

SAC Agenda
Nov 29th, 2017 10-11am
Old Main Conference Room (1B85)

The mission of the A&S Dean's Staff Advisory Committee is to address issues of importance to Arts and Sciences staff; to give timely feedback and make recommendations to the Dean; to facilitate communication within the College; and to build community among Arts and Sciences staff and faculty.

Agenda

Review Best Practices/What is Working, What Isn't (see below)

CAS Staff Award Program – B. Stewart

SAC web page on CAS – B. Stewart

White Paper follow up

Mark your calendars! Next SAC Meeting scheduled for Wednesday, Dec 20th 9-10am

Other Items?

Working well

A&S Website updates

A&S Community meetings

FSC & PSC

Troublesome

Concerns for retention, staff continuity, and quality of work life

Change fatigue—systems and processes change often

Collegiality between faculty and staff

Community across A&S: work is inherently isolating in nature and, consequently, when there is a need to work across departments/silos, no structure, time, or practice is in place.

Benefits:

Not able to utilize tuition benefit (only for main campus courses offered during work hours; limited availability enrolling after all students)

Discrepancies between classified and university staff (leave accrual, raises, retirement contributions); perhaps Bernadette can speak to this

Benefits enrollment for visa holding staff is not easily navigable

Flex time/work from home:

Both could be permitted in an effort to increase productivity and improve quality of work life.

Parking availability and cost

Costs too high and access too limited given many staff live in areas best commuted by car.

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Professional Development:

Need to track where talented employees go
Is there a mechanism to transfer from classified to university/professional staff?
What career paths exist for those who excel?
Need for more robust incentives for high-achieving staff

Concerns for operations

Poor communication and training with major systems changes (HCM/Peoplesoft, Avature) shows poor management at massive cost in these processes and contributes to change fatigue. There is a need to better prepare the systems and users before implementation.

Staff and budgets continue shrinking while workload remains constant or increases

Contract Pay-ENPs

Info for December meeting:

Payroll, Benefits, Retirement, and Legislative (PBRL), Chair: Ron Richter ronald.richter@colorado.edu

The PBRL part of this committee was formed in August 2007, to address the three primary issues of staff at UCB. The committee acts as a conduit for our constituents by soliciting staff concerns, researching payroll and benefits issues, disseminating accurate and timely information to staff, and advocating for appropriate compensation and benefits. In 2008, the legislative component was joined serving to track proposed state and federal legislation impacting higher education and State of Colorado employees., The committee analyzes proposed legislation in order to educate staff on both the pros and cons of the issues. Additionally, the Committee organizes meetings of staff with local legislators and candidates. One of the goals of the committee is to involve more staff in the legislative process.

Chair: Ron Richter ronald.richter@colorado.edu

PBRL 2017 Goals

Collaborate better with all departments.
Provide more timely updates to staff via email, flyer, web presence, etc.

Focus

Stay on top of issues relating to PBLR mission
Payroll (in collaboration with HR)
Benefits (in collaboration with Benefits Dept)
Retirement (PERA workshops)
Legislation (assign to committee delegate)
Workshops/programs/education opportunities
Engagement
Provide hands-on understanding of legislative process.
R7R pm trips to Capitol
Arrange event for employees as well.