

Staff Council Meeting Minutes

August 8, UMC 245

Full Council

Attendees: Alex Acosta, Bradley Albus, Mary Alford, Oma Bankston, Philip Bradley, Joe Branchaw, Zahra Crowley, Jennifer Davis, Dom DeVangel, Christian Dino, Sarah Douvres, Dana Drummond, Erin Foster, AJ Gilmore, Angie Greenwald, Rachel Killam, Beth Kroger, Gregg Lundgren, Vonda Maki, Tatevik Madoyan, John McKee, Nick O'Connor, Greg Roers, Paul Taylor, Denise Thomas, Randi Voila, Lori Jackson

Absent: Janet Baker, Morgan Bays, Dana Kusjanovic, Ben Leonard, Brad Mathers, Kat McGovern, Sharon Vieyra

Call to order / roll call: 12:15 p.m. Quorum present

Approval of June minutes (July was SC Retreat)

- Approved with no changes

Co-Chair's Reports and Announcements

- Viola introduces Paul Taylor, new Area IV rep.
- PTS special committee will meet in September. Viola will submit a Fin Aid package. Asks SC members where salary cap should be – provide any constituent feedback.
- CEC will meet August 15, Viola and Roers will attend.
- September 10 chairs are meeting with Candice Bowen, UCB HR. Will cover survey results and other. Let chairs know topics of interest.
- Roers reports that selection committee for VCA has listed pros/cons and general information which has been passed to Kelly Fox. Fox chose to look at internal candidates for close review before considering external options.
- Viola opens proceeding on new OEP rep for UCSC vote. Douvres continues by asking two candidates, Erin Foster and Philip Bradley to share reasons for wanting UCSC position.
 - Foster: Is interested in policy and enjoys analyzing. Wants to bring gathered information to/from UCSC. Plans to car pool with Dana Drummond, current UCSC rep.
 - Bradley: Philip has transitioned to an OEP position, wants to take BCSC information to UCSC more than UCSC to us. Feels lengthy experience with BCSC is advantage. Feels time management is an aspect of the job, a function in all that gets accomplished.
- Erin Foster wins by show of hands. Foster 13 / Bradley 11. BCSC Vice Chair Philip Bradley will attend as an alternate according to code.
- Viola – suggests that guest speakers for SC meetings be scheduled for alternating months, and by relativity to current staff issues, leaving every other meeting open for in depth SC discussion.

Treasurer Report

- Budget report presented, which was approved at Exec Board meeting by council and committee chairs.
- Brief discussion regarding \$20K extra funds. Expecting to use some of the excess on SC 40 year anniversary event.

Human Resource Report

- No report. Timmons and Jill Pollock have meeting with DPA August 17th. Pollock will submit write up in regard to DPA reserve budget for merit increase clarification.

Action Items

- Davis – from SC HR Committee – (single meeting). Candice Bowen comments on last 'whereas' from resolution, Performance Management Audit System.

- Bowen felt HR would lack resources to force changes, unless behavior of supervisor shown to be discriminatory. Actions toward an audit system could create resentment or anger with no positive outcome.
- Bowen talked about the Employee Engagement Survey. More to share when Bowen attends SC meeting and further discussion. Results of the survey can be tied to SC resolution although the bulk of staff responses indicate no evaluation issues with supervisors. HR wishes to work with SC toward goals from engagement survey.
- If HR were asked what their focus for 2012-13 would be; focus on responses to Employee Engagement Survey and employee recognition enhancement.
- After discussion of Resolution for Improved Performance Management System, versions A and B, a SC vote of hands results in adaption of resolution version 'A'. Further discussion and vote of hands passes resolution version A with 19 for, 2 abstentions, 1 no.
- Brief discussion regarding event to celebrate SC 40 year anniversary. Award/Recognition Committee to address interest and report back to full committee.
- DPA reserve budget merit funds: Best understanding; Departments (UCB as a department) within state system will be allowed to give annual classified merit pay if reserve budget funds are available. Performance based. After lively discussion, SC awaits reporting from Jill Pollock after the August 17th DPA meeting. Doubtful that 'reserve funds' would become available.
- Request put out to Communications Committee to find better source for electronic Exec Meeting ease of communications and recording of. – Determined that SC Executive Board will resume in person meetings.
- Tuition benefit for non-Colorado residence not discussed today due to absence of presenter, Kusjanovic.

Delegate Reports

Statewide Liaison Council

<http://www.mscd.edu/~csc/slcweb/>

- As an attempt to better understand SLC activity, Viola strongly urged SLC chair, Oliveras to provide minutes to SC, with no results. Viola to attend SCL in September, Colorado. Springs.
- If BCSC stops SLC support/attendance, Oliveras feels other SLC attendees will eventually quit attending. Albus and Roers feel SLC is active and productive, especially in helping other higher ed locations present a representative. Problem – SLC represents only classified staff at this time. OEP status is expected to change the 'look' of SLC in the future.
- Non-funded staff councils hold personal fund raising events for financial support.

University of Colorado Staff Council

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

- June meeting – State compensation discussed, no results until further decisions are made.
- Bumping rights have been revised – now not available unless person is near retirement status.
- Pollock is looking into how other higher-ed Colorado locations presented their one time merit increase which was base building. Requested by President Benson.
- Consulting group will be hired to evaluate OEP compensation. Expected to be one year before results are seen.
- Performance evaluation – cannot create an accurate evaluation until there is a standard to base it on.
- PeopleSoft / Jobs at CU – PDQ's will be available at some point.
- Elections were held. Carla/CU Denver Chair is still in (2 year term), Stephanie/UCCS Co-chair, Tyson/UCCS treasurer and secretary position is still open. Drummond is not accepting Secretary position for UCSC, but will remain active delegate.

- Discussion presents feelings that Pollock's attendance at UCSC meetings appear to be intimidating to members. Examples given. Suggestion made to monitor meetings for situations of influencing policy or vote of members, censure could be considered by BCSC. UCSC chair should keep the meeting under control. Pollock is also staff member and allowed to present issue and be heard at UCSC meeting.
- UCSC is BCSC route directly to The Board of Regents. UCSC needs to continue to be strong council. SC delegates feel Karla is performing stronger.
- Viola plans to attend future Board of Regent meeting for show of presence.

Committee Reports

Blood Drive – Viola

- September 10th/13th UMC – please donate if you are eligible. Agency number #0248 Boulder Staff Council. BCSC has made the news in the Bonfils Heartbeat newsletter.

Communication – Drummond / McKee –

- Post cards will be sent to classified/OEP staff encouraging attendance at a SC meeting. No Eblast is planned at this time, hoping to capture interests by number of inquiries from postcards for 'secret treasure hunt' within SC website. Communication Committee will consider idea to submit CU Boulder Today article for purpose of assuring staff that meeting attendance is supported by CU Administration.

Elections - Douvres–

- Asks members to suggest rep for filling vacancy in Area I, traditionally a difficult area to keep full representation.

Staff Recognition/Awards – Roers

- Meet each third Thursday of the month

PBRL – Roers

- Meet each third Wednesday of the month

New Business:

- Douvres explains purpose and asks for approval of \$1000 contribution for Women Succeeding Symposium. Motion moved and approved by 21 for, 1 against, no abstentions.
- Dino presents a PTS postcard for SC to review – focus to increase ridership and work toward sustainability goals.

Adjournment: First and second motions to adjourn 1:55 p.m.

Respectfully Submitted,
Lori Jackson
UCB Staff Council Administrator