



# UCSC Regular Meeting Minutes

University of Colorado Staff Council

Sep 11, 2023 at 10:00 AM MDT

@ 1420 Austin Bluffs Parkway, Colorado Springs, CO 80918 - Roaring Fork Dining Hall,

Kettle Creek 108

## Attendance

### Present:

Members: Amber McDonnell (She/Her) (remote), Deann Barrett, Minna Briscoe (remote), Cameron Brooks (remote), Rachel D'Ardenne, Kelsey Draper (remote), Elisha Garza (remote), Jessica Godo (remote), Shawn Hood, JaNet Hurt (remote), Angela Kirkpatrick (remote), Shelly Lange, Grace Maniscalco, Jan Owens, Turner Rafter (remote), Natalie Schaffer, Jeremy Simon (remote), Kimberly Slavsky (remote), Alan Slinkard

### Absent:

Members: Christina Beck, Tara Dressler, Shonda Johnson, Shannon McWilliams, Annie Melzer, Sarah Trzeciak, Joshua Turnquist

#### I. Call to Order

10:23 am (technical issues)

#### II. Approval of Consent Agenda

Passes with unanimous vote

##### A. Approval of past meeting minutes

##### B. Committee Updates

##### C. Campus Updates

###### UCCS

- Chancellor Search Committee - the make-up of the committee includes 4 faculty members and only 1 staff member. Nothing guaranteeing staff representation (talk to Matt)
- Chancellor searches are set by regent policy

###### Boulder

- Microcredential program (run through the registrar), not being utilized by a lot of staff at this time. Being used primarily as a recognition badge, can put it on email signature, LinkedIn, using Credly
- Hope to validate immigrant workers and their previous work experience to remove barriers to their career advancement.
- Using credentials to create a better workplace
- Translation Services for Staff - has a task force, healthcare and law have formal certification, build this out as a microcredential instead of outsourcing the service
- GED
- Computer Literacy program in the works
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### III. Welcome to UCCS Staff Association Members

Deann Barret (UCCS Vice President Elect), Shawn Hood (At-Large member)

#### A. Review of projects for upcoming term (Presenters: Matt Beckwith)

Relaunched Professional Development committee, PD day in the spring  
Committee for looking at parking equity, tiered pricing proposals, working with faculty assembly on efforts  
building out more service days and building relationships with other shared governance bodies  
Proposals for Staff Association stipends

### IV. Co-Chair Updates (Presenters: Alan Slinkard, JaNet Hurt)

#### A. Regents Meeting update concerning future communications

Report available in OnBoard; Update on meetings with campus leadership, discussed budget and enrollment for each campus, Denver has declining enrollment, Boulder and UCCS are up in enrollment; approved contract extension; approved a rewrite of the system DEI policy (regent policy 10), last updated in 1971, Judi Diaz Bonaquisti, rescinded out of date policies and will work on updating those this year.

Online education - no campus had a microcredential PD program for staff

Awarded outgoing Chancellor Reddy the title of Chancellor Emeritus

Pharmacy benefits - switched as a system to CVS Pharmacy in July. People having issues getting prescriptions filled, many people felt that CVS Pharmacy, doesn't align with CU's values with pharmacists not filling certain prescriptions based on their own personal beliefs. The switch has been challenging for many people having horrible experiences with the service. Felicity said she will investigate these issues

Great Horizons - unreliable child care services, discussing with Felicity other child care options available for staff (available at Boulder and Anschutz), white paper on childcare

Retention committee (ad-hoc) - reaching out one more time for volunteer committee members

#### B. Improved communications between UCSC and campus councils

#### C. Final Update- UCSC Stipends

- UCSC stipends were approved by President Soloman and Felicity O'Hearon, \$2500 each for co-chairs, \$1200 for other executive committees members, \$500 for committee chairs. Two payments in December and the second in either April or May. Working to make this a continuing
- APS and other recognition and support of involvement in staff council

#### D. Regent Policy 6

Sept. governance meeting and spoke with chair, Alan will have time at the October meeting to begin discussion about the policy. will take several month to review, make suggestions, etc.

