

UNIVERSITY OF COLORADO DENVER/ANSCHUTZ MEDICAL CAMPUS

Staff Council

MINUTES

October 14, 2014 – *Approved 11.11.14*

MEMBERS: (Name, # of meetings member attended / total # of meetings held for current Council year [May-April] to date)

Present:	
Frisk, Deserae, Chair, 5/5	Paradise, Veronica, Co-Vice Chair, 5/5
Hurt, JáNet, Secretary, 4/5	Smith, Jennifer M., Parliamentarian 5/5
Harrison, Carolyn, 5/5	Jones, Kyla 5/5
Leiker, Travis, 3/5	Leonhard, Nicole, 3/5
Medal, Michelle, 2/5	Mitchell, Leslie, 3/5
Mooney, Cristina, 5/5	Romero-Moore, Agnes, 4/5
Sandoval, Everlyn, 2/5	
Absent:	
Christensen, Maureen, 2/5	Hahn, Peter, 3/5
Hodges, Chris, Treasurer, 4/5	Howell, Eric, 3/5
Kotecha, Magan, 1/5	Lacey, Catherine, 3/5
Petty, Phillip, 3/5	

Call to Order: The regular meeting of the Staff Council (SC) was called to order at 1:13 PM on 10/14/14 in Room M24-304/305 of the Nighthorse Campbell Bldg. on the Anschutz Denver Campus by Deserae Frisk.

Meeting Quorum: (*a quorum for committee meetings is 50% plus 1 representation*): The required quorum of at least 11 was present for this meeting.

Approval of Agenda: Deserae presented the agenda. Travis made a motion to approve the October meeting agenda, Jennifer seconded and the agenda was approved as presented by a vote of 12-0.

Approval of Minutes: There were no changes/additions to the September meeting minutes. Travis made a motion to approve the minutes, Michelle seconded and the minutes were approved 11-0 as presented.

Treasurer's Report: Veronica gave the report on Chris' behalf (as she is on leave). There was no change in the balance sheet from last month as the current statements have not yet been put through. If anything has been purchased or needs to be approved, please let Veronica know ASAP so she can process it. There was a request to include the updated monthly statement or balance sheet with meeting minutes each month. This will be done going forward.

Committee Status Reports: Everyone needs to send an updated committee timeline with goals to Deserae before the next meeting in order to do a mid-year review.

1. Appreciation, Events & Service Committee:

- **Discussion:** The Pancake breakfast was held on the Anschutz Campus on Friday, October 3, 2014 from 7-10 am. It was a success with no major issues or complaints. Over 300 food items were collected from the food drive at the breakfast and they were donated to the Salvation Army. The drawing has not been done yet for the raffle winners. Veronica will do this and notify the winners after she talks with Kyla regarding the gift cards. The Fall appreciation event for the Downtown campus will be a popcorn bar in November – the date is yet TBD.
- The group discussed the issue of some groups/people saying they did not receive the email to RSVP in advance.
- For EOM: Currently working on scheduling event dates to recognize the January, February and May honorees; all others have been done.
- **Decision:** The committee will discuss the acceptance of walk-ins at future events and bring their decision back to the group.
- **Action:** Watch your emails for the calendar invites and the doodle polls to help at these events.

2. Professional Development Committee:

- **Discussion:** The Identity Theft workshop was held in October on both campuses and it was well attended with approx. 30 attendees at Downtown and approx. 100 at Anschutz. The committee is working on scheduling the next event; possibly having a linguistics expert. More information will be forthcoming.
- **Decision:** N/A
- **Action:** Please send any PD/Speaker suggestions to committee members.

3. Communications Committee:

- **Discussion:** Contacted campus HR and they have agreed to include the Staff Council brochure in the materials given out at all New Employee Orientations. They (HR) also suggested having campus/building/department ambassadors to contact new employees, advertise events, etc.
- Website updates – Michelle will work on more updates to the website soon. She has been posting events and all SC officers and members have been updated. She will post EOM winners for 2014 going forward.
- **Decision:** N/A
- **Action:** If anyone would like to/is able to assist with updating the website, please contact Michelle.

4. Legislative Committee:

- **Discussion:** No update from last month.
- **Decision:** N/A
- **Action:** Deserae will forward the policy updates from UCSC and Deserae and /or JáNet will send a list of all policies currently being reviewed.

