In Attendance: Omaira Bankston, Sam Bogan Philip Bradley, Joe Branchaw, Thomas Christian, Robyn Copeland, Laura Edlin, Joshua Firestone, Kristi Levanduski, Gregg Lundgren, Vonda Maki, Kathleen McGovern, Lisa Peck, Megan Schosker, Alan Slinkard, Denise Thomas, Sharon Vieyra, Gaylynne Von Der Nuell, Zahra Crowley

Not in Attendance: Alisha Bennett, Sarah Douvres, Brian Drake, Aljoana Gilmore, Aileen Harker, Joanna Iturbe, John Kelly, Alex Mancero, Ruth Seaholm, George Zamarripa.

Call to order / Roll call: 12:15 p.m.

Approval of Minutes: March 2016 minutes approved.

Chair Reports:
- Joanna out sick and unable to attend today’s meeting.

Treasurer’s Report:
- Events and mid-year retreat has hit.
- ASR will be having a lot hit their speed type hit soon.

Human Resources Report:

Vice Chair Reports:

Speaker:
- Larry Levine, Interim Vice Chancellor for Infrastructure and Safety
  - Was the Associate Vice Chancellor for IT and Chief Information Officer.
  - Made Interim Vice Chancellor for Infrastructure and Safety summer of 2015.
  - Today talking about OIT.
Discussion Items:

- Request for each committee chair to do a write up of what your committee did this year, and each year moving forward.
  - Email this to Zahra to put in records.

- Please take some time to update your committee description for the website.

- Need 1 or 2 volunteers for Years of Service event.
  - Kristi and Gaylynne volunteered to help with check in at the YOS event.

- 2016 Retreat dates.
  - Start thinking about dates that you would like to have the retreat.

- Staff Council officer interest.
  - If you have interest, it might be a good time to reach out to current officers and ask them about the duties, responsibilities, etc.

Action Items:

- Rec Center/Staff Council Partnership – Bring your kids to work day.
  - April 28th, 11 a.m.- 2 p.m.
  - Parents can come with their kids and do Arts and Crafts, use the facilities.
  - Partnership to get the word out, volunteers, and/or funding.
  - Unsure if they have reached out to BFA for funding. Kristi will verify.
  - Is open to faculty and staff.
  - Rec Center has helped tremendously with the Blood Drive, and willing to help with funds.
  - Example of supporting something that is already happening on campus.
  - Will blast the email to our blast email list, need date.
  - If you would like to help or volunteer for the event, please contact Kristi.
  - Something that Staff Council should look at in more detail for the future, partnering and supplying information about all departments doing something on campus.
  - Given how willing the Rec Center has been to help us with our events we should be willing to help them as well and foster this partnership.
  - Motion passed to give Rec Center $500 to help fund event.

New Business:
(Reports will be recorded on full council reporting template and discussion followed during Staff Council meeting. Urgent information will be shared with the Executive Board.)

Delegate Reports:

- Boulder Campus Planning Commission BCPC – (Joe Branchaw)
- Boulder Faculty Assembly BFA – (Vonda Maki)
- Chancellor’s Accessibility Committee CAC – (Thomas Christian)
- Chancellor’s Executive Committee CEC – (Laura Edlin & Joanna Iturbe)
- Statewide Liaison Council SLC – (Randi Viola)
- University of Colorado Staff Council UCSC – (Denise Thomas, Joanna Iturbe and Gaylynne von der Nuell)
- Campus Use of University Facilities CUUF – (Brian Drake)

Committee and Special Reports:

- Awards – (Megan Schosker)
- Blood Drive – (Greg Lundgren)
- Communications – (George Zamarripa/ Brian Drake)
- Elections – (Lisa Peck)
- Outreach Events – (Aileen Harker/ Kristi Levanduski)
- Payroll/Benefits/Retirement/Legislative – (Alan Slinkard)
- Special Committee

Next meeting: May 11, 2016, ARCE 620, 12:15-2 p.m.
First and second motions to adjourn 2:00 p.m.