Dec/Jan for final changes, board will make final recommendations by spring; final draft submitted for a final vote in May/June; active policy for 24-25

#### E. Value of Staff Shared Governance Video

Notifications to chancellors have gone out

Waiting on final information for a time frame for student videographers

Finalizing talking points currently

Chairs will view video and approve for use in the early spring semester (Jan/Feb)

V. Vice Chair Update (Presenters: Kimberly Slavsky)

A. New Member Orientation

Kimberly having follow-up meetings in Oct/Nov

B. Staff Excellence Awards Update

- Last batch of nominations for review, nomination ranking forms due Friday, Sept. 15 by noon
- Boulder had the most nomination submissions
- Rachel is working with the hotel on catering
- Campus chairs double check with VIP and leadership persons attending
- UCSC members please, please review the nomination statements and attend the awards ceremony.
- A weekend to review the final batch would be helpful in the future

VI. Communications Officer Report (Presenters: Shelly Lange)

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 [Communications Committee Report 09.11.23.docx](#)

VII. Parliamentarian's Report (Presenters: Alan Slinkard)

Update the bylaws so the parliamentarian is a standing member of the policy committee, attend policy meetings, will have a specific folder in OnBoard with general items about governance, Robert's rules,

VIII. Treasurer's Report (Presenters: Christina Beck)

Pending

IX. Break

X. Discussion of Pulse Form

- Creating of a survey similar to the Pulse form used by Boulder
- Space in the meeting for items brought forth by staff that are scheduled, instead of ad-hoc at the end of a monthly meeting
- Just for members of UCSC
- Can be submitted anonymously
- [UCSC Pulse Form](#)
- What is the issue/concern, what has already been done/communicated - allows Chairs to bring a concise message to the BOR or administration and provide solutions
- Tracking and oversight of member concerns, providing the link in reminder emails/agenda
- Helpful for a new member to share their thoughts/concerns if they don't feel comfortable voicing them in a meeting

XI. Lunch

12:00-12:30

## XII. UCCS Leadership- Interim Chancellor Dr. Jennifer Sobanet

- Gratitude for the willingness of the leadership of each member of Staff Council/Association
  - Provide professional development for all employees, not just those that chose to participate on Staff Council
  - Gratitude for the way this governance body interacts with leadership/administration, "let's work on this together."
  - Views on shared governance - believe in the structures of how a university works, working with and through governance allows a clear path,
1. Cascading communications - sharing information with deans, shared governance first; much better aware of how to provide answers to constituents
  2. Consult with shared governance before making a big decision - conversations with governance leaders in both formal and informal
  3. Using formal change management tools in the big projects happening on campus - being clear about what we are trying to achieve, thoughtfully and intentionally identifying stakeholders, choose the roles in advance

### Staff Retention

- Acknowledging and processing the impact of the pandemic, inflation, political issues, social issues, and the burdens that everyone is experiencing. Moving through the trauma
  - Inflation has caused a perfect storm of creating a huge issue, creating a philosophy around compensation and creating the structure to support
  - Creating a culture that people want to be part of, it is the responsibility of every staff, faculty and student on campus; provide professional development opportunities and prioritize the professional development of supervisors
  - Small changes incrementally that add up to building a positive culture
  - How do we give power to our staff that see things that can be improved, but don't know how to improve it? LEAN projects; Allows people who see the issues to solve the issues in a quicker, standardized process.
- Matt - Jennifer has made it a collaborative relationship, intentional communication; morale challenges - campus climate survey within two months of that information coming out there was direct action that was taken from this survey. When staff speak up and leadership listens and takes action; equity challenges in parking - looking at the issues, proposing a plan and cabinet took action
- It isn't always about compensation, but it is about respect and recognition of the important function and value that staff add to the campus. Tell us no, but provide the rationale.
  - Ideas on what can be done in the way of staff retention and morale that don't have cost? Gratitude, put programs into place like awards, recognition, monetarily show people gratitude
  - Looking at job structure and management requirements as a means of advancement
  - Managing people as a job classification?
  - Angela Bender has worked closely with Staff Association to look at how ratings and reviews are done. More clarity about career advancement, limitations on pay range,
  - Serve as an advocate and liaison with HR to help people understand their jobs, career advancement, succession planning, promoting from within, professional development, benefits
  - How do we address losing the institutional knowledge/insight when experienced staff leave positions? Having essential cross-training, less gatekeeping, training; HR is faster at getting a job posted, but there is no cross-training with the outgoing person
  - Full circle follow through - What is the next step? What do I need to do to get ready for that next step?
  - Inconsistencies of the requirements for job advancement, additional roadblocks for departments
  - No bridge between newer people coming into the university and the institutional knowledge of the people in existing roles.

- Grievance Policy

### XIII. Open Forum/Good of the Order

#### Meetings

- No regular meeting in October
- Expected to attend Service Excellence awards, Friday, Oct. 6
- Nov. 13 on (Denver/Anschutz)
- Short Zoom on Dec. 12  
Mentor Program
- A little lopsided between mentors and mentees
- Kimberly will send an update soon

### XIV. Adjourn Meeting

1:48 pm