Engineering Staff Council Meeting Agenda
April 4, 2023; 2:00 - 3:00 p.m.
ECNW 150A or Zoom: https://cuboulder.zoom.us/j/92879788192

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

General Items 2:05-2:15 p.m.

- Chair Update - Becky
  - Thurs, April 6, 4-5pm – volunteers needed Ring & Pin Ceremony; email Kammie Slavin
  - Weds, April 12, noon-1, Leeds Staff Council event, Power of Empathy, FSAP
    - https://cuboulder.zoom.us/j/92939421982
  - ESC Elections schedule:
    - This week - reminder to nominate, nominations due Friday (24 so far!)
    - April 24 - voting opens; May 1 voting reminder; May 5 voting deadline
    - 6 people will be finishing their two year term (can run again)
      - Amy, Ashley, Carolyn, Gabriel, Jessica, Karen
      - Others have one more year of two year term
  - Copied ESC shared Google Drive to the ESC account’s OneDrive
    - Completely hosted under ESC@colorado.edu; emailed ESC members with link
  - End of term Committee Transition Template for review (focus on this next month)
  - ESC Budget Update

- College updates – Alisha/Monique
  - Campus Staff Council- fill out the engagement survey!
  - ENGR Professional Development funds have been exhausted for the year! Which is great.
  - Manager training updates- shifting some things and will reach out to Retention Committee soon about collaborating on this
  - 50 years of blood drives- donate and get a hat!
  - Fill out the survey at the bottom of the Boulder Staff Council email and can win a prize
  - Alisha’s 8 year anniversary 😊

- Updates from Inclusive Culture Council – Dana
  - None at this time

Visit from Dean Molenaar 2:15-2:45 p.m.

- Updates on strategic plan
  - Wrapped up 5 year plan this time last year and launched the new one this past fall
    - Visioning process and becoming statements published in January for comments and feedback from units
    - Units working on strategy statements, where we want to go in the next 5 years
  - Worked on synthesis of these statements over spring break and it was an awesome experience (have 10 for each pillar)
Looking for edits from the various groups now for input and refinement
None of them speak to move out to ERC so we need to add something about that
  o Wrapping this up for spring/summer and implementation for fall
  o Questions:
    ▪ the 10 statements for each pillar come from the working group meetings from the fall, departmental/unit input, and other feedback, as well as continuing from the past strategic plan (such as gender parity and full-funded education for pell-grant recipients)
    ▪ Focus groups at the unit level was helpful for developing strategies for units to work on statements
    ▪ Ready to share with the whole college after EAC meeting on April 14th
    ▪ Anything we can do as ESC in the planning/implementation process with strategic planning? Give input on finalized statements then start working on dashboard to see metrics on what we are achieving for these goals. Prioritizing inclusion goals. Review annually.
    ▪ All units were asked to provide statements for all 3 pillars but some provided more for one pillar than another depending on the unit’s goals and prioritizes
  • Response to Retention Survey data
    o Has been reviewed but no action items have been identified yet
    o Finance and HR biggest areas of turnover right now but need to look across the board generally
    o May be a May/June conversation
    o Monique will be spearheading this project- picking out insights and narrowing down the survey data to see how to address the major issues that have come up from this
      ▪ Brooke to share full retention survey results with Monique and the condensed version
      ▪ Schedule some time with Monique to go over this and discuss next steps
  • Additional questions:
    o new campus budget model is student credit hours, retention, head count
      ▪ ENGR looking at 3-5% student growth
      ▪ Supplemental funds filling in the blanks
      ▪ This is good for ENGR
      ▪ Working on a website to explain all of this
        ▪ 10% for common good- renovations, scholarship, dean’s inititatives
        ▪ 25% for advising, career services, things that aren’t department driven
        ▪ 65% for all other units
      ▪ Can put in budget augmentation requests to request additional funds than what has been historically provided
      ▪ Can get your budget before August now, which is great
Anticipated student growth - can review Tableau dashboard to look at student trends, not really limiting grad and phd program growth but 3-5% for undergrads
  ▪ Campus has hired an external retention review but ENGR and BUSN are already doing a lot of this planning, we are in a good spot for this already

• First set of graduates from Western Partnerships this year! Woo, Karen 😊

Updates from Working Groups 2:45-2:55 p.m.

• Policy - Gabriel and Kayla
  o Monthly report

• Improve Staff Retention – Brooke
  o Monthly report

• Build Community – Emily/Alex
  o Professional Community Week

Other Topics 2:55-3:00 p.m.

• Topics from ESC members or other staff