Respectfully submitted,
Zahra Crowley
Administrator
Boulder Campus Staff Council
<table>
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<th>Delegate Reports</th>
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| **Joe Branchaw** | Boulder Campus Planning Commission  
[http://fm.colorado.edu/planning/bcpc/](http://fm.colorado.edu/planning/bcpc/)  
No report submitted  
Changes coming to committee. May only be meeting quarterly. |
| **Vonda Maki** | Boulder Faculty Assembly  
[http://www.colorado.edu/FacultyGovernance/](http://www.colorado.edu/FacultyGovernance/)  
No report submitted  
Meeting was mainly officer relations.  
Office of Performance Improvement presented. |
| **Thomas Christian** | Chancellor’s Accessibility Committee  
[http://www.colorado.edu/odece/campusclimate/cac.html](http://www.colorado.edu/odece/campusclimate/cac.html)  
No report submitted. |
| **Laura Edlin**  
**Joanna Iturbe** | Chancellor’s Executive Committee  
CEC Meeting- Wednesday, March 16th  
Increase in tuition for CU Boulder students.  
5% more for the next 4 years  
OR  
3% over the next 3 years as an increase.  
Regents will vote on this and that is what choice will be given to students.  
Inclusive Excellence Plan  
2 page document needed by March 15th  
Definitions and concrete mechanisms to meet inclusive excellence.  
Other PAC 12 institutions not wanting to tackle diversity and inclusion.  
Pass the issue down to student affairs, or diversity directors not discussed at chancellor or president level. |
| **Laura Edlin**  
**Joanna Iturbe** | Advancement  
Build relationships with people, with alumni and students. Moving forward in positive direction with Deb Coffin’s leadership. Setting up plan to work with major prospects including 5mil, 10mil, 20 mil donors.  
120 million dollars this year goal which Chancellor thinks we’ll meet.  
New structure for CEC  
How to engage CEC in deeper conversations. How to ask questions with action items? Conversations start at cabinet, move through campus and then back to CEC, framed and synthesized at CEC, have some more framing in depth questions as CEC members to bring forward what next steps can be on some items that are brought up.  
Chancellor’s updates would still remain, presentations can still happen.  
Shift 60-75 mins to talk about conversations happening on campus. Business section of agenda including policy matters and presentations would still continue.  
Common mission alignment defining and aligning the campus mission and the mission of each unit and how it contributes to that.  
IDI- Intercultural Development Inventory, Randy McCrillis, PHD (7 trained on this at the campus $18 for educational per person to take inventory)  
Having more students/ faculty/ staff of color doesn’t change things. Instead we need the knowledge on how to behave differently. Hearing where the other person is coming from, moves you into the behavior aspect vs. just |
language. With awareness comes choice…. More choices you have on how you enter the situation and how you want to respond. Multicultural teams performance is at a much greater level.

**Stages:**
Denial- there are no cultural differences in the world. We are ALL human. 0 difference in the world.
Polarization- Defense- I’m right, you’re wrong. Hear a lot of language about “them”. Meaning if they were like me, we’d be a whole lot better. Constant defending of my boarder, my place. Language is “us” and “them”.
Minimization- majority of people here. (65% of population in this area) Culture differences are there but they don’t matter. What matters is more what we have in common NOT our differences. Minimize the differences and only talk about commonalities. “I don’t see you as a person of color.” Acceptance- I know there are cultural differences and I recognize them but I don’t know how to respond differently to her.
Adaptation- (less than 5% of population in this area) where you shift your behavior and become appropriate. Ability to go in and out of cultural norms and know what’s appropriate in cultural normative behavior.
IDI- looks at your cultural lenses and gives you ideas of how to develop. Gives folks a plan and how to develop.

Laura Edlin
Joanna Iturbe
Associate/Assistant Vice Chancellor Meeting
No report submitted

Denise Thomas
Joanna Iturbe
Gaylynne von der Nuell
University of Colorado Staff Council https://www.cu.edu/StaffCouncil/
No report submitted

Brian Drake
Campus Use of University Facilities http://www.colorado.edu/policies/CUUF
No report submitted

Randi Viola
Statewide Liaison Council http://www.slccolorado.org/
Statewide Liaison Council
March 11, 2016
Rescheduled from Feb. 5, 2016
Notes by Randi Viola CU Boulder

In Attendance: Diana Ragan-FRCC/Larimar; Randi Viola – BCSC; Linda Bolling-PPCC; Heather Frost-FRCC/BCC; Kayla Boster-School of Mines; Sonja Starkweather-RRCC; Linda Capan-FRCC/BCC; Vicki Furaus-PPCC; Rose Johnson-UCCS; Megan Avercage-School of Mines
Registration payment- Heather Frost $15 # 3295; Sonja Starkweather $15 # 630858847; Linda Capan $15 # 3627
Dean Linda Calvert – Instruction Health Sciences & Nursing Welcome
Front Range community College all 3 campus combined have 191 Classified Staff employees currently. These are the foundation for all the operations of the college.
Campus updates
Diana Ragan-FRCC. Have approximately 50 C.S. employees, of which 22 regularly attend the monthly SC meetings. The purpose is to pass along information to all C.S., issues regarding raises, social gatherings, work flow
concerns related to new systems, professional development, scholarship funds for C.S. tuition/fees.
Linda Capan & Heather Frost-FRCC/BCC. BCC is still developing a Vision plan, staff not allowed to fund raise for any staff projects or recognition, their SC receives no funding from campus or foundation. The BCC serves many “at risk” students. It is in the process of closing the nursing program as accreditation has been a problem with new Nursing Director. They are looking at a joint program with CU for expanded medical tech, developing optics technology. They only have 740 full time students.

