



**Boulder Campus Staff Council  
Staff Council Meeting Summary  
June 8, 2016  
Regent 302**

**In Attendance:** Omaira Bankston, Philip Bradley, Alisha Bennett, Joe Branchaw, Thomas Christian, Annette Croughwell, Sarah Douvres, Joshua Firestone, Kristi Levanduski, Vonda Maki, Kathleen McGovern, Lisa Peck, Alan Slinkard, Denise Thomas, Sharon Vieyra, George Zamarripa, Zahra Crowley

**Not in Attendance:** Robyn Copeland, Laura Edlin, Aljoana Gilmore, Aileen Harker, Teresa Hernandez, Joanna Iturbe, John Kelly, Gregg Lundgren, Megan Schosker, Ruth Seaholm, Gaylynne Von Der Nuell.

**Call to order / Roll call:** 12:15 p.m.

**Approval of Minutes:** May 2016 minutes approved.

**Co-Chair Reports:**

No Report

**Treasurer's Report:**

- Doing ok.
- Going to have deductions for Outreach event.
- Joshua will be the treasurer next year.
- Left over moving from each speedtype is moved to the plant fund at the end of the fiscal year.

**Human Resources Report:**

- Merit increases communications went out in the CU Boulder Today.
  - Classified increases are merit based.
    - 3=2.3% 2=1.5%
  - Going into effect July 1<sup>st</sup>.
  - University Staff will have the 2% pool based on the merit roster.
- New FLSA regulations went into effect.
  - Threshold to be eligible for overtime was increased.
  - Approximately 500 employees will be effected on this campus.
- Onboarding module will be returning to HCM.
  - On exact date as to when it when be turned on.

**Vice Chair Reports:**

No Report

**Speaker:**

Kelly Fox, Senior Vice Chancellor and CFO

**Discussion Items:**

- CU Day at Elitch's Update – Denise
  - Online portal to have people purchase tickets for day at Elitch's
  - Elevations is willing to help sell tickets for full face value of \$36.12.
  - 6 dollars subsidy per ticket.
    - Last year 189 employees participated
  - If we don't do anything, Boulder is out of participating.
  - First and second motion to have elevations sell tickets without subsidy.
    - 17 approve, 0 opposed, 0 abstaining.
- Paternal Leave Resolution – Alan
  - Found out UCSC is working on this and would like to table for the time being.
  - Alan plans to have a conversation with Denise to understand where UCSC is with this.
- ECO Pass Discussion – Alan
  - Subsidizing EcoPass's for dependent.
- Officer Results – Lisa
  - Alan Slinkard will be the new chair.
  - Megan Schosker will be the vice-chair.
  - Joshua Firestone will be the treasurer.
  - Alisha Bennett will be the secretary.
  - Robyn is looking into SLC.
  - Still looking for a classified staff member to fill UCSC spot.
    - Kat McGovern has expressed interest and will speak to her supervisor for approval.
- Election Results – Lisa
  - Newly elected members.

(Minutes will be amended with elected representative's areas. Awaiting an email from Elections)

- Jasmine Evans
- Rachel Lovendahl
- Katie Young
- Josh Turnquist
- Elizabeth Garfield
- Colisse Franklin
- Lauren Schipper
- Michelle Squyres
- Barry Sparks
- Mirinda Scott

- Motion approved to appoint representatives.

(Minutes will be amended with appointed representatives and the areas they will represent. Awaiting an email from Elections)

- 15 approve, 0 opposed, 2 abstaining.

**Action Items:**

**New Business:**

*(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:**

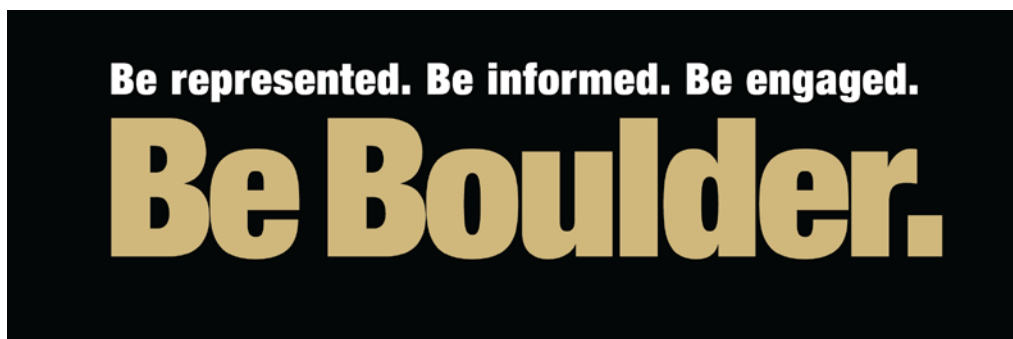
- **Boulder Campus Planning Commission BCPC – (Joe Branchaw)**
- **Boulder Faculty Assembly BFA – (Vonda Maki)**
- **Chancellor’s Accessibility Committee CAC – (Thomas Christian)**
- **Chancellor’s Executive Committee CEC – (Laura Edlin & Joanna Iturbe)**
- **Statewide Liaison Council SLC – (Randi Viola)**
- **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: No July Meeting, Retreat on July 8th in C4C Flatirons Room  
First and second motions to adjourn 2:03 p.m.

