

CU Denver | Anschutz Staff Council Presentation

RAIN Meeting

6/20/2019

Background on CU Denver | Anschutz Staff Council

- The Staff Council was established by the President of the University and approved by the Board of Regents of the University of Colorado, July 1, 1970. A copy of the Bylaws is provided to the Human Resources, Regents' and Chancellors' offices. The bylaws are published on the Staff Council's website.



Who Do We Represent?

- **“Staff Council Members”** is defined as the elected body of representatives from the University of Colorado Denver | Anschutz currently representing all staff employees, as defined below.
- **“Staff Employees”** is defined as all permanent CU Denver | Anschutz employees who are designated as classified staff by the State of Colorado; university staff by the University of Colorado (excluding University officer positions); and those in the research assistant/associate series (this series includes, professional research assistants, senior professional research assistants, research associates, and senior research associates, which is a faculty job series not otherwise represented by faculty assembly).

What Do We Do?

- Serve as representatives for the CU Denver | Anschutz staff employees to the Board of Regents, President of the University, Chancellor(s) of CU Denver | Anschutz, Administrative Officers and the State Personnel Board.
- Provide means for the exchange and dissemination of information among and for the CU Denver | Anschutz staff employees relative to concerns, procedures and policies of mutual interest.
- Promote unity, cooperation and loyalty among all employees of the CU Denver | Anschutz campus locations.
- Study concerns of the staff employees relating to the management, operations and administration of the CU Denver | Anschutz campus locations and to make recommendations to the CU Denver | Anschutz Administration.
- Work with any and all similar councils, groups, or bodies of the University's campuses to fulfill the aforementioned purposes.
- Promote professional development and networking opportunities among CU Denver | Anschutz staff employees.
- Provide representation to boards, councils, committees, and work collaboratively with these groups in areas such as strategic planning, policy development, recruitment, retention, and staff recognition; toward the overall efficiency of the campus and the university.

Current Staff Council Goal

- In July 2018, the University of Colorado Denver | Anschutz Medical Campus Staff Council started a 3-year Staff Council Train & Retain Initiative. The purpose of the initiative is to support, promote, and advocate for both training opportunities and retention efforts for current CU Denver | Anschutz employees.



Train & Retain Initiative Year 1

- Year 1 goals:
 - Synthesizing survey data on the career training/professional development opportunities that staff want.
 - We are especially interested in hearing from administration groups like this! Email staff.council@ucdenver.edu and use the subject “Train-Retain”.
 - Assisting with the Staff Council Professional Development Symposium.
 - Publicizing opportunities and gathering resources via email and the Train & Retain website.
 - <http://www.ucdenver.edu/faculty-staff/StaffCouncil/Train-Retain/Pages/default.aspx>



This guide focuses on voluntary career training and professional development opportunities for CU Denver | Anschutz employees.
 Some opportunities may be listed in multiple categories or for multiple campuses.
 Information is updated periodically--please check back! (Last updated 10/23/2018)
[Email staff.council@ucdenver.edu](mailto:staff.council@ucdenver.edu) and use the subject "Train-Retain" with new opportunities or comments.

