



**Boulder Campus Staff Council
Staff Council Meeting Summary
December 9th, 2015
Regent 302**

In Attendance: Philip Bradley, Alisha Bennett, Samuel Bogan, Joe Branchaw, Thomas Christian, Annette Croughwell, Sarah Douvres, Brian Drake, Laura Edlin, Joshua Firestone, Aljoana Gilmore, Aileen Harker, Joanna Iturbe, Kristi Levanduski, Gregg Lundgren, Vonda Maki, Kathleen McGovern, Lisa Peck, Greg Roers, Megan Schosker, Alan Slinkard, Denise Thomas, Sharon Vieyra, Gaylynne Von Der Nuell, George Zamarripa, Zahra Crowley

Not in Attendance: Omaira Bankston, Robyn Copeland, John Kelly, Alex Mancero, Ruth Seaholm, Randi Viola.

Call to order / Roll call: 12:20 p.m.

Approval of Minutes: November minutes approved.

Chair Reports:

- Retreat January 27th. 10 a.m. – 2 p.m., ARCE 346.
- Good time to check in about what we have accomplished and what to focus on.
- OIEC coming for part of it.
- Will have pizza and salads. Please let Zahra know if you have any dietary restrictions.

Treasurer's Report:

- No report due to system upgrades. Will send to sereps when able to access the information.

Human Resources Report:

- Still working with Talent Manager search.
- There will be a search for the Director of Compensation.
- Hired Dana Hotchkiss as the Business Partner Director

Vice Chair Reports:

- No report.
- Chancellor will be the speaker in January.

Speaker:

No speaker

Discussion Items:

Idea to Resolution Best Practices Discussion

- Resolutions passed in staff council when the council wanted specific action to happen, sometimes it is more of a suggestion of where we would like administration to go with a topic or requesting it to be addressed. Sometimes it is created to be sent to the lobbying group.

- Once in a while we will pass a resolution in particular for Staff Council regarding what action we plan to take.
- Resolutions is a documentation of voted on intent.
- Different ways to pass a resolution,
- Can bring ready resolution to council to vote on.
 - Please try to pass information to the council prior to the meeting to give everyone a chance to read it and come to the meeting with questions.
- Best practice for resolution, bring idea to committee or executive council and then a group will work on gathering information and communicate information with executive group.
 - Vetting resolution as much as possible is good to do before bringing it to full council for vote.
- If resolution is not passed, can go back to discussion and working on it.
- Resolution will create the record of Staff Council opinion.
- Always helpful to work with members of the administration before sending it to lobbyist.
- A lot of knowledge in this room so it is helpful to bring up issues or ideas that you would like to create a resolution for.
- Channels of where to send the resolutions is often decided in the creation of the resolutions.

Historical list of resolutions or policy where Boulder Staff Council has been influential. (Ad-Hoc Survey Committee/Communications)

- UBAB resolution
- Silver and Gold resolution
- Tuition Benefit 1 & 2
- Diversity
- Surplus Equipment
- PERA
- Bullying
- Pay Raises

Staff Reception at CU Art Museum, Early March 2016 (George Zamarripa)

- CU Art Museum will be opening up again in Feb and will doing a Grand Opening, and would like to do something, possibly a reception, specifically for Staff.
- George will work with the Art Museum people to let them know there is interest and get more details.
- Events around lunch time are easiest for many staff members.

Overview of responses received during the Diversity Summit.

Networking Groups (bringing people together)

1. Create Staff affinity groups; Latino, African American, LGBTQ to create a forum to discuss issues specific to these areas.
2. More diverse population and dialogues.
3. Young professional network
4. Meal events showcasing food from different cultures
5. Combine student group events to foster unity and inclusiveness.
6. Silent auction showcasing diverse campus creations.
7. Getting people comfortable with people who are different from them by using campus events; e.g. emcee town halls, have tables at Staff Council appreciation breakfasts, lunches, etc.
8. Provide more diversity events- instead of an ice crème social, perhaps celebrate an ethnic celebration.
9. Ice Crème Social highlight ice crème comparables from other countries.

Governance/Strategic

1. Increase inclusive excellence in all mission, vision philosophy for every dept.

2. Campus must be more effective at being inclusive of diverse socio-economic levels. The current divide and conquer strategies being used by leaders to underpay our custodial colleagues is not acceptable
3. Acknowledge and explore the diversity of staff in terms of background and intersections and learning styles.
4. Open up the Diversity Summit to the community outside CU + other Chancellor Cmtes to discuss ways to collaborate.
5. What type of campus climate would it take for CU faculty, staff and student athletes to follow in the footsteps of our peers at Missouri? #Black Lives Matter
6. Increase Scholarship Money for diverse communities.