Kayla Boster & Megan Avecage-Sch. Of Mines. They are fund raising from surplus property left from students for a Staff Foundation gift fund. Any other fund raising is very restricted.

Linda Bolling & Vicki Furaus-FRCC PPCC. Pikes Peak CC has 260 Classified Staff over 4 campuses. The get around 15 people to SC meetings, release from work time a major issue. Raised $1,500 on Auction for CS scholarships, before Christmas break they placed a memorial plaque for Classified Staff that was created by their welding dept. Younger CS employees have no intention of staying.

Rose Johnson-UCCS. New Recreation & Health Center just opened and a new food lodge. At UCCS, Classified Staff merged with Exempt (University) Staff. Program Assts. are still CS; but most other staff are exempt. Compression is a huge issue for CS at UCCS, where many longer time staff are making less than new staff.

Sonja Starkweather-RRCC, Arvada campus. Health Science center is the current huge development. FTE (employees) are looking at layoffs around 6% of staff. They have gotten approval for a B.S. in Water Quality Mgmt. They have 88 CS employees.
There is a new law – employees must be hourly OT eligible if paid under $50K/year.

Action Items:
Letter to Governor: a working session was conducted to develop and finalize a letter to the Governor and our State representatives about Classified Staff concerns. This was produced and mailed to the Governor & reps. A copy of the final draft is below:

May 16, 2016
To: The Honorable John Hickenlooper, Governor of Colorado
Dear Governor John Hickenlooper,
The 7000+ Classified Staff (C.S.) in Higher Education serve an integral part of the education and enrichment of our communities with dedication and professionalism. We are proud to be employees of the state of Colorado. The Colorado Statewide Liaison Council of Higher Education serves as a means for which Classified Staff may have their voices heard regarding decisions that affect them not only now, but for many years to come. Therefore we are writing to you with strong disagreement to the proposed FY2017 budget and in direct response to the letter that your office sent out regarding no wage increases for state employees FY2017. It is our responsibility as state employees to voice our concerns and make you aware of our needs.
In an effort to honor our colleagues across the state on March 11th, 2016 the Statewide Classified Liaison Council agreed by a strong majority to send this letter of support to advocate for a pay increase to meet cost of living
increases as well as to bring us up to market for comparable jobs within the private sector.  
Due to lack of raises during 2009-2012 those employees who will be retiring in the next 3 to 10 years will experience a lower economic status, not only did this affect them during the years of no raises it will affect them for years to come. With an average raise of 3%, these individuals will experience a 12% decrease in their retirement income and more if they continue to receive no raises. If the state continues to decrease their budget and not grant raises to these individuals the affect will be life changing with long term consequences.  
We request a salary compensation review for Higher Education Classified Staff employees. This is not being done in an equitable manner by Higher Ed Institutions. Recent pay rate compensation adjustments for C.S. did not consider C.S. employee longevity for years of experience vs. new employees recently hired.  
The morale within the Classified Staff of Colorado is affected as many do not feel valued, while those that have been a part of the system for 15 and 20 years and more watch as compression granted large raises to individuals who were new to the system while granting lower amounts to those who have been loyal employees for many years. The compression and lack of appreciation caused decrease in moral. We witnessed as new employees and seasoned employees were brought to the same benchmark of pay. There was no consideration given to longevity of an individual’s employment. Colleges opted out of using the Quartile system and instead brought everyone within a job classification to the lowest minimum. New employees received hundreds of dollar raises per month while your seasoned employees were lucky to receive $100.00 increase per month. We ask that this be taken into consideration and that an equitable plan be implemented.  
With predicted increases in medical insurance it is evident that the Classified Staff in Higher Education will once again see a decrease in take home pay. We ask that we receive raises that will help us with these additional costs. It is only fair that those who support the state system, as each and every one of us does, receive fair and equitable pay so that we may live and compete in the market. Home prices have increased, rent has increased, groceries have increased, and the cost of every item in our lives is increasing while our pay continues to be stagnant.  
We would appreciate your sincere consideration in support of raises for all Classified Staff in Higher Education in order that we may retain our quality of life not only now but in the future.  

