Roll Call/Check In - Welcome! 2:00-2:05 p.m.

General Items 2:05-2:25 p.m.

- Welcome Monique McCloud
  Asst. Dean for Organizational Development, Culture, and Equity
- Chair Update - Becky
  o Admin Council - Becky or Carolyn will be attending
    ■ Carolyn attended 3/6

Agenda:
1- Introduction (Keith)
Monique McCloud the new Assistant Dean for Organizational Development, Culture, and Equity – HR and DEI for college
2- Revisions to sabbatical incentive program (Keith)
3- Faculty Salary Procedures Working Group (FSPWG) (Daria Kotys-Schwartz and Ken Anderson)
4- Strategic planning updates and questions (all) - deadline to send in department’s work by March 17th
5- Open discussion on a few current topics (all)

Pause and think big thoughts:
ChatGPT and generative AI
Impact of diversity statements

- HR International Women’s Day Event - Weds, March 8, 1-2 pm, Clark Conference Room
- Leeds Staff Council event - April 12, noon-1, Power of Empathy, FSAP - reminder
- ESC Elections proposed schedule:
  ■ March 15: Call for nominations
  ■ April 3: Reminder to nominate
  ■ April 7: Nominations deadline
  ■ April 7-21: Contact nominees, get their bios, etc.
  ■ April 24: Voting open
  ■ May 1: Voting reminder
  ■ May 5: Voting deadline
  ■ 6 people will be finishing their two year term (Amy, Ashley, Carolyn, Gabriel, Jessica, Karen)

- Committees should be prioritizing documentation of policies and procedures.
- Nominate your colleagues and whoever you think would be great at it!!
- Can the ESC leadership identify some of those "missing voices" so outreach can be done to them?
○ Email to ESC: compensation for staff taking on extra projects like in A&S?
  ■ Exists in Engineering, but not super common.
  ■ HR can elaborate on process to request this.
○ Email to ESC: process for onboarding Grand Junction, Gunnison (etc.) CEAS staff; building community and sense of belonging
  ■ Only two partnership program employees right now, but another one coming online soon.
  ■ Go through training within their department and get the onboarding experience from CEAS/CU as well as their partnership school.
  ■ General guidance for remote onboarding best practices
  ■ Contact karen.ganss@colorado.edu for more information on the Western Slope staff onboarding process!
○ Email to ESC: staff member preference for 3 days on campus to build community; asking if there has been other similar feedback to Hybrid Work Policy
  ■ Work on doing some feedback collection in July about the hybrid work policy
  ■ The college no longer oversees individual remote work requests and is up to the supervisor and the unit. It also depends on your role.
  ■ If someone wants to work remote more than 3 days a week, those go through Keith and Alisha on a case by case basis. Have not denied any thus far but needs to meet business justification. Any requests that are medical-related go to ADA office directly.

● ESC Budget Update - Carolyn
  ○ Documentation on submitting a fund request to ESC - members and non-members

● College updates - Alisha
  ○ Campus March 1st increase in salaries just part of a review to ensure that everyone in the same position groups are paid the same. Only 6 employees in ENGR saw a bump and it was just a few hundred dollars so we are very proud about how well employees are being paid. But the goal is to be at market. There will be a website that campus HR puts together and manages that indicates all staff salary ranges.
  ○ May Regent meeting will be hearing a pitch from campus on more funds for salary increases.
  ○ Alisha is looking for volunteers to put together the rest of new manager training! Email her if you are interested.
  ○ April 27th bring your kids to work day! Rec center will host the bulk of the activities but HR will do something, too.
  ○ April 28th Engineering Projects Expo and ATLS projects expo a week after also great to bring kids to.

● Updates from Inclusive Culture Council - Dana
  ○ Working on inclusive engineering language documents
  ○ Participating in grant-writing training
  ○ Share-out about DEI recruitment methods
Updates from Working Groups  2:25-2:50 p.m.

- Policy - Gabriel and Kayla
  - Monthly report
- Improve Staff Retention - Brooke
  - Monthly report
- Build Community - Emily
  - Professional Community Week
  - Pi Day! March 14th :) 2pm in Clark

Other Topics  2:50-3:00 p.m.

- Topics from ESC members or other staff