



## Regular Meeting - February Minutes

University of Colorado Staff Council

Feb 6, 2023 at 10:00 AM MST

@ Anschutz Health Sciences Building - 1890 North Revere Court Aurora, Colorado  
80045 - Room 1203 (1st floor)

### **Attendance**

#### **Present:**

Members: Christina Beck, Minna Briscoe, Laura Chandler, Rachel D'Ardenne, Tara Dressler, Elisha Garza, Kyle Ginley, Jessica Godo, Esther Horowitz, JaNet Hurt, Shonda Johnson, Deja Leadley, Annie Melzer, Jan Owens, Turner Rafter, Natalie Schaffer, Kimberly Slavsky, Alan Slinkard, Sarah Trzeciak, Joshua Turnquist

#### **Absent:**

Members: Deann Barrett, Kelsey Draper, Shelly Lange, Dan Steinke

#### I. Call to Order

Call to order 10:11am

#### II. Co-Chair & Vice Chair updates

 [January 2023 - Campus Reports.pdf](#)

Need for time set aside for professional development and use the resources the University supplies. Designation of admin leave for every staff member with support from managers. Felicity will bring it to the CHROs to discuss and come up with a solution. Hiring and promoting from within to retain institutional knowledge and experience as well as growing careers in house. Tuition Benefit challenges for employees and finding equal access for students and staff. Moving forward with a proposal about stipends for Executive Council members and support for staff governance. Create an equal level of shared governance with Staff as they have in Faculty.

#### A. Regent Swearing in ceremony

Denver campus - 4 new Regents. We are trying to get meetings scheduled with them.

#### B. JBC presentation

Ja'Net attended with President Saliman. Asking them to fund the full amount to run the Colorado IHEs.

C. Upcoming Regents Meeting

1. February 9th – 10th @ CU Denver

Meeting moved to CU Denver, Tivoli Complex. 1:45-2pm Staff Council will present on Thursday about a Purpose Driven Mission. Professional development's purpose to enhancing retention.

D. Looking at revamping the Service Awards

Working with the Anne K Heinz. Boulder has the software to smooth out the data tracking process of selection and nominations.

1. Working w/Boulder Outreach & Engagement to replicate some of what they do with the [Anne K. Heinz Award](#)

Learning how Boulder uses it and looking at how we can use this for our own SEA

E. UCSC Professional Development Day

1. Douglas County Library (Highlands Ranch Branch)
  - a. 4/21/23 from 10:00am – 3:00 pm

Looking to do a Happy Hour afterwards at Rock Bottom Brewery afterwards. Ending closer to 2pm for that special networking afterwards.

2. Topic and presenters TBA soon

Leading Through Change - Lyda Hill Institute - Nicole Weis

III. Communications Report (Shelly)

Looking to nominate a new Chair of the Communications Chair (Annie). Updating website, adding SEA winners, committee members, SharePoint or Share Channels through Teams. Looking into licensing.

IV. Parliamentarian's Report (Shelly)

Electronic Voting/process through Robert's Rules

V. Treasurer's Report (Christina)

 [UCSC January - Treasurer's Report.pdf](#)

Planned helps us know what we have coming up. Rollover for CU day at the Zoo. Saving some money on the Professional Development Day. We will need to pay for OnBoard at the end of the fiscal year. Requesting additional funds for the winners of the Staff Excellence Awards.

VI. Cindy O'Brien - Faculty Council Chair

Working to develop a connection between the two councils. A strong voice in unison to be able to make changes. Open and continue dialogue where we can work together. Growing more consistency between campuses and shared governance. Seeking to increase membership, attendance and shared governance. Eager to work together on some initiatives that overlap. Challenges on the Faculty side: compensation and retention. Losing talent and diversity in the 'great resignation'. How can benefits, flexibility, advancement paths and salaries help gain and retain faculty members.

VII. Break

VIII. Presentation | Sr. Diversity Officer | Judi Diaz Bonacquisti

[Judi Diaz Bonacquisti](#)

Social Justice Summit based out of the Presidents office and rotates campuses every 2 years, Boulder hosted this year. The Presidents Diversity Awards gives out \$2000 for each winner going towards Equity and Social Justice minded employees. Grants will be given for outcomes in moving the needle for diversity. This has been going on for 10 years and will continue to be refined each year in the process. CWC survey is still under construction and the data is still being looked over. Retention being looked at. DEI plan will be discussed at the BOR meeting this week. Goals and action plans for each campus will be discussed University wide. Looking for ways to request feedback from each campus. The demise of DACA will impact students and staff and are being monitored. Supreme Court will overturn Affirmative Action, how far will this impact? LGBTQ summit is coming up at the UCCS campus.

IX. Lunch

X. Presentation | Felicity O’Herron on behalf of the President’s office

Adding 2 new funds into the retirement options for the non-PERA members. Fossil fuel free option, social choice fund that has no investment in ATF coming in March. Treasurer role will report to the regents and the search itself might take a little longer due to the regents role in the hiring process (Kimberly will be representing UCSC). Speaking to the budget we had for future development and initiative projects and the market's role in the completion of those projects. Spoke to new role that reports to Todd (Piper). With a shift in Regents there can be minor shifts in strategy so discussions will be made in the direction in working together with new leaders to get on the same page as a senior team. Spoke to tuition benefits and needs of each employee as a sort of a carte benefits. Discussion about committees and the searching process with hiring firms and the minimum qualifications for those applying. Elected board is eager to add more diversity to the University, secure the financials for the University as well as focusing on employee retention. Opportunities for growth - CU in the Community - take 4 hours to volunteer. Focus Friday is 4 hours every 2nd Friday of the month to work on professional development. More communication about various types of leave the University offers.

XI. Break

XII. Committee work | Breakout sessions

Took time aside from the breakout sessions but to go around and introduce new members and get to know everyone a bit more and the reason why they are on the UCSC.

XIII. Wrap up | Questions

Sarah, asking about submitting grievances. It can go through the staffing director depending on what your grievance is about, there are various offices that can support better than others. It is needed to get something set up for Staff members in the same way that Faculty/Students has something for their grievance process. There is an ethics line for people who call into. Elisha, asking about how members can hear and get involved in Staff Council and the communications that are sent making staff aware.

XIV. Adjourn meeting

Meeting adjourn at 1:58.

