

Engineering Staff Council Meeting Agenda

December 8, 2022; 10:00 - 11:00 a.m.

Clark Conference Room ECAD 109 or Zoom: <https://cuboulder.zoom.us/j/93483151452>

[Link to Meeting Notes](#)

Roll Call/Check In

10:00-10:03 a.m.

General Items

10:03-10:10 a.m.

- Chair's Updates - Becky
 - Next semester meeting scheduling - please reply to Alex's email
 - Admin Council Mtg 12/5: Cameron attended
 - New staff orientation 12/7: Becky attended
- Strategic Planning - thank you for your involvement!
 - [Notes for all Strategic Planning sessions](#)
- College updates - Cherie/Alisha
- Updates from Inclusive Culture Council - Dana
 - [ICC ESC Dec Report](#)
 - Took feedback from the different units on ICC
 - 2 overarching goals-Faculty & Staff Development & Skills, Student Achievement Outcomes

Update from & questions with the Dean

10:10-10:40 a.m.

- Dean Keith Molenaar & Medford Moorer, Assistant Dean of Strategic Initiatives
 - Starting with a note of gratitude- high level of engagement and in-person interactions
 - Welcoming Medford! Combining efforts, clear plan collaborating with the college and the university.
 - Strategic planning meetings went very well. Next meeting is Jan. 13th to share out. Further engagement at the unit level coming in the spring.
 - Still hiring two positions in the Dean's office
- Q&A
 - Q: What do you expect to see from departments by the end of the Spring? (in regards to the Strategic Planning process)
 - A: Strategies and action items that are measurable over the next 3-5 years and have resources tied to them. Needs to be worked on by the whole department, not just leadership.
 - Workshops within departments should be completed by March.
 - Have gotten a ton of wonderful vision statements/ideas centering around student, staff, and faculty care, academic success
 - Q: Filling Doug's position?
 - A: Position will be piecemealed into other existing positions and the ones they are still hiring for
 - Associate Dean for Programs- could come up in the future (faculty position)

- Biomedical, Materials Science, Western Partnerships, etc.
- Engineering Education PhD program in the works (new!)- a lot of steps involved and requires years of work to get up and running.
- **Q:** What are some issues or opportunities coming up for the College that we can all help with/work on/anticipate?
 - **A:** Enrollment cliff! UCCS & CU Denver already experiencing this
 - We are in a good place right now, need to work collaboratively across campus to address this
 - (Declining high school enrollment leads to declining college enrollment)
 - **A:** Could be heading into a recession in the future. Loss of job availability and industry concerns.
- **Q:** Progress on debt free education idea?
 - **A:** (Keith) In the last 2.5 years, proud of how we have increased the diversity of staff, faculty, and students. Gender parity way above our peers. Now, shifting to a focus of retention (average across the U.S.). 1st gen and Pell-eligible students we are losing 3x as quickly (students in financial need). One idea to address this would be to provide debt-free education for this student group, it's about \$2-3 million per year cost to the college. Really manageable. Pilot program currently going on and working on fundraising. Hoping to offer this starting in Fall 2023.
- Computing Building “notionally approved”- private/public partnership not using tuition money, only fundraised funds. New building. Companies will rent the space and partner with the college on the cohort student support plan (see above).
- Keith’s question for ESC: How is the hybrid work policy going?
 - ESC Answer: Most people love it. There can sometimes be some confusion around what meetings are required in-person but overall people really value the policy and the flexibility. Revisiting the policy with a survey after doing this for 1 year. Faculty have expressed some frustration around not knowing when staff are around or accessible. Need to provide more guidance and policy for supervisors. Supervising in the new work force/modality. Can be a ghost town on Mondays and Fridays, though.
- Keith’s final comment- Want to think about changing facilities to support values of flexible work spaces, cool spaces for collaboration, events, etc.

Updates from Working Groups

10:40-10:55 a.m.

- Improve Staff Retention - Brooke and Karen - 10 minutes
 - [Committee Report](#)
 - Staff Retention Survey results presentation
 - In the past two years we have had the highest turnover rate historically

- 75% of staff completed the survey which is a great return rate
- Looked at CEAS Exit Survey, Campus Climate Survey, and Staff Retention Survey (by committee)
- 86% of respondents have considered leaving their position in the past year (reasons why...)
 - Highest indicated concern around leaving is unsatisfactory salary by a landslide, next was lack of opportunities for advancement (career ladder)
 - Negative relationships/interactions between faculty and staff also came up quite a bit
 - Burnout and work/life balance
 - Poor experience with supervisor/manager
- From this, committee will be working on supervisor/manager trainings, advancement opportunity/salary policy development
- Results of this survey will be publicly available in January when an official report is compiled
- Keith- very willing to provide support to these issues, has been raising this issue to leadership across campus
- Propose CEAS Policy - Gabe and Jess
 - [Committee Report](#)
- Build Community - Carolyn and Emily
 - [Committee Report](#)

Other Topics

- Topics from ESC members or other staff

10:55-11:00 a.m.