Category	Subcategory	Delivery	Location	Cost	Name	Description	Website	Notes
Diversity and Inc	Disability	In person	Boulder	~\$25	Coleman Institute	The Coleman Ins	https://www.colemaninstitute.org/category/conferences/	Free for students.
Diversity and Inc	General	In person	Anschutz	Free	LGBTQ+ & Ethni	An opportunity to	https://www.cu.edu/faculty-council/committees/gay-lesbian-bisexual-transgender-and-intersex-issues-glbti-committee	Last held in 2017; rotates camp
Diversity and Inc	General	In person	Boulder	Free	Diversity & Inclus	System-wide dive	https://www.colorado.edu/odece/news-events/events/diversity-inclusion-summit	
Diversity and Inc	General	In person	Boulder	Free	LGBTQ+ & Ethni	An opportunity to	https://www.cu.edu/faculty-council/committees/gay-lesbian-bisexual-transgender-and-intersex-issues-glbti-committee	Last held in 2017; rotates camp
Diversity and Inc	General	In person	Colorado Springs	Free	LGBTQ+ & Ethni	An opportunity to	https://www.cu.edu/faculty-council/committees/gay-lesbian-bisexual-transgender-and-intersex-issues-glbti-committee	Last held in 2017; rotates camp
Diversity and Inc	General	In person	Denver	~\$95	Higher Education	Diversity Summit	http://heds365.org/summit/	Early bird rate ~\$75.
Diversity and Inc	General	In person	Denver	Free	LGBTQ+ & Ethni	An opportunity to	https://www.cu.edu/faculty-council/committees/gay-lesbian-bisexual-transgender-and-intersex-issues-glbti-committee	Rotates campuses.
Education	Disability	In person	Boulder	~\$25	Coleman Institute	The Coleman Ins	https://www.colemaninstitute.org/category/conferences/	Free for students.
Education	General	In person	Anschutz	Free	CU Online Trainir	A number of train	https://cuonline.corsizio.com/	
Education	General	In person	Denver	Free	CU Online Trainir	A number of train	https://cuonline.corsizio.com/	
Education	General	In person	Online	Free	CU Online Trainir	A number of train	https://cuonline.corsizio.com/	
Education	Library	In person	Anschutz	Free	Health Sciences	Learn about Endf	http://hslibrary.evanced.info/signup/calendar	
Finance	Accounting	In person	Anschutz	Free	Continuing Profe	A wide variety of	https://www.cu.edu/controller/cpe-cpas/	Open to all CU employees.
Finance	Accounting	In person	Boulder	Free	Continuing Profe	A wide variety of	https://www.cu.edu/controller/cpe-cpas/	Open to all CU employees.
Finance	Accounting	In person	Colorado Springs	Free	Continuing Profe	A wide variety of	https://www.cu.edu/controller/cpe-cpas/	Open to all CU employees.
Finance	Accounting	In person	Denver	Free	Continuing Profe	A wide variety of	https://www.cu.edu/controller/cpe-cpas/	Open to all CU employees.
Finance	General	In person	Anschutz	Free	Skillsoft	Search and sign	https://passport.ucdenver.edu/login.php	Access through campus portal.
Finance	General	In person	Boulder	Free	Skillsoft	Search and sign	https://passport.ucdenver.edu/login.php	Access through campus portal.
Finance	General	In person	Colorado Springs	Free	Skillsoft	Search and sign	https://passport.ucdenver.edu/login.php	Access through campus portal.
Finance	General	In person	Denver	Free	Skillsoft	Search and sign	https://passport.ucdenver.edu/login.php	Access through campus portal.
Finance	General	Online	Online	Free	Lynda.com	Take hundreds of	https://passport.ucdenver.edu/login.php	Access through campus portal.
Finance	General	Online	Online	Free	Skillsoft	Take free online t	https://passport.ucdenver.edu/login.php	Access through campus portal.
General	General	In person	Anschutz	~\$170	The 7 Habits of F	Companion semi	http://www.ucdenver.edu/about/departments/HR/resourcesforemployees/employeeperformanceanddevelopment/Pages/additionaltrainings.aspx	Contact Kirk McCrimmon for mo
General	General	In person	Anschutz	Free	CU Women Succ	Learn, share, and	https://www.cu.edu/faculty-council/cu-women-succeeding-professional-development-symposium	Rotates campuses.
General	General	In person	Anschutz	Free	Interprofessional	The CU Center fo	http://www.ucdenver.edu/anschutz/education/PE/open%20campus%20program/Pages/default.aspx	
General	General	In person	Anschutz	Free	Ombuds Office T	A variety of traini	http://www.ucdenver.edu/about/departments/OmbudsOffice/Pages/TrainingWorkshopsPresentations.aspx	Contact the Ombuds Office staff
General	General	In person	Anschutz	Free	Skillsoft	Search and sign	https://passport.ucdenver.edu/login.php	Access through campus portal.
General	General	In person	Anschutz	Free	Staff Council Pro	Seminars on vari	http://www.ucdenver.edu/faculty-staff/StaffCouncil/Pages/default.aspx	Email staff.council@ucdenver.ec
General	General	In person	Anschutz	Free	Staff Council Pro	A day of trainings	http://www.ucdenver.edu/faculty-staff/StaffCouncil/Pages/default.aspx	Last held in 2018; email staff.co
General	General	In person	Anschutz	Tuition-based	Graduate School	The Graduate Sc	http://www.ucdenver.edu/academics/colleges/Graduate-School/Pages/default.aspx	Employees may be eligible for th
General	General	In person	Anschutz	Varies	Human Resource	CU Denver Ans	http://www.ucdenver.edu/about/departments/HR/resourcesforemployees/employeeperformanceanddevelopment/Pages/EmployeePerformanceandDevelopment.aspx	