UCSC Report: JáNet gave an update from the September UCSC Meeting.

- **Discussion:** UCSC is currently working on sending out a communication to all staff system-wide (classified and exempt) introducing UCSC, its members, purpose, etc. Also working on developing a system-wide service project/day.
- UCSC Representatives – as part of the merge discussion, we will need to figure out UCSC Reps. EPA currently has 2 UCSC seats and SC has 1 however, due to Malika's (the EPA President) departure and a previously unfilled vacancy in the other EPA seat, JáNet is currently the only UCSC Rep and Tonia is the alternate. Each campus should have 3 full representatives with 1 alternate. Deserae reviewed the service requirement for UCSC Reps which is attending meetings on one Thursday each month at alternating campuses (mileage is reimbursed), attending one 2-

day Retreat in the early fall (all expenses paid) and working on committee work as needed (outside of meetings).

- **Decision:** Will include vacant UCSC seats as part of merger discussions and will try to get these filled before the end of the year.
- **Action:** Same as above.

EPA Merge Discussion: We were joined by Dana Drummond (in person) and Phillip Bradley (by phone), both members of the Boulder Staff Council and UCSC, to discuss the pros and cons of having one staff governance group on their campus. All members in attendance introduced themselves, stated their campus/department and number of years they have been on Staff Council.

- **Discussion:** Dana and Phillip discussed Pros/Cons from their perspective and the group had an active discussion with members asking questions freely. The Boulder Staff Council currently has 30 members representing a little over 3,000 employees. Following is a summary of comments/suggestions made during the discussion:
 - More pros than cons (to having one governance group for all staff)
 - Pros: get more budget (from the University); more staff involvement; ability to bounce ideas off each other; are able to work-together and address issues that affect all-staff; have a stronger, unified voice (rather than fragmented);
 - Cons: They have not experienced any; CU Denver SC members questioned the perceived con of the belief that classified staff would lose their voice (with classified staff decreasing and more staff moving to University staff). Dana and Phillip have not found this to be true on the Boulder campus and it is not an issue.
 - The state and the University have taken the position that any classified staff that can move to Exempt/University staff “shall do so”.
 - By merging now, it is being proactive and not being done “to” us.
 - Neither Dana nor Phillip could think of a time while they’ve been on Staff Council when an issue has come up regarding the differences between classified vs. exempt/university staff; also expressed that they have not experienced any push or favoritism toward a particular staff group/classification.
 - Regarding keeping membership equal: this is not an issue that they worry about; they do not discriminate or choose based on classified/university staff status. Anyone who volunteers to serve is welcome and their voice is heard, regardless of classification.
 - The two biggest differences between classified and exempt/university staff are leave and retirement; they handle this by recognizing the conflicts and realities of each job class but move things forward in a way that serves everyone.
 - There was a question on what Boulder SC is doing to address the salary compression issue between classified and university staff? Phillip commented that SC doesn’t have authority to address it however, the group did discuss it in general.
 - Districting – The Boulder campus employs districting based on overall staff population. Dana will send information to Deserae to share with the group.
 - JáNet provided an update regarding merging from the UCCS campus, which also currently has two separate groups. The UCCS reps indicated that they are in the infancy stages of exploring the idea of merging and have appointed a sub-committee. The UCCS reps spoken to all indicated that they are in favor of the idea of merging.
 - Agnes communicated that at the last SLC meeting she attended, all SLC reps expressed concerns regarding salary compression and classified constituencies have expressed that they do not want to merge.

- Kaylene shared that HR campus wide and system wide is looking at the salaries between classified and University staff and working on getting continuity.
- **Decision:** A vote will not be taken at this time but will be put on hold in order to allow work on proposed bylaws in order to work out particulars so as to address persisting fears and concerns. Once we have a working draft of bylaws, then a vote will be taken on the merger.
- **Action:** Deserae will put out a call for a group that wants to work on proposed bylaws in good faith to present at the next meeting. EPA members will be invited to our November meeting to take part in the discussion.

Adjournment:

- The meeting was adjourned at 3:08 pm.
- Next Meeting: The next regular SC meeting will be November 11, 2014 on the downtown campus

Minutes Submitted by: JáNet Hurt

Attachments (When Applicable, Available Upon Request)