Education

1. More sessions similar to the “what is the transgender experience” session because it is so eye-opening; e.g. what is the disability/students of color/LGBTQ/ women etc. experience.
2. Film festival showcasing diverse documentaries to help educate campus.
3. Encourage all depts. To invite students and staff of diversity to speak at staff meetings, e.g. int’l students talk about what it’s like to come to CU to learn, int’l staff coming to work, etc.
4. Train the trainer: A team of special delegates to be available to depts. For presentations.
5. As a graduate student teaching a subject that does not directly relate to these issues, I am unsure of how to incorporate ways of teaching it in the classroom, nor am I confident in my ability to do so effectively. I would love the opportunity to have a guest speaker come to my class to present some information to my students (like the study abroad program often does).
6. Create a campus website where people can post examples of micro-aggressions and an opportunity for education/dialogue, i.e. not just a place to report but also an opportunity to learn why it is offensive or how statements/actions vary culturally.

Other

1. How is staff council pressuring the governor to give state employees a raise. It is a Disgrace that the state budget is always balanced on the backs of state workers!!!!
2. I really enjoyed your BBQ lunch event for all employees, and would like to have it again.
3. Listen to each other and give each other good feedback.

Additional ideas brought up during discussions with Diversity Summit planners:

1. Staff Council Delegate to Diversity Summit Planning Cmte. Goals are to:
 - a. Help with reaching the broader campus community (workshop titles included a lot of diversity terminology (jargon) not known to broader community.
 - b. Work closer with Staff Council on other diversity events throughout year. Partnering on these events.
2. Explore possibility of having a full day event (repeated a 2nd day) where departments are asked to send half of employees each day. Chancellor would kick off with state of campus, some diversity workshops, SC host luncheon similar to Global Jam, President give State of University, etc.

(Reports will be recorded on full council reporting template and discussion followed during Staff Council meeting. Urgent information will be shared with the Executive Board.)

Delegate Reports:

- **Boulder Campus Planning Commission BCPC – (Joe Branchaw)**
- **Boulder Faculty Assembly BFA – (Vonda Maki)**

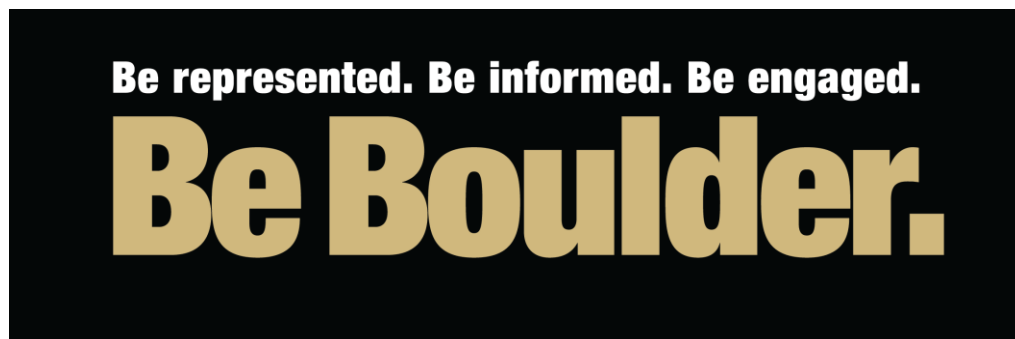
- **Chancellor's Accessibility Committee CAC – (Thomas Christian)**
- **Chancellor's Executive Committee CEC – (Laura Edlin & Joanna Iturbe)**
- **Statewide Liaison Council SLC – (Randi Viola)**
- **University of Colorado Staff Council UCSC – (Denise Thomas, Joanna Iturbe and Gaylynne von der Nuell)**
- **Campus Use of University Facilities CUUF – (Brian Drake)**

Committee and Special Reports:

- **Awards – (Greg Roers/ Megan Schosker)**
- **Blood Drive – (Greg Lundgren)**
- **Communications – (George Zamarripa/ Brian Drake)**
- **Elections – (Lisa Peck)**
- **Outreach Events – (Aileen Harker/ Kristi Levanduski)**
- **Payroll/Benefits/Retirement/Legislative – (Alan Slinkard)**
- **Special Committee**

Next meeting: January 13th, 2016, ARCE 620, 12:15 – 2 p.m.
First and second motions to adjourn 1:50 p.m.

