



University of Colorado

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University of Colorado System Staff Council

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

MEETING AGENDA

Thursday, January 18th, 2024

9:00 AM – 11:00 AM

See Zoom Invite

SSC Member Attendees: Kayle Lingo, Gwen D'Elia, Kristen Parker, Grace Shattuck, Elisha Garza, Turner Rafter, Heather Thorwald, Jen Dekker, Katie Princo, Rick Rowcotsky, Sarah Wallace, Amanda Gordon

Excused: Ashley Eschler, Amber McDonnell, Jessica Tharp

Participants: Kadie Goodman, Kristin Turner, Meg Tully

9:02 AM Call to Order – Gwen D'Elia

- Roll Call
- Approval of Agenda and Minutes

9:03 AM Icebreaker – Jen D'Angelo

- Guess the Song Icebreaker

9:14 AM Chair / Vice Chair Report – Gwen D'Elia

- General Updates
 - Meg Tully is joining as an SSC Member! She will be serving on the SSC Communications Committee.
 - Snow Days are officially going away. The new policy would be if there is an inclement weather day, we will still follow UCD. If you are working remotely, you are expected to work. However, if there is a reason you cannot, you can use admin leave. Everyone should still be flexible. It will be happening as soon as possible.
 - Gwen will send an email to review the language from an email, and the policy will be updated in the next few weeks.
 - Rick thinks that the wording will have to be really flushed out because what can dictate whether someone can or cannot work on a snow day. He is also worried that some people may take "advantage" of taking admin leave to just not work. He also wonders if managers have the power to state that their departments are or are not critical needs.
 - Gwen is concerned where this fits within manager discussions and defining what critical need means. Felicity made it clear that the snow days are for sure going away.
 - Katie mentioned that the global snow days are easier on managers on making the call of whether someone can or cannot work for the day. If we create this grey area, then that's a lot of pressure on managers. Worries that some small policy that we create interferes with the official policy. SSC has been saying for years that there needs to be more trainings and support for managers.
 - Amanda was concerned about the RAVE alert and improvements on the communications. Gwen said that people on the exec committee were still confused about that.
 - Turner had a work logistics piece. Many people have small children and

might come back to way more work. From an HR perspective, we have interviews and what not with other departments. There needs to be more transparency on what the work day would look like.

- Elisha wonders if the communications will encourage teams to talk about what critical needs are for themselves. That should be encouraged for teams to have a general understanding of what's going on.
 - Heather thinks that leadership thinks its too hard and threw it back on employees to decide. She is just trying to understand what SSC can advocate for clarity and what some critical needs are. Gwen thinks we can add that on the policy review on what flexibility means and specific communications for managers.
 - Sarah asked if there were any trainings or communications upcoming. We can suggest changes to these communications. There needs follow-up, fittings with the APS etc.
 - It is a win that admin leave is still on the table rather than using sick leave, so there is a positive.
 - The retreat will be in July! It looks like it will be in-person.
 - There is an opportunity to volunteer with UCSC for a mock trail on March 6. There will be free food!
 - SSC Book Club meeting went really well. We will be reading Pachinko for the next book.
 - Gwen asked whether people would be more inclined to use a pre-existing Teams channel or a building-wide channel.
 - Jen asks that everyone track all of our event metrics on the Excel sheet in the T: Drive to help us better schedule items and support our case for more funding.
 - We will not be applying for the DEI grant this year with an aim for next year's grant to be a bit more intentional. For the rest of the year, extra monies would be from Leadership.
- Leadership Liaison Meeting update
 - Discussion / Roundtable

9:30 AM Updated Performance Development Presentation – Kristin Turner, Assistant Vice President of HR, Learning & Development

- Todd Saliman asked to remove the performance ratings and focus on development with ongoing performance discussions rather than looking at the past on what you've done.
- Moving away from management to development.
- The cycle will be focused more on connected conversations throughout the performance cycle.
- Year-end conversations would focus on whether someone is performing, or they are needing more support.
- Heather had a question how people will know they are eligible for a merit increase outside of a rating. If someone is performing, they are eligible for that adjustment.
- Sarah asked what would happen if there is an appeals process for their judgement. There are avenues where they can bring up their concerns.
- Gwen asked how Staff council can help as this rolls out. Kristin asks that trainings and definitions be reviewed and provide feedback on the rollout. We can also really be ambassadors for upcoming trainings. We will include all trainings in upcoming

newsletters on an ongoing basis.

- Elisha asked what improvements look like. We are reimagining the way on what improvements look like and keep up the conversation.
- This will be launched in end of March/early April.

10:00 AM Break

10:29 AM Treasurer's Updates – Grace Shattuck

- As of now, we have \$5,700 for the year. Most of that will go to Events Committee, but you can still request to use certain funds.
- We have not heard about the rollover for the next fiscal year, but she will follow up with Nora.

10:32 AM Committee Reports

- Events – Sarah Wallace
 - Sarah asks that folks to vote on the poll in Teams for the SSC Breakfast. She also included different factors for each date that are up in the air.
 - They have been chatting with Felicity for the Town Halls to have food/activities along with the Town Halls.
 - Heather brought up that an employee reached out about moving the cut-off date for YOS to July. July is a logistical nightmare, and it is not a good time to host a huge lunch. Someone will always be mad about a cut-off, but the fiscal year is a good cut off. We could investigate sending emails on work anniversaries. We should also include the state dates of the campuses.
- Diversity, Inclusion and Outreach – Heather Thorwald & Turner Rafter
 - They had Thanh Nguyen come into the meeting to discuss what the DEI office is doing with employee affinity groups and upcoming events.
 - For the lunch and learn, DIO will piggyback off CU Boulder's trainings in February.
 - For Spring volunteering, May 29 and 30 will have in-person volunteering at Food Bank of the Rockies. There will also be a virtual option with Children's Hospital. They are just waiting for final approval from Felicity to start communicating with departments.
- Communications – Kayle Lingo
 - Introduce Meg Tully to the Communications Committee
 - All of the deadlines are in the SSC Members calendar.
- Health and Wellness – Katie Princo, Jessica Tharp & Grace Shattuck
 - For the Lunch and Learn, it will be a hybrid event. They may need a Cvent for that event.
 - They are still looking at the Run the Rockies event in the future.

10:50 AM Adjourn

Next Meeting – February 15th