Respectfully submitted,  
Zahra Crowley  
Administrator  
Boulder Campus Staff Council



## Delegate Reports

Joe Branchaw	<b>Boulder Campus Planning Commission</b> <a href="http://fm.colorado.edu/planning/bcpc/">http://fm.colorado.edu/planning/bcpc/</a> No Report
Vonda Maki	<b>Boulder Faculty Assembly</b> <a href="http://www.colorado.edu/FacultyGovernance/">http://www.colorado.edu/FacultyGovernance/</a> No Report
Thomas Christian	<b>Chancellor's Accessibility Committee</b> <a href="http://www.colorado.edu/odece/campusclimate/cac.html">http://www.colorado.edu/odece/campusclimate/cac.html</a> <b>Outreach Dialog/Roundtable on Diversity, Inclusion/Inclusive Excellence - 5/24/16</b>  <b>In relationship to difference.....what do you feel we are reluctant to talk about? Why do you think we are reluctant to talk about the issue(s) we have identified?</b>  <ul style="list-style-type: none"><li>- knowing and understanding the differences we all have. Don't take the "words" for granted.</li><li>- people are afraid of what they don't know or don't understand.</li><li>- We focus on differences and not can bring us together.</li><li>- Unintentional ignorance.</li><li>- Reluctance to acknowledge the complexity of each person. For example: Suppose a person's ethnicity is Vietnamese but they were born and raised in Saudi Arabia. Is their culture Vietnamese or Saudi Arabian?</li><li>- Some challenges with different cultures is Nationalism. For example: A member at roundtable mentioned they are Japanese and he was married to "white" woman. His marriage did not work out and was in the midst of a divorce. He called his mom and instead of getting support for his challenge he was told "See I told you, you should have married Japanese woman and your marriage would have been successful." He mentioned in Asian cultures that there are stigmas. For example: If your Chinese it's acceptable to marry someone from China and Korea, but it depends on if they want to marry someone from Vietnam and definitely not Japan.</li><li>- Social hierarchy. An employee of FacMan for the residence halls said he feels they are treated as just the "help" and when their department has a potluck or celebratory meal of some kind the "management" does not sit with the "help" or non-management. It was mentioned by another member, that while we are all here for the students, true, but in order to make CU "World class"</li></ul>

	<p>we have employees of diverse backgrounds that perform that service so the students have a "World Class" campus.</p> <ul style="list-style-type: none"> <li>- How do you make or create something good out of your challenges?</li> <li>- Unconscious bias and preconceived notions</li> </ul>
Laura Edlin Joanna Iturbe	<p>Chancellor's Executive Committee</p> <p>No Report</p>
Laura Edlin Joanna Iturbe	<p>Associate/Assistant Vice Chancellor Meeting</p> <p>No Report</p>
Denise Thomas Joanna Iturbe Gaylynne von der Nuell	<p>University of Colorado Staff Council <a href="https://www.cu.edu/StaffCouncil/">https://www.cu.edu/StaffCouncil/</a> UCSC had a discussion on the Parental Leave Proposal Plan. System Staff council has worked on putting together data on other campus policies related to Parental Leave. System was scheduled to talk about the information with Kathy Nesbitt, however that has been delayed due to her busy schedule. UCSC will review the data and presentation at the retreat in August and put together a more comprehensive meeting with Kathy and Plan Administrators to discuss this plan later this fall. Discussion are ongoing with Kathy with regards to the Short term disability plan that is currently in place. The council was relayed the initial response from Kathy about changing the plan. Further discussions on this plan will also be incorporated into the meeting with Kathy and Plan administrators.</p> <p>The council discussed the Years of Service data issues and every campus has had issues with the data. Denver/Anschutz campus didn't hold a YOS event and hasn't in several years. The data issues and the Denver/Anschutz campus not having YOS event has been relayed to Kathy for assistance with them.</p> <p>The council put forth names for officer nominations. The Vice Chair, Secretary and Treasurer positions were open for this next year. An electronic ballot was sent out to all council members. New officers will be announced in June.</p> <p>The council continued to work on our "Working Climate Survey", reviewing questions and fine tuning the survey. Questions need to create actionable items for the council to work on over the next year or two. The survey will be reviewed at the retreat in August to fine tune any last items and then it will be sent out to all staff on the four campuses in Mid-August. Data from the survey will be compiled and the council will work through it in September to set more targeted goals.</p>
VACANT	<p>Campus Use of University Facilities <a href="http://www.colorado.edu/policies/CUUF">http://www.colorado.edu/policies/CUUF</a></p> <p>No Report</p>
VACANT (Gaylynne von der Nuell)	<p>Statewide Liaison Council <a href="http://www.slccolorado.org/">http://www.slccolorado.org/</a></p> <p>No Report</p>
	<p>Special / Delegate Report</p>