Respectfully submitted,
Zahra Crowley
Administrator
Boulder Campus Staff Council



Delegate Reports

Joe Branchaw	Boulder Campus Planning Commission http://fm.colorado.edu/planning/bcpc/ No report
Vonda Maki	Boulder Faculty Assembly http://www.colorado.edu/FacultyGovernance/ There were 3 Special Reports, 1 st from Scott Morris introducing himself and offering to meet them with any problems or questions in the future. 2 nd was Bob Boswell talking about the Chancellor's initiative on Diversity and Inclusion. Asked faculty to think about inclusive excellence and how it can be achieved. 3 rd was John Griffin from CWA wanting to work with faculty to get more students involved in attending or becoming involved with CWA.

<p>Thomas Christian</p>	<p>Chancellor's Accessibility Committee http://www.colorado.edu/odece/campusclimate/cac.html</p> <ul style="list-style-type: none"> • Discussed Diversity Summit <ul style="list-style-type: none"> ○ Discussed overall what people thought of the summit. ○ Dept. of Justice Inquiry/investigation, resulting policy and awareness issues in regards to digital accessibility for ADA purposes. <ul style="list-style-type: none"> ▪ http://www.colorado.edu/news/features/digital-accessibility-initiative-update-department-justice-inquiry-closed update as of May 26th, 2015 (closed investigation) ▪ http://www.colorado.edu/news/features/improving-accessibility-cu-boulders-digital-environment & http://www.colorado.edu/news/features/moving-ahead-ada-technology-issues How CU is improving accessibility of digital environment. ▪ At summit based on conversations, sessions, etc. that many people were unaware of investigation. ▪ Investigation focused on how students with ADA impairments and what resources they have access to. • Discussed meeting Michael Roseberry, ADA Coordinator, had with Chancellor and Provost <ul style="list-style-type: none"> ○ Looking to develop a “system” of transportation to pilot on Main Campus to any building via a fixed route. What vehicles may work, including during certain weather challenges. East Campus at later date. ○ CU is changing its Universal Design practices whereas accommodations are the “norm”. <ul style="list-style-type: none"> ▪ Face challenges with resources. ▪ Looking at software (i.e. a Faculty member can upload a word document and it will be converted to audio file for visually impaired students). <ul style="list-style-type: none"> • http://www.sensusaccess.com/ ○ Create a University Testing Center in lieu of a Disability Testing Center. These centers help with reduced distraction, etc. Testing accommodations – Where? Time? Accessibility (transit)?, Travel? • 5HELP (OIT) – the main focus of this number is for digital accessibility, issues, and challenges. However, it’s expanded role is for anyone at CU (Staff, Faculty, Students, etc.) can call for help with a digital, technical or physical accessibility issues. Staff is trained to direct caller to right department, etc. • I spoke to Alaina Beaver, Universal Instructional Design Consultant, with CU. She offered to speak at one of our meetings, answer questions, etc. <p>The overall theme is how we can improve campus accessibility for students, staff and faculty.</p> <p>Next meeting 12/13/15.</p>
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Laura Edlin Joanna Iturbe	Chancellor's Executive Committee November meeting cancelled.
Laura Edlin Joanna Iturbe	Associate/Assistant Vice Chancellor Meeting
Denise Thomas Joanna Iturbe Gaylynn von der Nuell	<p>University of Colorado Staff Council https://www.cu.edu/StaffCouncil/ UCSC met on November 19th and had three guest speakers come to the meeting to discuss some varying topics. Kathy Nesbitt came and talked about the expansion of the Lynda.com features for all campuses. Each campus controller is looking into the opportunity to provide this service to all the campuses and the current contract can be expanded to meet that need. The tuition benefit policy is still under review, waiting for information to come back from the campus controllers. This is a complicated policy to try and make universal across campuses. How the policy ends up being shaped will be worked out in the future as more information is gathered. The Board of Regents has tasked the University and governance bodies for a full review of the Regent Laws and Policies. This will take up to 2 years to complete. More information to follow.</p> <p>Tony DeCrosta from the Health Trust came to talk to the council about the Trust, how it operates and he went over how our plans are decided and the full program that we have in place. The council had a set of questions for him to answer and he was able to cover all of the questions.</p> <p>Regent Chairman Kyle Hybl came to talk to the council about what the Regents are working on and the goals that have been set forth for increasing the undergraduate graduation rates on all the campuses. His presentation had lots of information on various data points that Todd Saliman has composed for the Regents and general public on the current state of financial information. Here is a link to this data: http://www.cu.edu/budgetpolicy/cu-data.</p>
Brian Drake	Campus Use of University Facilities http://www.colorado.edu/policies/CUUF CUUF met on the 4 th . They are currently working on making the policy more accessible. This means pulling procedures from the policy so they can be addressed separately and on an as needed basis.
Randi Viola	Statewide Liaison Council http://www.slccolorado.org/ No report
	Special / Delegate Report

Committee Reports	
Greg Roers Megan Schosker	<p>Awards Committee</p> <ol style="list-style-type: none"> 1. We have decided to use up the remaining Amway Gift Cards for Years of Service this year. 2. For remaining gifts we will be using Amazon gift cards and have found a way to do so through your procurement card. 3. We pushed the date of the event to accommodate a later start time so that attendees may leave straight from the event. It will now be 2-4.

