

## **Boulder Staff Council Minutes**

**April 9, 2014 Regent 302**

### **Full Council**

**Attendees:** Mary Alford, Amaury Batista, Philip Bradley, Dom DeVangel, Christian Dino, Sarah Douvres, Dana Drummond, Laura Edlin, Erin Foster, Joshua Firestone, Erin Foster, AJ Gilmore, Joanna Iturbe, Beth Kroger, Dana Kusjanovic, Serena Leland, Gregg Lundgren, Vonda Maki, Tatevik Madoyan, John McKee, Greg Roers, Denise Thomas, Sharon Vieyra, Randi Voila, Lori Jackson

**Absent:** Bradley Albus, Janet Baker, Oma Bankston, Joe Branchaw, Kat McGovern, Nick O'Connor, Deb Renshaw

**Visitors:** Ilene Harker, Area 5 SC nominee.

**Call to order / roll call:** 12:15 Quorum present

### **Approval of March, 2014 minutes**

#### **Co-Chair's Reports and Announcements**

- Viola attended SLC 4-4-14. DPA spoke. Sending SLC report to SC members.
- The SC survey has been sent and is available both in English and Spanish, both electronic and printed surveys.
- McKee reports on CEC. Rick George, athletic administrator spoke about goals. The Social Climate Survey was recalled due to a privacy issue. Expect to see revised survey soon.

#### **Treasurer Report**

- PBRL budget will be adjusted due to deficit resulting in capitol tour expenses. Council votes all in favor of budget increase.

#### **Human Resource Report**

- Brett Rogers – 100% compliant on submission of OEP evaluations.
  - Question regarding grievance process of university staff evaluation process.
  - You may write a response to evaluation scores and going one level higher than supervisor, discuss adjusting scores. There is no formal grievance process.
- CS evaluations due May 1.
- Compensation - Regent approved 3% merit salary increases pool to be shared among faculty and university staff
- Classified staff pool has been approved by OBR as 3.5%, estimated at 2.5% COL and 1% merit salary increase, conditional upon approval of state legislator and obtains governor's signature.
- People Soft program upgrade will be ready by fall 2015.
- Recruitment model upgrades are in place, screening upgrades, online interviewing, reference checking working well at this time.
- E-signatures are being strongly recommended as possible; such as campus recognition program document requiring up to six signatures.
- Training development: Managing the CU Boulder Way session has had full enrollment with prior three sessions. The 2<sup>nd</sup> level will launch this week, the Highly Effective Manager, which requires completion of Managing the CU Boulder Way to participate.

#### **Vice Chair Report**

- Candice Bowen, HR has confirmed attendance for 1:00 p.m. on the June retreat agenda. Mike Murray will also be in attendance for updates on Boulder Campus Employee Survey.

### **New Business:**

- Bradley presents idea that SC members be excused after the business portion of May 14, 2014 meeting with the exception of SC chairs and members of the elections committee to facilitate new member orientation/ mentorship program.

### **Action Items**

- **Roers** – YOS May 6<sup>th</sup> update. Glenn Miller Ballroom 10:30 – 12:00 noon. Chancellor DiStefano celebrating 40 years. An congratulations affirmation from Colorado House and Senate will be presented. President Benson will present Phil's YOS award with various other special guests in attendance.
- **Douvres** – Diversity Initiative Resolution submitted prior to meeting for review. Motion to accept and present to Dr. Boswell per earlier concern of SC support of diversity. SC mission and vision statements are very inclusionary. It is suggested that Communications committee present resolution as part of new article for CBT. Motion seconded, all in favor, no objections no abstentions.
- **Kroger** – Proposal for support of Improvement of UCB Tuition Benefits. History of Tuition Benefit given, summary of current working group members and their special contributions. Proposing faculty (through BFA) and staff (through BCSC) submit joint proposal. Lengthy discussion follows. Viola suggests tabling of this topic, to resume discussion at the April 23 Executive Board meeting to determine what type of support document will be used. Topic will return to full council during the May 14 meeting. Motion seconded and all members in favor. (828 tape)

### **Speakers**

#### **Kelly Fox Sr. VC and CFO and Steve McNalley Sr. Assoc. VC Budget & Finance**

- FY14-15 overview given: Strategic planning for establishing financial health goals. Overview on current budgets, restricted and unrestricted revenues, diversifying revenue strings. Educational and general revenue expected from auxiliaries, tuition, state funding, research, etc. Hopeful reduction of costs in areas of paper reduction, plans of maximizing venues, correctly configured space usage and procurement sourcing explained. Increasing costs with differed maintenance and aging campus buildings. Next steps for revenue and expense initiatives and maximizing current revenues shared.

### **Delegate Reports**

Delegate reports may be obtained by contacting the Staff Council administrator.

#### **Boulder Campus Planning Commission - Dino**

<http://fm.colorado.edu/planning/bcpc/>

#### **Boulder Faculty Assembly - DeVangel**

<http://www.colorado.edu/FacultyGovernance/>

#### **Chancellor's Accessibility Committee (CAC) - Kusjanovic**

<http://www.colorado.edu/odece/campusclimate/cac.html>

#### **Chancellor's Executive Committee - Viola / McKee**

<http://fm.colorado.edu/planning/Glossary/ChancellorsExecutiveCommittee.html>

#### **Statewide Liaison Council - Douvres**

<http://www.slccolorado.org/>

#### **UCSC - Drummond/McKee/Foster**

<https://www.cu.edu/StaffCouncil/>

**Special Reports or Updates**

**Committee Reports**

Committee reports may be obtained by contacting the Staff Council administrator.

**Awards** – Roers / Dino

**Blood Drive** – Viola / Lundgren

**Communication** – Drummond / McKee

**Election** – Douvres / Bradley

**Outreach Events** - DeVangel /Maki

**PBRL** – Kroger / O'Connor

**Adjournment:** First and second motions to adjourn 2:00 p.m.

Respectfully Submitted,

Lori Jackson

UCB Staff Council Administrator