<b>Committee Reports</b>	
<b>Megan Schosker Alisha Bennett</b>	<b>Awards and Service Recognition Committee No Report</b>
<b>George Zamarripa</b>	<b>Communications Committee No Report</b>
<b>Lisa Peck</b>	<b>Elections Committee Election Results Officer Results</b>
<b>Kristi Levanduski Aileen Harker</b>	<b>Outreach Committee No Report</b>
<b>Alan Slinkard</b>	<p><b>Payroll, Benefits, Retirement, Legislative Committee</b></p> <ul style="list-style-type: none"> <li>• <b>Year in Review:</b> <ul style="list-style-type: none"> <li>○ <b>Sexual Misconduct Liaison to OIEC</b></li> <li>○ <b>Insurance Basics Workshop</b></li> <li>○ <b>PERA Workshops</b></li> <li>○ <b>Town Hall meetings</b></li> <li>○ <b>Computer Own Program</b></li> <li>○ <b>Newsletter</b></li> <li>○ <b>Day at the Capital</b></li> <li>○ <b>Political   Electoral issues updates (Bernie   Hillary   Biden visit   GOP Debate)</b></li> </ul> </li> </ul> <p><b>Items for discussion at the July Retreat</b></p> <ul style="list-style-type: none"> <li>• <b>Payroll:</b> (Will need to assign to a committee member at the retreat) <ul style="list-style-type: none"> <li>○ <b>Elevate:</b> HCM and the challenges under the new system. <ul style="list-style-type: none"> <li>▪ <b>Additional information concerning mycuinfo portal, late W-2, etc...</b></li> </ul> </li> </ul> </li> <li>• <b>Benefits:</b> (Will need to assign to a committee member at the retreat)</li> </ul> <p><b>Ideas for next year concerning workshops, seminars, insurance basics, etc...</b></p> <ul style="list-style-type: none"> <li>○ <b>For information on the present plans go to:</b> <ul style="list-style-type: none"> <li>▪ <b><a href="https://www.cu.edu/employee-services/medical-plan-options">https://www.cu.edu/employee-services/medical-plan-options</a></b></li> </ul> </li> <li>• <b>Retirement:</b> (Will need to assign to a committee member at the retreat)  <b>PERA:</b> PERA workshops (Do we want to sponsor again next year?) <ul style="list-style-type: none"> <li>○ <b>If yes – How many and when?</b></li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>▪ <b>Fall (Oct)   Winter (Jan)   Spring (Open Enrollment)?</b></li> <li>• <b>Legislative: (Will need to assign to a committee member at the retreat)</b> <ul style="list-style-type: none"> <li>○ <b>Day at the Capitol: Was a relative success. Some issues with timing related to the legislative session that shortened the day dramatically. Will look to schedule a bit later in the legislative cycle next year to enhance the experience, provide for tour of Governor's mansion, etc...</b></li> <li>○ <b>Monthly update(s) – Need to connect better with the Legislative cycle so we stay on top of issues that affect staff, campus community as well as our pocket books!</b></li> </ul> </li> <li>• <b>New Business:</b> <ul style="list-style-type: none"> <li><b>Parental Leave Resolution (Use of Donated Leave Pool)</b> <ul style="list-style-type: none"> <li>○ <b>First stab at a Resolution   May need tweaks   Possible vote at FC (6/8) to proceed</b></li> </ul> </li> <li><b>Eco Pass to be extended to spouses/children of staff via use of parking \$\$\$</b> <ul style="list-style-type: none"> <li>○ <b>Working with Parking Services   RTD to evaluate viability &amp; need</b></li> </ul> </li> <li>• <b>Items for Retreat:</b> <ul style="list-style-type: none"> <li>○ <b>Co-Chair to assist with PBRL as Alan is taking over as SC Chair</b></li> <li>○ <b>More involvement with Newsletter   Or do we scrap it all together?</b></li> <li>○ <b>What areas are we missing that need PBRL's attention / involvement?</b></li> </ul> </li> </ul> </li> </ul>
<b>Alisha Bennett</b>	<b>Blood Drive</b> <b>Next blood drive June 21<sup>st</sup> and 22<sup>nd</sup>.</b>
<b>Alex Mancero</b>	<b>Ad Hoc Website Committee</b> <b>No report</b>
<b>Alan Slinkard</b> <b>Lisa Peck</b>	<b>Ad-Hoc Survey Committee</b> <b>No report</b>
	<b>Special Committee:</b>