



## Regular Meeting - May Minutes

University of Colorado Staff Council

May 8, 2023 at 10:00 AM MDT

@ Denver Campus - CU Denver Learning Commons 1191 Larimer St, Denver, CO

80204 2nd Floor, Room RH1-2227

### **Attendance**

#### **Present:**

Members: Christina Beck, Minna Briscoe, Rachel D'Ardenne, Kelsey Draper, Tara Dressler, Elisha Garza, Jessica Godo, Esther Horowitz (remote), JaNet Hurt, Shonda Johnson, Annie Melzer, Jan Owens (remote), Turner Rafter (remote), Natalie Schaffer, Kimberly Slavsky, Alan Slinkard, Sarah Trzeciak

#### **Absent:**

Members: Deann Barrett, Cameron Brooks, Laura Chandler, Kyle Ginley, Shelly Lange, Deja Leadley, Joshua Turnquist

#### I. Call to Order

Call to order at 10:42.

#### II. Leadership Updates

##### A. Regents Meeting – Ja'Net & Alan

An email was sent out with the update.

##### B. UCSC PD Day Update – Kimberly

We had a successful PD Day. The library was a great venue and the speaker did a great job. The Happy Hour had a very low attendance compared to the RSVPs we had received. We were able to stay way under budget on this event.

##### C. Elections – Alan

Results: Alan and Ja'Net for Co-Chairs, Kimberly for Vice Chair, Christina for Treasurer, Shelly for Communications, Natalie for Secretary.

##### D. Revamp of Regent Policy 6 to reflect the value of staff Shared Governance

First Draft has been completed and at the June Governance Committee meeting it will be submitted and in the fall it will be confirmed.

- E. White Paper for stipends | PD for UCSC submitted to administration.
- F. Parliamentarians Report (Shelly)
- G. Communications Report (Annie)

Archiving documents has been a project that is still in the works.  
Communications creating a new member packet and working with DEIB  
Committee for making sure it's inclusive.

- H. Treasurer's Report (Christina)
- I. Committee Reports | Campus Reports (See attached documents)

 [April 2023 - Campus Reports.docx](#)

### III. Jeff Howard - Vice President for University Communications

Jeff Howard shared his involvement as a staff member in his previous roles before his position at CU. Jeff took some time to share his value for communication and higher education along with his personal philosophy stemming from a Confucius quote about 'righteousness of heart' that makes a difference in what he does and the outcomes he is pursuing. Jeff is eager to help work with us to achieve goals that support staff. Alan shared that we haven't worked with the communications department as much as we could be and would like that change that. Jeff shared that he is hoping to bring in a digital media staff member to his department so that we can share information with people in a way that people are consuming their information. Alan asked if we could have a place in the CU Connections about a 'Staff Corner' in the same way that there is a 'Faculty Corner'. Tara shared that we were told that we couldn't push out information about the Staff Excellence Award from the CU - even if it comes from each campus. Jeff seemed eager to help with events that repeat year after year that we can get into a system of communication with these annual events and communications about the events and the strategies of pushing out the content. Kimberly asked we if should send a list of things that we would like to be pushed out and the dates that we would need those communications sent out. Alan asked how can we help the communications office as we have voices on all the campuses. Jeff is working on a campaign with CSU to encourage young adults that a 4 year degree from somewhere is important as a part of their development and growth and the goal is to impact rural and under-represented areas. The goal is to try and keep students from CO in CO to attend higher education. Kelsey shared about some of the challenges with translation services for staff members on the Boulder campus that end up isolating those members and keep them from inclusion in light of communication. Jeff shared his experience of working with

translation services and shared that we are a lot more alike than we are different, and communication and respect are something he wants to incorporate into his goals. Alan suggested to hire and train (with accreditation) our own staff members to be translators for other non-English speaking staff members. Tara asked Jeff about the 4 campuses campaign - Jeff said that Danielle Radovich Piper will be working on that program. Elisha asked about the biggest challenges he's faced so far. Jeff said that managing the cares and voices of students and those don't end up being responded to immediately and don't end up getting in front of the Regents. Jeff is eager to find out the chatter from the students about some of the response from what is going on on each of the campuses.

