[Regular Meeting](#) Minutes

University of Colorado Staff Council
Feb 5, 2024 at 10:00 AM MST
@ 1890 N Revere Ct, Aurora, CO 80045 - Anschutz Health Sciences Building -
Conference Room - P12-1204

Attendance

Present:
Members: Amber McDonnell (She/Her) (remote), Deann Barrett (remote), Minna Briscoe, Jen D'Angelo (remote), Rachel D'Ardenne, Kelsey Draper (remote), Tara Dressler, Elisha Garza (remote), Jessica Godo, Shawn Hood (remote), JaNet Hurt, Shonda Johnson (remote), Angela Kirkpatrick, Shelly Lange, Grace Maniscalco, Annie Melzer (remote), Jan Owens, Turner Rafter (remote), Natalie Schaffer, Kimberly Slavsky (remote), Alan Slinkard, Sarah Trzeciak, Teri Wilson (remote)
Guests: Adrienne, Megan Bohm, Terri Caruthers, Andrew Rotz

Absent:
Members: Cameron Brooks, Gregory Gibson, Shannon McWilliams

I.   Call to Order

10:06 am

A.   Approval of Minutes from November meeting

Approved by unanimous consent

📄 [UCSC Regular Meeting Minutes.pdf](#)

II.   Co-Chair & Vice Chair Updates – Ja'Net, Alan, Kimberly

A.   Update on Policy 6 - Lisa Landis/Felicity O'Herron/Alan

- Board of Regents July agenda
- High priority for next year

📄 [Regent Policy 6 - redraft_1.15.24.docx](#)

B.   Regent Governance Committee looking at changes to Policy 3C (Regent Spiegel)

📄 [policy-3.pdf](#)

1.   To enshrine two staff (minimum) for Chancellor / Presidential searches

C.   Update on Shared Governance Video – Alan

- On hold - lower priority
- Alan will reach out to the director of communications at the systems level (copy Elizabeth and John Arnold)
- Support from all the campus chancellors

D. Review of Grievance Policy – Next steps (Lisa Landis / Valerie Simmons / Jeremy Hueth)

- Review legal ramifications, forwarded on to counsel
- Sept/Oct next year
- APS so individual campuses can fit individual campus structure

📄 UPDATED DRAFT grievance policy- system.docx

E. Selection Process of Dr. Sobanet as UCCS Chancellor Update - Alan

- Explanation of President Soliman's decision
- Transparency is so important in the role
- Missed a couple of important points
- When the candidates were moved forward for the president and BOR felt that neither candidate was a good choice for the campus
- President Soliman reached out to Jennifer to offer her the role

F. OnBoarding New Members and Exit Interviews - Kimberly

- Kimberly has been meeting with new UCSC members within their first few meetings and having a check-in between 3-6 months
- Offboarding (Exit) interviews - gathering feedback about why people leave

G. Update about All-Staff Professional Development Day/Date - Kimberly

- Scheduled for May 3
- 10am - 2pm (calendar update to go out today 2/5)
- Warwick Downtown
- Free parking at the systems office
- Needs help - breakout groups for professional development, can rotate to each
- Send any presenter recommendations to Kimberly
- Shooting for 5 break out groups

III. 5 Minute Break

10:50-11:00 am

IV. AD HOC Committee on Retention - Ja'Net

- 12 people volunteered
- Schedule the first meeting - Rachel will send an invite
- Looking at retention across the system
- Are there any specific areas that have retention issues, i.e. front-line staff?
- Positions, classifications with trends
- Position elimination trends
- Felicity will help us work with each campus to gather data
- Felicity and regent Rennison are interested in this work

V. Mental Health Benefits offered at each Campus - Kimberly

- Letting staff know about the resources available
- Available on the CU Advantage webpage
- Comms committee can link information in newsletters, email, etc.
- Resource is available in OnBoard

Care.com (currently only available on Anschutz)
- One-year contract, services chosen by customer
- Could get a larger discount if more than one campus participates
- Match making system, have to figure out any licensing needs and payment
- If you call Anthem's service provider, they will send you a list of the people that meet your criteria in-network
One mental health care visit covered is not enough
- 6 visits in a calendar year Colorado Employee Assistance; CSEAP does offer 8 free sessions per rolling year https://cseap.colorado.gov/support-for-all-employees/confidential-counseling
- Create a how-to-guide for what we do have in place
- Access to patient navigators
- https://www.becolorado.org/program/the-real-help-hotline/
- FSAP at CU Boulder also has a Spanish speaking therapist
- Is there a way to advocate for lower copays for mental health visits? Can bring the issue to Felicity for consideration
- Out-of-Network services that you don't have any control over and being charged out-of-network costs

📄 UCSC Mental Health Presentation 2.5.24.pptx

VI. Discussion about Standing Rules and Bylaws

- Article X - Finances
- Clarify approved stipend amounts when Felicity returns from vacation
- Executive Committee to review bylaws in case there is any additional items that need updating
- Vote on changes at March meeting
- Add the Retention committee to stipends