Train & Retain Advocacy



Staff Council
UNIVERSITY OF COLORADO
DENVER | ANSCHUTZ MEDICAL CAMPUS



Staff Council
TRAIN & RETAIN INITIATIVE

Improving Employee Usage of the Tuition Assistance Benefit

A Report from the *Ad Hoc* Employee Tuition Waiver Committee

Chelsie Fleischer, CU Denver | Anschutz Staff Council
Ryan Untisz, CU Denver | Anschutz Staff Council
Timothy Oakberg, CU Denver | Anschutz Staff Council
Shawna Cox, CU Denver | Anschutz Staff Council & Graduate School
Rob MacLaren, CU Faculty Council
Paula Dickson, CU Office of Institutional Research & Effectiveness

Goal: To work with university leadership to implement 5 specific recommendations regarding **employee** (not dependent) usage of the Tuition Assistance Benefit.

Background: CU Denver | Anschutz Staff Council commonly hears the following about employee usage of the Tuition Assistance Benefit from its constituents:

1. "I can't use it, because I can't wait until the first day of classes to enroll."
2. "I don't get why you can only use the benefit for certain classes."
3. "I get different information about the benefit depending on who I talk to."
4. "I need continuing education, not course credit."
5. "I got surprised with all of the tax taken out of one paycheck with little notice from Employee Services."

1. Allow employees to enroll at the same time as other students.
2. Ensure the fair distribution of tuition waiver costs.
3. Clarify and ensure implementation of high-level policy.
4. Support other means of continuing education through a Staff Training Assistance Program.
5. Increase the annual number of credits allowed to be waived to 15.

Train & Retain Initiative Year 2

- Year 2 goals:
 - Pilot a Mentoring Opportunity Program in conjunction with the Professional Development Subcommittee and the Staff Inclusive Excellence Committee.
 - We feel like this may dovetail with the RAWC program that was recently launched.



Mentorship Opportunity Program Pilot

- The Staff Inclusive Excellence Committee and Professional Development Committee are piloting a mentor program over the next 9 months on both the CU Denver and CU Anschutz campuses
- The program will focus on creating pathways to leadership for CU Staff as well as mentorship training for CU employees.



Program Overview

- The pilot will have 20 participants, 10 mentors and 10 mentees
- The participants will be paired based on the skills and competencies of the mentors and the areas the mentees wishes to grow.
- Mentorship pairs will meet once a month
- There will be four scheduled professional development events throughout the year for the mentorship pairs to attend.

Program Outcome

- The Staff Inclusive Excellence Committee and Professional Development Committee hope to continue to provide this program after the pilot year.
- Our team is currently developing the curriculum, learning outcomes, and assessment to measure the success of the program.
- We are hoping to grow the program to include more participants, as there is a great interest and need on our campuses.

Questions? Comments? Ideas?

Plug for Employee of the Month

[Web Mail](#) [MyCU](#) [CU Access](#) [SIS](#) [Canvas](#)
[CU Online](#)

 **Staff Council**
UNIVERSITY OF COLORADO DENVER | ANSCHUTZ MEDICAL CAMPUS

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Past Honorees
[EOM Nomination Form](#)

Employee of the Month Award Nomination Form

Please complete the form below starting with the information of the nominee, why you are nominating them and then your contact information. If you have questions about this form or process, please contact staff.council@ucdenver.edu.

First Name of Candidate*

Last Name of Candidate*

Email*

Primary Campus Location of Candidate*

CU Anschutz

School/College/Department of Candidate*

Title of Candidate*

In 500 words or less, please explain how this person goes above and beyond their job duties and/or surpasses expectations. Please be as thorough and detailed as possible.*



Scan & Submit!



QR CODE TAKES YOU STRAIGHT TO THE NOMINATION SITE

NO READER?

Search **EOM** on www.ucdenver.edu

ANYONE CAN SUBMIT A NOMINATION!

Success!

WHO'S GOT TWO THUMBS AND \$100?!