



University of Colorado

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## University of Colorado System Staff Council

<https://www.cu.edu/ssc>

### MEETING AGENDA

Thursday, November 16<sup>th</sup>, 2023

9:00 AM – 11:00 AM

See Zoom Invite

SSC Member Attendees: Gwen D'Elia, Kayle Lingo, Kristen Parker, Amber McDonnell, Grace Shattuck, Sarah Wallace, Heather Thorwald, Katie Princo, Jessica Tharp, Turner Rafter, Rick Rowcotsky

Excused: Ashley Eschler, Jennifer D'Angelo, Amanda Gordon, Elisha Garza

Participants: Kadie Goodman

9:02 AM Call to Order – Gwen D'Elia

- Roll Call
- Approval of Agenda and Minutes

9:02 AM Chair / Vice Chair Report – Gwen D'Elia

- General Updates
  - Jen is back! We are now a full council yet again. Jen is also the new UCSC alternate.
  - Reminder that CU Night at the Lights is this Sunday, so please register. It looks like there are plenty of slots left.
  - If anyone uses the Bright Horizons benefit, the benefit resets Jan. 1 for the 10 subsidized days of day care a year. Sarah asked that System employees can't choose at System. Gwen will share the Q&A page with the Council later.
  - Compensation Lunch and Learn – at the last meeting, we had the Compensation team present. It is Dec. 6 from noon to 1 p.m. Jen is now the SSC point person for that Lunch and Learn. It will be recorded and shared with staff after the meeting on the Compensation SharePoint Hub.
  - Family Feud – Has turned into five events! The first one was on Tuesday, and it went really well. We are making a few tweaks to increase audience participation. All the games are created and saved on the T; Drive. Gwen will be out on vacation time the first week of December. We need MCs for the two-Family Feud games that week. If you want to volunteer, let Gwen know. This can be a huge win with an easy lift.
  - Please provide feedback and questions to the parental leave policy by Dec. 1 concerning parental leave and FAMLI. Rick asked if anyone can interpret the parental leave policy for us from legalese.
- Leadership Liaison Meeting update
  - Gwen met with Felicity last month and is meeting with them this afternoon. The big things that will be brought up are whether we are keeping 1800 Grant or not and discussing tech enhancements. If we do not invest in our tech, can we work towards increasing our budget for the future. The next fiscal year has been set, so we will have to go through leadership to get more for the next fiscal year. We have a big case for increasing our budget, and we have different avenues we can take if we aren't approved on the increased funding. There will be discussions about YOS/PEOYA, Staff Appreciation and Volunteer Day from DIO.

- Discussion / Roundtable
  - Rick asked if we could any head-up on renewing the lease, and Gwen is unsure where it sits, what would happen etc. She thinks maybe four to five months. Clarification will be given at the meeting with Felicity.

#### 9:16 AM Treasurer's Update – Grace Shattuck

- Our budget is \$11,730. We spent about \$6,030 mainly on the YOS event. We have about \$5,700 leftover for the rest of the year. We have past the point to request a rollover of the funds into the next fiscal year.
- We have a few ways to increase the budget going forward. There is a Sept. process for the next FY24 to increase the budget on a rolling basis. We are past that point, but we can do that for FY25 if we decide to. We could also partner with Leonard and Felicity to do something more exciting if we want to do something more exciting.
- Rick asked to look at the FY23 actuals for the breakfast to emphasize that we will have \$1,500 leftover. Sarah asked if we will hold funds for next year's retreat, and Gwen said no. The food cost will come out of next year's budget, and Gwen wants to wait until we know exactly what our budget is. If we have \$200 leftover in June, then we can make that decision. Heather asked about the honoraria, and if we need to start the process of giving the \$100 to a speaker. Gwen said you can start through Grace, fill out forms etc.

#### 9:31 AM HR Updates – Turner Rafter

- The campus workplace survey had an 88% response rate at CU System. Thank you for participating and encouraging participation. Heather asked if there was a treat for hitting 88%, and more details will come on the additional prize. PSC won the top department prize at 98% for Motivosity bucks.

#### 9:36 AM UCSC Updates –Turner Rafter

- Small regent revisions to certain policies
  - Policy 3 about recruitment for chancellors, directors etc. They want 3 staff members on the search committee compared to 2.
  - They are looking to increase the TAB benefit from 9 to 12 credits and allow employees to register even earlier. Very early stages.
  - They are implementing a grievance policy for staff. There are some for students and faculty, but not for staff.
    - Kayle asked about the grievance policy. Turner said that many staff members don't feel like they can file a grievance. This will allow them to file a grievance that isn't a direct supervisor. Jessica mentioned that Ombuds are more like counseling and confidential. UCSC really wants one for System.
  - The HR reps from CU Denver spoke and is now offering a retirement incentive of a six-month severance package for volunteers of retirement who are over 55 and have worked at CU for 15+ years.
  - Sarah asked about the professional development day, and it will be the third Friday of April in 2024 and do it again in 2025. They won't be doing it in the fall anymore it seems.

#### 9:45 AM Break

#### 10:00 AM Teams Training – Rick Rowcotsky

- Recording and slides will be available in the Teams folder.

#### 10:36 AM Committee Reports

- Events – Sarah Wallace
  - They met earlier this week and discussed the Spring Staff Appreciation event. They talked about dates and started very generally on landing on a date. They discussed Town Halls and seemed like a big push to get more engagement. There was ice cream over the summer, and they were looking to partner with the President's Office to have Staff Appreciation at each Town Hall.
  - They will keep PEOYA/YOS in the fall since it was so successful.
  - Rick mentioned that Amber knows a contact on Boulder for some YOS gifts with fancy coins for future reference. Amber said she doesn't have an estimate but knows that they were \$10 each for 600. She said we need a more defined estimate about how many 5 Years, 10 etc. We would also need to make an ask to UCSC, or possibly frontload the cost in future budgets.
- Diversity, Inclusion and Outreach – Heather Thorwald & Turner Rafter
  - Had a meeting earlier this week to touch base. Food Bank of the Rockies has raised \$1,658 raised of the \$2,000 goal. With the weighted amount of cans, Amber has it in her office, and looks like we are on par with 200 pounds. You can donate toilet paper, feminine products etc. as well. Amber did get a QR code for the Food Bank link as well.
  - We will have a lunch and learn in the Spring, but we have connected with a guest speaker.
  - They are planning a large volunteer event in the spring partnering with the Food Bank of the Rockies and another remote option with another organization.
- Communications – Kayle Lingo
  - We will be tracking all of our email sends in the SSC Member Group Calendar in Outlook.
- Health and Wellness – Katie Princo, Jessica Tharp & Grace Shattuck
  - They have scheduled out who will be sending out the blurb for the newsletter each month,
  - They are setting up a 5K event in the spring.
  - They are looking to have a Nutrition Lunch and Learn in the Spring.

#### 10:58 AM Adjourn