX. Nomination(s) have been sent out. (Presenters: Alan Slinkard)

Once nominations have been received we will begin the election survey and should be able to announce our new Leadership at the May meeting.

Think about what committee you would like to serve on in the upcoming year

X. Regent Policy 6 has been placed on the docket for 2024-25 review (Presenters: Alan Slinkard)

Forwarded on to the governance committee for review

Make recommendations to UCSC

Final document sent for vote in June 2025

XI. Regent Policy 3 should be voted on and approved at the June BOR mtng. (Presenters: Alan Slinkard)

XII. Adaptive Resolution Policy (Previously the Grievance Policy) (Presenters: Alan Slinkard, Sarah Trzeciak)

Eventually written as an APS, so campuses can adapt in the way that works best for their campus

Valerie Simons and Lisa Landis will review the finalized document

XIII. Update from DEI Office on PrideFest (Presenters: Judi Diaz Bonacquisti)

June 22/23 downtown; booth and parade (50 spots) on Sunday, 5k on Saturday coordinated by campus Juneteenth - June 15/16, call out to Boulder to participate

Update gender identity options for employees; most questions are tied to federal reporting; working with a cross campus group to extend the options (M/F/X); want to be more reflective of what employees want, catching up with federal and state updates; implementations team of HR and OIT Non-discrimination and diversity policy; system wide task force with Valerie Simons looking at disability (Regent policy 10M) resolution that says disability reporting annually, complying with ADA; soliciting input on the current policy, provide any feedback to Judi

Developing annual diversity report (including disability), each campus will have a diversity narrative to accompany the data, on system DEI website in May

President's Diversity awards

National Conference on Race and Ethnicity - sponsoring event again this year, 5000-6000 attendees

Social Justice Summit - happens every two years, sponsored by the systems office, UCCS will host this year, potentially in October, hoping for in-person symposium

Where is DEI being attacked across the country? How can we proactively address this trend?

Programming for students in a contentious election year? Standing up and showing that we (CU) believe in social justice, equity, inclusion and diversity. Restorative Justice training on the campuses.

XIV. Break

XV. Officer Updates

Making an update so Jessica can participate as an ex-officio member
Executive committee will nominate and vote

XVI. Communications Report (Presenters: Shelly Lange)

Thanks for sending flyers and other communications for review by the Comms committee

XVII. Parliamentarian's Report (Presenters: Sarah Trzeciak, Alan Slinkard)

Appointed by the vice chair for the next year

XVIII. Treasurer's Report (Presenters: Jessica Godo)

Working with Nora Sandoval to enter projected expenses for the year
Encouraged to spend as much in the current budget as possible, can only carry forward a small amount
Start considering and planning the budget for next year
Stipends are still being dispersed, depending on your campus.
Move the payments to October and March to allow more time for processing
Whole stipend as a DPD on the Boulder Campus

 [UC Staff Council Budget to Actuals 032924 pre-close.pdf](#)

XIX. Lunch

XX. Committee work | Breakout sessions

XXI. Wrap up | Questions

BOR - April 11-12
Rachel will send the meeting invite link as usual
If there are any items you would like to include, send those to Ja'Net
Compensation for Executive Committee at minimum
PD Day in May, next meeting in June 3 at UCCS

XXII. Adjourn meeting

12:58 pm