📄 ucscbylaws-Rev_1.15.24.pdf

📄 UCSC Standing Rules-Rev_1.15.24.pdf

VII. Treasurer's Update – Jessica

- Received payment from the Anschutz library for all the Elitch ticket sales
- About $6800 left to spend for the fiscal year
- $989 added (50% of the remaining balance from the last fiscal year that will roll forward)
- Restructure the budget for Elitch's - asked for an individual speedtype and additional funds; will be available next fiscal year 25-26
- Jessica will be setting up a storefront through the Treasurer's office to buy tickets digitally

📄 UC Staff Council Budget to Actuals 12.31.23.xlsx

VIII. Lunch

11:40-12:30pm

IX. Election Process this Spring - Alan

- Only select leadership positions
- Nominations go out at the end of March
- Portal in OnBoard
- Reach out to nominees to confirm that they want to serve

- Voting takes place
- Rachel is the only person to monitor the results
- Modification to the Vice Chair role that they are not the chair of the Events Committee
- Alan will be stepping down from an active role on UCSC, but may remain as an ex-officio member
- Continue to enhance the tuition benefit (retention efforts)
- About 30 hours a week for the chair role
- Further discussion at March meeting

📄 UCSC Elections Procedure_Rev 5.4.23.docx

X.   Promoting Staff Council - Tara

- Unions conversation
- Shared governance is working together to get staff voices heard on campus
- Unions taking credit for Staff Council's accomplishments
- How do we get the word out about council and it's accomplishments? Comms Committee working on a newsletter
- Regular Staff Council spotlight in CU Connections
- Campus councils working to promote what is going on in SC; being part of NEO
- Anschutz's "Welcome Wagon" email, banners with QR code to website
- Monitors with rotating promotional information
- What do the campuses do besides video/emails to welcome new employees? Can we have physical promotional
- A link on the campus staff council's webpage to UCSC
- Tile on the my info webpage, banner
- Can anyone access and submit questions to all staff from the pulse form? Meant to be an internal form, need to discuss and form a process for campus level input

XI.   Updates from Committee Chairs

- Comms - working on Staff Council promotion/updates
- Events - PD day, process and timeline for the next
- DEIB - Discussed showings of the video ; in the process of reaching out to a speaker for PD day; do minutes need to go into OnBoard (reach out to Elisha)?
- Policy - Regent Policy 3, grievance policy, Regent Policy 6, updates to bylaws and standing rules, software (retiring OnBoard, using a company called BoardCloud for less than $1000)
- Retention - Reaching out soon for a first meeting
- Denver Update - Meeting with Metro State University and CCD to discuss AHEC's master plan improvements, concerns, etc.

XII.   Chancellor Don Elliman - Updates from CU Anschutz Campus

Adrienne - CHRO
- Strategic Plan- Investing in People; Proposal to raise the minimum wage at Anschutz effective March 1, 2024; Equity and compression work in 2023 in addition to merit;
- DEI - The little things that make a big impact; translation feature to HR website; working on gender identity in HCM platform, legal requirements for reporting, but also offer gender identity options; transparent diversity dashboards, include individuals with disabilities and veteran status;
- Feedback from SC - continued professional development and training, impact that quality leadership has on staff experience; create a manager's essentials series, creating continuity that

- all manager's should have in addition to departmental needs, including faculty responsible for managing staff also have training;
- Q: With retention being an issue on every campus, some campuses are using more flexible hiring processes to hire people faster. What are some of the methodologies you are using? A: Rigidity is usually not what a department needs in terms of hiring, flexibility is important for recruitment and retention; finding what is appropriate for the need of the role and having policies that are also flexible, and meeting the needs where they are and be able to adapt; design an interview strategy for each unit/department
- Q: Grievance policy for staff; has not been concern as a top issue, launched restorative circle process; alternative dispute resolution try to have a policy that is flexible, people-centered and less court-like/rigid
- Q: How are we communicating the changes down the hierarchy? A: Relationship building, meeting with people in-person, asking what is the goal and how can we get there with creative solutions?
- New HR Leadership Council that meets monthly, space for dialogue, business practices and procedures; conversations at the department level to create better relationships between the various levels
  Megan Bohm
- Pilot role to provide support for SC on the Anschutz campus
- HR takes on the bulk of the Years of Service awards
  Terri Caruthers
- Being part of the solution
- Having a lot of conversations about the nature of work, hybrid, remote and on-campus roles. Making sure that there are clear guidelines for roles; trying to meet the current needs of staff employees
- Structure allows people to dream big and move forward in an innovative way
- Expanding the tuition benefit
- A lot of space improvement in a more interactive/flexible environment
- Working on sustainability on campus
- Q: Getting and developing clear paths of career progression in the CU system? A: What does it take to get to the next level? Ability for internal postings, better training/credentials; There is career matrix, but people don't know what they are or how to get to the next step; emphasis on competencies vs technical skills training; how can we have career services model for staff?

Chancellor Elliman
- Anschutz Accelerator Awards, campus wide initiative
- Funded 7-8 different initiatives with clinic impact within 3-5 years. Impacting standards of care, translational science
- Nursing is trying to figure out how to grow
- Pediatric units at community hospitals have shut down, which creates more demand
- Gates Center is up and running, clinical trials are up and running
- Two joint ventures with CU Health
- Search for the Dean of the School of Medicine - 60 qualified applicants, 11 virtual interviews, selecting between 4-6 people to come to campus to interview in February/March; negotiating with the finalist in April