



Regular Meeting - November Minutes

University of Colorado Staff Council

Nov 7, 2022 at 10:00 AM MST

@ Denver Campus - Tivoli Complex

Attendance

Present:

Members: Annie Melzer (remote), Natalie Schaffer, Laura Chandler (remote), Joshua Turnquist (remote), Christina Beck, Minna Briscoe, Kelsey Draper (remote), Tara Dressler, Elisha Garza, Jessica Godo, Stacy Gomez, Esther Horowitz, JaNet Hurt, Shonda Johnson (remote), Shelly Lange, Missy Sernatinger (remote), Kimberly Slavsky, Alan Slinkard, Dan Steinke, Sarah Trzeciak

Guests: Rachel D'Ardenne - Admin, Deja Morataya - AMC

Absent:

Members: Jan Owens, Kyle Ginley

I. Call to order

Call to Order 11:09am

A. Verification of Quorum

Verified.

II. Approve meeting minutes (Presenters: Alan Slinkard)

Note that going forward, meeting minutes will be approved through OnBoard, 2 weeks after the meeting.

Motion:

Motion to Approve October minutes via unanimous consent

Motion moved by Tara Dressler and motion seconded by Natalie Schaffer . Approved via consent

III. Introduction of our New Administrative Assistant - Rachel D'Ardenne (Presenters: Tara Dressler)

IV. Upcoming items to discuss w/President Saliman (Presenters: Alan Slinkard, JaNet Hurt)

A. DEIB & how Systems Director will interface w/the Administration

B. Continuing discussion concerning the future of work

- C. Issues related to campus interfaces surrounding IT support
 - D. Other items ?
- V. Brief discussion concerning Regent Policy 3C (Presenters: Alan Slinkard)

We need to look over this over the next few months and give thoughts at UCSC and individual campus councils.

- VI. Upcoming Meeting updates (Presenters: JaNet Hurt, Kimberly Slavsky, Alan Slinkard)
- A. December meeting via zoom (Shorter meeting - 2 hours)
Tentative guest - Angela Rennick from Government Relations to talk about the recent election and update us on issues that may be coming up we may need to put on our radar
 - B. February meeting (Leadership updates)
 - 1. New Regent(s)
 - 2. New Lobbyists for Gov't Relations
 - 3. New Systems DEI Director
 - 4. President Saliman, Felicity O'Herron, Leonard Dinegar
 - C. March - Staff Council Day at the Capitol / concluding w/lunch @ the Capitol Grille (DTBD)
Will include a tour of the Capitol, meet & greet with members of the Legislature, sit in on either a Senate or house voting session with the day concluding w/lunch @ the Capitol Grille

Considerations for Professional Development

- Lyda Hill Institute
 - Crown Institute
 - Location ideas
 - Penrose House?
 - Somewhere by Castle Rock?
 - Send ideas via OnBoard to Kimberly
- VII. Presentation (Tentative) on the Budget and other sundry financial issues facing the system (Presenters: Chad Marturano)
- VIII. Lunch
- IX. Committee Work & Reports
- A. Communications (Presenters: Dan Steinke, Shelly Lange)


- Showed updated website
 - New award recipients
 - Shared documents area
- B. Events (Presenters: Kimberly Slavsky)
- C. DEIB (Presenters: Esther Horowitz)
- D. Policy & Elections (Presenters: Christina Beck, Alan Slinkard)

- Working on by-laws review
- Chelsie helping with an SOP on elections protocol
- Working with Exec committee on tuition benefit recommendations
- Working on some things for all council day at the statehouse

X. Officer Reports

A. Co-Chairs Report (Presenters: JaNet Hurt, Alan Slinkard)

- BOR report went well. Staff retention is a highlight of the report, and it seemed to be received well by chancellors and regents. Specific topics were career development, caregiving, burnout, etc.
- Meeting with Lisa Landis (works in System HR) coming up with the co-chairs to designate time and pay code for administrative leave in timesheet for UCSC work, etc. So that time serving CU isn't taken from departmental time. This would impact all staff councils, to help with recruitment and retention and with supervisors. This isn't for all work, but meetings, etc. as a start.
- Regent Kroll asked about where we were as far as compensating staff governance. We had previously declined this because it was during the pandemic and we didn't want to add to furloughs.
 - Considering balance of compensation and other things like a PD budget.
 - Consideration of advocacy for service as part of evals? - Missy
 - Badges? [uncch-dll_badges_quick_start_guide.pdf](#)
 - CU Boulder Example Badge: [Impactful Service - Credly](#)
- Employee Experiences
 - Met with Sarah Long and Laura Chandler at UCCS to discuss issues specific to that campus.

- There's going to be more interviews with state employees, etc. to get more info on the experiences
 - Data from CWC and other surveys
 - Kelsey - We should already have data from prior surveys, we just need to be actionable on things
 - How do we become actionable? How do we create the time for action?
 - Leadership needs to enable the time
 - Boulder's draft for 2.5% of time to be used for pro devo (~50 hours) [Individual Development Planning \(IDP\) | Facilities Management | University of Colorado Boulder](#)
- B. Vice Chair Report (Presenters: Kimberly Slavsky)
- C. Treasurer's Report (Presenters: Christina Beck)
-  [UCSC 093022.xlsx](#)
- Only one speedtype, so it's pretty simple
 - Might over on awards banquet due to cash and awards being over \$2100
 - This year, we only have \$100 in discretionary margin, so we have to be careful
- D. Secretary's Report (Presenters: Missy Sernatinger)
- Struggle getting reports in, need a better process for submitting
- E. Communications Director's Report (Presenters: Dan Steinke)
- F. Parliamentarian's Report (Presenters: Shelly Lange)

XI. Campus Updates

A. Anschutz

- Going through compression study - hopefully done by end of year
- DEI training for council
- Discussion on splitting the councils between Denver and AMC
 - Barriers: Harder to recruit, budgets, making sure there's equitable support since staff sizes are different, HR working out split
- Haven't done recognition awards (longevity)- Andrew to get those online for AMC

B. Boulder

- Considering bringing in PRAs to represent them
- Considering language translation assistance for front-line staff
- Reinstating that volunteering is expected of reps

C. UCCS

- Wednesday before Thanksgiving off as an admin day, as well as an additional winter break day
- Discussion on high level searches continued - Staff Association discussed some norms we could commit to

D. Denver

- Similar concerns to the other campuses right now
 - Focus on career progression
- Comprehensive Compensation Collaborative reviews compensation in career family groups
 - Focus on equity and career progression
 - Multi-phase and multi-year
 - Just for staff; initiated by HR; volunteer based
 - Review of all JDs
- Bagel and a Smear for free from council for staff appreciation
 - Denver - up to 300 employees
 - AMC - up to 1000 employees
 - Still need to sort out, as some were denied and being told it was run out. Some staff went multiple times, because tracking wasn't smooth
- Exec level search for a new CFO

E. Systems

- Elections just occurred - new exec named.
- Partnering with Food Bank of the Rockies for holiday food drive
- Indigenous cooking class Nov 11
- 2023 Colorado Combined Campaign theme : Do Good, Feel Good

XII. New Business - Open Forum

XIII. Adjourn

Adjourned 1:51pm

Motion:

Motion to Adjourn

Motion moved by Kimberly Slavsky and motion seconded by Shelly Lange. Approved