Sincerely,  
Diana Baca Ragin  
Statewide Classified Liaison Council, President  

SLC Scholarships for members – The SLC collects a meeting fee of $30 for a voting member from each campus & $15 for additional members from all attendees. These funds are used to pay for lunch during the meeting, travel & rooms for SLC members whose campus will not provide funding. Many members pay out of pocket for their attendance or a portion of it.
A decision was made through a motion and voted, approved that SLC will no longer conduct a Thursday night Board member meeting. This adds extra cost & and is not always well attended.

Current Executive Board members are: Diana Ragin FRCC – President; Anthony King ? – Vice President; Rose Johnson – Parliamentarian; Sylvia Whiteman PPCC – Treasurer; Martha Canji FRCC – Secretary.

Guest Speaker – Trainer
Tracy Carreon – Mind of True Leadership. This was actually a good training session, dealing with the concepts of Emotional Literacy, Awareness, MetaAwareness and Personal Motivation/Purpose, identifying personal competencies, dealing with real life problems, and creating conscious habits.

Old Business
The Treasurer’s report was sent to Randi Viola from Sylvia Whiteman & presented. The bottom line is there was $1,059.69 in funds remaining before current meeting expenses.

Discussion around the DPA meeting notes from Feb. 2013 and the salary survey info tier method and how this is detrimental to Classified Staff who have been in their positions for a long time, even if they receive excellent merit reviews. Discussion included information from DPA in 2013 that indicated they were going to revamp the Professional Administrator and General Professional job classifications to allow for promotional opportunities based on knowledge and expertise and how to the best of our knowledge this has not been completed by the DPA. The contacts in DPA were Kristy.Rudy@state.co.us 303-866-4236 & Skye Brunick 303-866-2169.

SLC elections were discussed, a motion made and approved to move the elections to the Planning meeting which is tentatively scheduled for May 20, 2016.

A review of the SLC host checklist was done and the main points were the host needs to check both State Hotel discount rated & E benefit hotel rates. Suggest a block of rooms be scheduled with a code given to members and a continental breakfast as an amenity – saves cost at meeting of providing breakfast.

The SLC website has not been updated in the past year. This needs to be done.
Links of helpful information including PERA needs to be updated as well current meetings, list of Executive members & participating institutions, etc.

Special / Delegate Report
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Day at the Capitol: Was a relative success. Some issues with timing related to the legislative session that shortened the day dramatically. Will look to schedule a bit later in the legislative cycle next year to enhance the experience, provide for tour of Governor’s mansion, etc…

2% base building raise connected to performance review figures (pending confirmation)

For additional News about CU’s legislative activity:
- https://www.cu.edu/governmentrelations

New Business:
- Payroll – Vonda
- Benefits – Gaylynne Flandro von der Nuell …
- Retirement – Alan Slinkard …
- Legislative – Alex Mancero / John Kelly…
- Capitol Visit – Alan Slinkard …

New Business: Town Hall Meetings, New resolutions, other new items …. (Around the Table)

1:00 p.m. Adjournment

Next Scheduled Meeting— May 3rd, 2016 – C4C | Room – N351A

Randi Viola
Gregg Lundgren

Blood Drive
There is a Bonfils Blood drive scheduled for April 12, 13, 14, 2015 at the Recreation Center. I sent an email to all building proctors yesterday to follow-up on the posters sent out and received numerous positive responses. I am hopeful this additional advertising push will improve our donation numbers.
The Feb. 2016 blood drive was supposed to be a three (3) day drive; but due to the snow day, only 2 days of collections were made. We had very good numbers for a 6 bed drive a total of 138 whole blood units & 38 Red cell Alyx machine donations = 161 units collected. I also e blasted the building proctors to assure compliance with posting buildings (really our only way to reach students these day since we were turned down by the UCOMM folks for blasting them separate).
The next blood drive is scheduled for June 21st & 22nd on the Bonfils bus, which I think will be parked across from the UMC/Euclid parking.
I know I still owe a Step guide on planning & executing the SC blood drives and I will get that done soon I hope. I miss Staff Council & will keep you all in my thoughts for future successes.

Alex Mancero
Ad Hoc Website Committee
No report submitted
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<th>Alan Slinkard</th>
<th>Ad-Hoc Survey Committee</th>
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Special Committee: