

Council Meeting Minutes

October Meeting October 10, 2017

1:00pm – 3:00pm

Main Location: Anschutz Campus – Academic Office Building 1 (AO1), 7th floor Board Rm 7000

Alt Location: NO ALTERNATE LOCATION AS THIS IS AN IN-PERSON MEETING FOR ALL ATTENDEES

<https://www.ucdenver.edu/about/departments/FacilitiesManagement/Documents/AMC.pdf>

Staff Council’s Main Goal(s): Promotion of employee tuition waiver improvements, inclusion of PRA’s in years of service award program

Important Dates / Upcoming Events: EOM presentations 10/13 (Denver), 10/19 USCS mtg (Boulder), PD Event 10/19 (Anschutz) & 10/27 (Denver), 10/23 Shared Governance mtg (Denver), SA burritos 10/25 (Denver) & 11/15 (Anschutz)

<p>1:00 – 1:05</p>	<p>Welcome / Call to Order</p> <ul style="list-style-type: none"> • Verification of Quorum – 27 members present • Approve Minutes from September <p>All in favor of approving minutes from September</p> <ul style="list-style-type: none"> • Approve Agenda for October <p>All approve agenda for October</p>	<p>Jay</p>
<p>1:05 – 1:30</p>	<p>Ongoing Business</p> <p>UCSC system-wide benefit survey (Oct 2016) – Carissa</p> <ul style="list-style-type: none"> • Annie and Carissa did their presentation on the survey for Staff Council • Built payroll queries • Only focused on Classified and Unclassified • Didn’t deal with faculty • \$1,000,000 cost estimate per year for parental leave • \$1,000,000 seems really low – it might be a conservative estimate • Not a lot of consistency across the campuses in how they are rewarding parental leave • Intentional about including adoption, etc. and being as inclusive as possible • Did not intentionally include elderly care <ul style="list-style-type: none"> • Presented to Faculty Council last Friday • Disseminating amongst the councils this month • Preparing some graphics for our website • Will be looking into getting the survey results into the CU Connections survey <ul style="list-style-type: none"> • Then will begin trying to export the data by campus • We are continuing to hone down our mission and vision. We have a mission statement worksheet to guide us. <ul style="list-style-type: none"> • Lisa Landis- • The only policy they are revising right now is the “Personnel Authority for Employees Exempt for the State Personnel System”. This is for Jan-April 2018 <p>Paid Parental Leave update – Carissa & Annie Melzer</p>	<p>Jay</p>



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	<ul style="list-style-type: none"> • Did an estimate of cost - \$1,000,000 per year • Wanted them to compare Pac12 schools • Working with Board of Regents – Chair of Budget & Finance – Heidi (CHR) • Might go to different meetings to present on the topic <p>Employee Services presentation to SC on dependent Tuition Waiver Benefit pilot program – Jay</p> <ul style="list-style-type: none"> • Will present at next month’s meeting on this topic for us <p>Resolution on improved staff employee tuition waiver benefit – Tim</p> <ul style="list-style-type: none"> • Will present to Staff Council after hearing about Tuition Waiver Benefit program • Might be similar to what is happening with Paid Parental Leave • Make it easier for employees to use in addition to dependents • Make a taskforce in the same way with paid parental leave • Onbase is the system of record • Denver/Anschutz is the last institution to get on board with Onbase • Faculty want some notification of how many students they will have in the class prior to the first day of class <p>Suggestion link update – George</p> <ul style="list-style-type: none"> • Exists and has been distributed among some members • How to implement and start using it • Signature block unable to do but could add link to electronic signatures • PLC would be the one to retrieve the suggestions • Will check inbox once a week • Where will it go on main Staff Council website? • Prominent location would be best • Executive Committee will determine where to put it <p>Employee of the Month update – Peter</p> <ul style="list-style-type: none"> • 3 EOM awardees this month • October 13, 30, 31 @ Denver locations • New candidates will be sent out this Friday • 5 candidates for month of October • Put up flyer in their department to advertise • Peter will send out the flyer to post – Anschutz winner at Denver, Denver winner at Anschutz • CU Denver/Anschutz Employee of the Month, not Staff Council Employee of the Month • Sponsored by Staff Council <p>YoS award / PRA’s – Jay</p> <ul style="list-style-type: none"> • Last month proposed a resolution to advocate for PRAs in Years of Service • Jay reached out to Faculty Council and has not received a response • Carolyn Brownawell indicated that they don’t have the bandwidth to tackle PRAs at this point • We include PRAs in Staff Council so should recognize them from a staff perspective 	
<p>1:30 – 1:45</p>	<p>Treasurer’s Report</p> <ul style="list-style-type: none"> • Budget review 	<p>Brooke</p>



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	<ul style="list-style-type: none"> Initial budget for the year is \$27,000 First large expense will be Denver breakfast Everyone is getting approvals and sending them to Brooke 	
<p>2:00 – 2:30</p>	<p>SC Standing Committees (60 min)</p> <p>UCSC (5 mins)</p> <ul style="list-style-type: none"> Annie & Carissa did presentation on survey to Faculty Council and disseminating to all councils Preparing graphics for website Get survey results Lisa Landis advised on policy for personnel authority exempt from state Between April and June of next year will look at discrimination, diversity, and sexual harassment Working on anti-bullying at all four campuses without impeding on 1st Amendment rights From a faculty perspective, politics pay a big roll in relationships with other faculty and students Trying to address bullying with student government Differentiated from Title IX <p>Professional Development (10 mins)</p> <ul style="list-style-type: none"> Events coming up on 19th at Anschutz, 27th at Denver Communication Styles – Dr. Broadfoot Flyers released with registration links 56 registered for Anschutz event, not many at Denver Other Staff Council documents that can be put out at these events Provide to Noah printed versions prior to day of event Follow up events regarding what the events are Co-sponsored Anschutz Inclusivity Alliance event Presentation by Affinity Arts to use interactive theater to help explore different scenarios About female faculty member bullying a female student Had some impact potentially on faculty Interactive and participants felt they learned something Teaches you how you could intervene if you needed to 50 people present Kate Huckaberry chairs the Anschutz Inclusivity Alliance Food Insecurity event in November – Staff Council support Conducted by someone at Kaiser and food donation for food pantry at Denver Campus Looking at providing food pantry at Anschutz Campus with toiletries as well A lot of frustration on what career advancement can look like Trying to include in symposium in April Employee's responsibility to find out ways to make career advancement happen How to involve HR on perspective of what works well to integrate into symposium Want to bring more people with direct experience in to get involved with symposium <p>Networking and Campus Engagement (10 mins)</p> <ul style="list-style-type: none"> Back to School Drive for Welcome Center in Aurora – collected 500-600 items Block Party – in CU Connections for Anschutz 	<p>Chair or Secretary</p>



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	<ul style="list-style-type: none"> • Coats for Colorado Drive want mentioned at upcoming Professional Development events • No holes and in decent condition • Only take coats, no hats, mittens, etc. • Aurora Police Station – COMITAS will take hats, scarves, etc. • Food Bank coming up in February – once dates are nailed down, will make flyer to take to all council meeting <p>Personnel / Legislative (10 mins)</p> <ul style="list-style-type: none"> • PLC wants to do Town Hall • Early December or Spring • Heather spoke at Program Assistant meeting at Denver Campus and they had strong opinions about what it means to be Classified Staff • Write article about rights of Classified Staff • Don't have rights anymore – Phil • Supervisors being aware of things you are allowed or not allowed to do • Reach out to Classified Staff to provide feedback through suggestion link box • Just being a part of Staff Council is something that Classified Staff can do and should be encouraged to do • The point of authority should be more aware and encouraging (management style) • Supervisor has to acknowledge that they support participation in Staff Council <p>Staff Appreciation (10 mins)</p> <ul style="list-style-type: none"> • Denver Breakfast – October 25th • Anschutz Breakfast – November 15th • Formstack link to RSVP for Denver event went out this morning • 192 submissions responding that they will be there • Halloween-themed event • Lawrence Street Center – 2nd Floor Terrace Room • 7am Volunteers • 8am-9:30am – event • 40 at one timeslot, 60 at another, etc. • Group meets the Tuesday before the event • Will compile volunteer guidelines • Will email out sign-up genius to everyone • Jay will provide parking passes for people to go over to event • Student volunteers for events • Prize for best costume <p>Executive Committee (5 mins)</p> <ul style="list-style-type: none"> • Website access • Karin Rees is going to reach out to each committee to ask if need access to website to update events, pictures, etc. • Email access – Matt, Tim, and Michelle have access • Contact Tim if need access to Staff Council email • Executive Committee needs to review everything that goes out on that email 	
<p>2:30 – 3:00</p>	<p>New Business</p> <p>UCSC Climate Survey</p> <ul style="list-style-type: none"> • Carissa and Annie Melzer • Covered benefits, professional development, and policies 	<p>OPEN TO ALL</p>



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	<ul style="list-style-type: none"> • Disseminated one-page sheet with findings at meeting • Sent out November 2016 to 10,000 university employees • 31% response rate • Not much disparity between what was important to Classified vs. University Staff • ¾ of people understood their benefits • More than half of respondents indicated that paid parental leave was very important to them • Employee tuition waiver benefit – 2/3 of respondents indicated that they plan to use it • 1/3 of respondents indicated they plan to use dependent tuition waiver • 80% pursued professional development with majority using Skillssoft, then Employee Services workshops, then Lynda.com • 70% of respondents feel supported by supervisors to pursue professional development but almost half said they don't pursue due to not having time • Can get certifications on Lynda.com • 51% know where to find current policies • Reach a wide audience through CU Connections • Staff Council can help support getting policy review notices out • 4,664 comments had to be categorized by common theme • UCSC will continue to look at data and determine disparities • We will have access to all of the graphs charting the responses and UCSC can provide requested data <p>PERA board suggested changes</p> <ul style="list-style-type: none"> • 2010 was last time changes were made to PERA • Employees contribute 8% of pre-tax salary • As of January 2017, university puts in 28% of pre-tax pay into PERA pool every month • Suggestion is for employees to pay additional %3 and university pays additional 3% • People in system as of 2020 would have 65 year retirement age instead of 60 as it is currently • PERA not doing as well in the stock market as they need to • 40% underfunded so need changes to make more financially stable • PERA board members going on listening tour across the state • Jay will find out when and where these will be 	
Parking Lot	<ul style="list-style-type: none"> • 	

Motions for October 2017:

Adjourned meeting at 2:53pm