IV. Break

V. Agnessa Vartanova, Assoc. VP of Internal Audit

Agnessa and Brett came to share about what Internal Audit does. They shared about being trusted partners and having alignment with stakeholders. Agnessa shared about the goals and objectives of each department to help manage risk and increase chances of success. Stakeholders - Internal are people like Regents, Counsel, Student, Staff, Governance. External - the State of Colorado, Regulatory Bodies, Media, Local Professional Leaders, etc. They report directly to the Board of Regents and they are independent of them. Goals of IA are Integrity, Accountability, Community, Agility Respect, Excellence in Service. Brett shared about how he provides a service and shared about how there are 2 parts to their role; looking back and then how to make things better going forward. They also want to be able to advise on the front end from the planning stage to ensure success. They also manage investigations - fiscal misconduct concerns come to their department. They also provide education and how to work together to accomplish the goals and objectives in each department. Mitigation and providing assurance on what you are doing right and how we can improve are important to them. They want to make sure that the university's resources are being used to the best of their ability. There is always an opportunity to learn and grow and IA can also be a part of understanding the goals and successes and how everyone fits into the university's goals. IA does a lot of research on risks from other higher education and following and researching those trends. They interview stakeholders as part of their processes and it gives a good cross section of individuals across the whole university. They develop plans and share the plan with campus leadership and the Regents and the Audit Committee. The high-level overview of the process starts with planning, fieldwork, reporting, and finally follow up. CU has an anonymous ethics line that is managed by IA but is handled by the 3rd party that will end up back into the IA office to handle the report. Fiscal Misconduct investigation process includes a preliminary assessment, an

investigation and then finally a report is prepared. Some audits are handled under attorney/client privileges' and it can be "CORA-able". They will partner with University Counsel in these matters. The IA is trying to get to know more people across the campuses and the challenges of the pandemic and trying to get in front of people again. Alan asked about policy changes. Agnessa spoke about a policy that addressed hiring retirees, so they were able to challenge the training on the policy or change the policy. When it comes to governance and the Regents to make the decision and be part of policy change.

VI. Lunch

VII. Felicity O'Herron – VP and Chief Human Resources Officer

Felicity gave some updates about the new members in the System Office and Todd Saliman's one-year anniversary. Diversity is something that HR is continually focusing on DEI initiatives and Todd has been a huge driver to that focus. Dora is starting and leading out the Pride Fest June 24th. FAMLI will be effective in terms of getting benefits starting January - CU decided that they will do their own program for employees and integrate it with the programs and the leave management. It was going to be more complicated to go through the state, so CU has filled out an application to providing our own private plan, and CU feels confident that it will be approved soon. There is work still to be done on the design of the program, that will be just as generous and beneficial. CU is leading out a cross campus committee with the design of the program. There will be more to come on the end result after that committee has collected it's data. This in-house program will also be ready to start on January 2024 like the State one had promised. The goal is that if we can do it with less cost to the employee than the state, we will move forward with our own program. They also hope to bring the price down over time, whereas the state is actually going to be increasing the charge most likely. Ja'Net had some questions about open enrollment and updating information such as a PCP, there were some complications regarding these updates. Ja'Net had a question about annual visits on the Anthem Plan and how the program we have now doesn't allow physicals before one years time and the challenges that creates with kid physicals. Alan brought up that employees don't know about beneficiaries for PERA and wondered if there was a way to better that communication. Felicity shared that we will be switching to CVS Pharmacy from the current UC Health. UC Health has a carve out that will be going away for specialty drugs - they used to go through CU Health. Employees will now be going through CVS Pharmacy for their specialty drug needs. The mail order option will all be going through CVS and it will be a lot less expensive for these pharmacy specialty drugs. UC Health just can't compete so we are still working through the details. Current

employees might need to get a new prescription from their Provider to be sent into CVS in the transfer of pharmacies. This will impact the cost effectiveness and the availability as a benefit to the employees. Alan asked about the tuition connection with credits and transfers with community college credits for staff members. Felicity shared it is often a campus by campus decision. Shonda asked about mental health benefits and how there were no out-of-network providers when you send in your bill of summary to your insurance. The exclusive plan has the lowest cost, but due to that affordability, it comes with a limited network of providers which makes changing providers difficult for those that chose that plan. Ja'Net shared about the CU Day at Elitch Gardens and how she has put in a request at each of the campuses for financial support to get the ticket price down. Ja'Net asked for connections regarding sports tickets and hotels for a raffle at the event. Felicity confirmed the stipend for staff councils. She gave us an update that Boulder was able to secure the stipend as well as to retro-pay the Executive Members back for the previous year. Felicity said that System has approved the Stipends for UCSC. Alan spoke on behalf of Kelsey about the translation services micro-credentialing for employees.

VIII. Committee work | Breakout Sessions

IX. Wrap up | Questions

X. Adjourn Meeting 2:00 PM

Meeting Adjourned at 1:53pm.