	<p>a. As a result we will serve light appetizers and have arranged that the Chancellor will be able to attend.</p> <p>4. Zahra should be circulating the updated Awards Program HR form to the committee chairs for review. Once committees have reviewed the co-chairs will look over and sign.</p>
George Zamarripa Brian Drake	Communications Committee
Lisa Peck	Elections Committee Meeting in January
Kristi Levanduski Aileen Harker	Outreach Committee The Staff Appreciation Breakfast was a success. Thank you to everyone that attended and/or helped. December meeting cancelled. Next event is in the Spring. Looking at a festival type event.
Alan Slinkard	Payroll, Benefits, Retirement, Legislative Committee <ul style="list-style-type: none"> Overview of PBRL Action items : <ul style="list-style-type: none"> Sexual Misconduct Ad Hoc Committee Update ... Insurance Basics (March) Meet Your Legislators (February) Newsletter – Move to Bi-Monthly (Present Issue will be Oct/Nov) Executive Committee Update (Nothing to note) Payroll <ul style="list-style-type: none"> Discussion of Paychecks 101 info recapped in the PBRL Sept Newsletter Deferred discussion of HCM system to Gaylynne Benefits <ul style="list-style-type: none"> Review of Be Colorado Move Program (See Oct newsletter) <ul style="list-style-type: none"> Great benefit to help cover some of staff's health insurance costs Excellent incentive for health & well-being of staff Simple effective way of promoting wellness system wide Retirement <ul style="list-style-type: none"> PERA Workshop(s) <ul style="list-style-type: none"> Went well 100 in attendance at AM session 30 at PM session Finalizing data from follow-up survey (To be presented at Legislative Issues <ul style="list-style-type: none"> Discussion around next steps w/Ad Hoc sexual Assault Committee Article on Bernie Sander's Visit (Alex) Article in support of Student Survey in Oct newsletter (John) Brief discussion of March 11th SC Day at the capitol <ul style="list-style-type: none"> Items still being ironed out: <ul style="list-style-type: none"> Four campus participation Accommodations for lunch

	<ul style="list-style-type: none"> ○ Out as a group or individual groups go off on their own ○ Possible Advocate PR presentation w/lunch provided (Working) • New Business <ul style="list-style-type: none"> ○ Computer Loan Program (Greg Roers presented new information) ○ Alan scheduling final meetings with Jack De Bell (Computers for Youth) & FMHR to Develop next steps in the getting this program off the ground • Around the Table <ul style="list-style-type: none"> ○ Gaylynne – Nothing to add ○ Alex/John – No new legislative issues to discuss ○ Vonda – No new issues to report ○ Alan – Will provide updates on PERA Workshop, Staff Council Day at the Capitol, Legislators Meet-n-greet, Insurance 101 seminar at next session
Randi Viola Gregg Lundgren	<p>Blood Drive</p> <p>The Nov. 2015 4 day blood drive in the Recreation Center was a good drive. We had 233 potential donors show up and secured 222 units of blood (this amounts to 666 transfusions). This is actually an improvement over last year's November drive when we only took in 171 units.</p> <p>I want to thank Gregg & Zahra for both stepping up in my absence during my medical leave, and any other reps who volunteered their time at the drive. I really appreciate it. Randi</p>
Alex Mancero	Ad Hoc Website Committee
Alan Slinkard Lisa Peck	<p>Ad-Hoc Survey Committee</p> <ul style="list-style-type: none"> • Action Items: Updates from last meeting: <ul style="list-style-type: none"> ○ Review of Survey / update and make recommendations... • Review: <ul style="list-style-type: none"> ○ Get input from membership ○ Enhance <ul style="list-style-type: none"> ▪ Revise format ▪ Question selection review ▪ Question re-writes <ul style="list-style-type: none"> • Reviewed and agreed upon by a <u>committee voice vote</u> ▪ Preview and comment period <ul style="list-style-type: none"> • Committee and SC membership review/comment period • Final discussion at retreat before prepping for it live • Additional items for discussion

	<ul style="list-style-type: none">○ Ask ASR for gift cards as an enticement to get more to take the survey○ Get list of Events for Lisa to add to the survey○ Get list of Resolutions/Proposal's/Policies to add to survey○ Ensure that the lists we work from are accurate<ul style="list-style-type: none">▪ Communications (UCOMM)▪ Departmental▪ SC Blast lists (Harris Connect)
	Special Committee: