



Staff Council

UNIVERSITY OF COLORADO BOULDER

Boulder Campus Staff Council
565 UCB
Administrative Resource Center
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FULL COUNCIL AGENDA

Wednesday, January 15, 2025

12:15 p.m. - 2:15 p.m.

Zoom

In Attendance: Sara Abdulla, Claudia Acosta, Ally Bartley, Rob Blacker, Danny Buendia, Zach Brown, Dev Chaudhary, Kate Cochran, Meagan Combs, Angie Crews, Crystal Cyr, Hana Ember, Jasimine Evans, Jacob Henry, Anne Hudson, , Katherine Lenkart, , Jonathan Marenus, Christopher Mellott, Susan Nasher, Yasmine Ortuno, Sean Owens, Mark Palacio Sr., Leah McDaniel Parvez, Karrie Pitzer, Carly Pruiett, Sarah Safadi, Jessica Sandoval, Osei Simmons, Clara Smith, Rose Smith, Kathy Stutzman, Megan Varra, Lauren Way, Lori Wichhart, Mike Williamson

Not in Attendance: Andrew Alexander, Cameron Brooks, Ginnie Hershbarger, Natalia Johnston, Ian King, Deanna Main, Grace Maniscalco, Jim Mazzouccolo, Claudia Numan, Jan Owens, Alisha Stewart

Joining Late:

HR Liaison: Kenny Nelson (absent)

Guests: Robyn Fergus, Alexis Owen, Lynne Howard

12:15 p.m. CALL TO ORDER

12:17 p.m. ROLL CALL

12:30 p.m. Approval of December minutes – Passed by majority through acclimation

12:30 p.m. OFFICER REPORTS

Chairs' Report and Announcements –Mike Williamson, Crystal Cyr, Jessica Sandoval

1. Meet Your Rep Open House has been moved to February 12th
2. Want to make space for all the fires out west and if that is bringing up issues regarding Marshall Fires
3. [Tri-Chair Updates Slides](#)
 - a. Weekly Chair meetings on Mondays from 10-11; we open this to any reps who want to meet with us

Vice-Chair Report — Lauren Way and Meagan Combs

1. CU Discover Session for New Employees – we will be presenting about who Staff Council is and if any committees have updates to share; please send to us.

Treasurer's Report – Claudia Numan

2. Working on moving approved/proposed committee budgets to committee speedtypes
3. Working with budget office to create speedtype for Front Line Staff Committee

Human Resources Report – Kenny Nelson (absent)

Staff Council Administrator – Eryn Van Poole

Find Your Rep Website Form Issue – removed from website; not sure what fix will be

- Ally might have a fix

Questions for the Secretary? – Cameron Brooks

Questions for the Parliamentarian? – Sarah Safadi

- 1:00 p.m. GUEST SPEAKER – HR Blueprint Project Updates with Robyn Fergus – Vice Chancellor of HR & Alexis Owen from C-Shift (local women owned business)**
1. [HRBP Overview Staff Council 1.15.25.pdf](#)
 2. Q&A
 1. Have the new Leadership Changes on campus had changes on the level of support/engagement for this project?
 - a. We have talked with Chancellor's cabinet and we are not anticipating changing the course of this project over the next 2 horizons. We are looking at this as one prong under a strategy of operational excellence and effectiveness.
 2. Who should we reach out for future questions?
 - a. Robyn Fergus or Michele Moses Directly
 - i. Robyn.Fergus@colorado.edu / michele.moses@colorado.edu
- 1:30 p.m. PULSE ITEMS & NEW BUSINESS – Nothing new for today**
- 1:35 p.m. DELEGATE UPDATES**
- Group 1**
- ✓ UCSC, University of Colorado Staff Council: Jan Owens, Cameron Brooks, Yasmine Ortuno, Natalia Johnston (Alternate)
 1. Sign up for the Psychological Safety Training by the Friday, January 24th. It will be at The Highlands Ranch Library from 10am to 2:30pm. Then we will be celebrating Alan Slinkard's retirement at Rock Bottom Brewery right after.
<https://forms.office.com/Pages/ResponsePage.aspx?id=j-KJ6NR08keH6FNzLLvn7MDnOhidui1GjwYPBBsfQlhUQzFTNEpZS1RNQ0M2QkISWkVJMEJIVU9GMiQIQCN0PWcu>
 2. Staff Excellence Awards are due by January 31st! Please nominate someone
<https://forms.office.com/pages/responsepage.aspx?id=j-KJ6NR08keH6FNzLLvn7FuE0B6jg6lOtnAk8x9dg0hUOExZODIMNEU4T1E1NVFXRUMySkNJUKRNSS4u&route=shorturl>
 - ✓ BFA, Boulder Faculty Assembly: Alisha Stewart / Back-Up: Susan Nasher (Lynne Howard BFA Coordinator)
 1. Provost Moore attended BFA Meeting
 2. BFA is moving towards Chair, Chair Elect and Past Chair (3 Year Term)
 3. Creating a AI Policy for classes – wanted to make sure accessibility was addressed with AI
 4. Microcredentialing – Academic vs Non-Academic: is the process the same
 - ✓ Graduate and Professional Student Government (GPSG): Megan Varra
 GPSG delegate updates, none as of now, our first meeting of Spring is tonight!
 - ✓ Student CUSG: Sara Abdulla –
 no updates, meeting is next week –
 if you are getting rid of any t-shirts; they are collecting for a student demonstration to raise awareness about the tragic impact of student suicides and you can bring to me directly at Koenig Alumni Building
- 2:00 p.m. COMMITTEE UPDATES**
- Awards & Staff Recognition (ASR) – Jan Owens
 - We will be getting ready for round two of the Years of Service letters and certificates.
 - We will be getting ready to start the Brightest Buff.
 - Blood Drive & Community Service – Christopher Mellott
 - Next Blood Drive is Feb 4-6 from 10-2:30p at Ice Overlink Room at Rec Center
 - First meeting of the semester is tomorrow
 - Committee for Belonging, Equity, Accessibility and Mattering (BEAM)– Clara Smith

- We are underway in our 3 major projects that we are excited about: movie screening (joint project with UCSC), little free library and support for the LGBTQIA+ community around changing name/gender in our systems on campus.
- Communications – Katherine Lenkart
 - Next newsletter goes out on February 4th and articles
- Elections – Lauren Way
 - Elections Code Review Update – hope to have updates next FC meeting to propose
 - General Elections
 - Nominations go live on February 4th with the newsletter through February 17th
 - Added doc to today's meeting folder with current [2025 SC Rep Terms.pdf](#)
 - Information Sessions – February 7th & February 13th
 - Lauren will be reaching out to committee chairs to see if you would like participate or update your slide.
 - Ballot goes out March 4th
- Front Line Staff – Claudia Numan & Sarah Safadi
 - Next Roundtable Discussion is January 29th from 11a-1p at the Stadium 127A (Between Gates 4 and 5 through the double doors)
 - We were not planning on sending out a volunteer sheet since our committee can attend.
- Outreach and Events – Jessica Sandoval & Karrie Pitzer
 - Staff Appreciation Breakfast
 - Thank you for all those who came out to volunteer and support this event; we had 1,200 people and lots of food donations (EFAA and Harvest of Hope)
 - Campus Kids Day – April 24th
 - Rec Center from 9-11a and then campus tours happening (Fiske Planetarium. Surplus store, Recycling Center and UMC).
- Payroll, Benefits, Retirement and Legislative (PBRL) – Grace Maniscalco & Ian King
 - PBRL has been focusing on compensation as part of their goals for this year. In November we hosted Kelly Reel at our meeting to talk about the compensation framework work that HR has been doing. This work entails making more transparent the job families, levels and functional areas and the pay ranges associated with them by publishing this information for staff to access and see where they personally sit in relation to that information. We had a great meeting and learned a lot from Kelly and we were excited about the prospect of this information being released in January (and hopeful that something similar might be in the works for PRAs soon!). However, in December we heard from sources that the launch of this information had been delayed with no clear rescheduled date and this was deeply concerning to us in PBRL. Given this we reached out to Kelly to ask:
 - Is there a new timeline for this project?
 - Why is this delay happening?
 - We received the following information:
 - *We have decided to move the timeline back a bit for publishing the university staff salary ranges. We have received feedback that a more formal communication plan and more robust training resources for employees, managers, and supervisors will be helpful. We are considering a variety of next steps including obtaining more involvement from HR senior leaders, developing training resources, developing a communication plan, and preparing additional support such as webinars, open office hours, and additional tools. We hope to have the plan and an updated timeline in the next few months. I'll keep you posted on any working groups/feedback groups as I'd welcome Staff Council PBRL participation in those.*

- Through further questions we found that it is unlikely that anything will be published this semester. PBRL expressed their strong desire to be involved in working groups around this issue and we will keep you posted.

2:15 p.m. ADJOURNMENT

Next scheduled Full Council (FC) Meeting – Wednesday, February 12th

Online access to [Roberts Rules](#)
[SC Engagement Checklist](#)

Upcoming Events: [Staff Council Calendar](#)

Newsletter: [October 2024](#)

Delegate Assignments

(Reports to be delivered to the Secretary, Cameron Brooks, 3 days prior to full council meetings and to be circulated to Full Council prior 2 days prior to full council meetings. Discussion to follow during Staff Council meeting/s. Urgent information will be shared with the Executive Council.)

Current assignments:

Group 1

- ✓ UCSC, University of Colorado Staff Council: Jan Owens, Cameron Brooks, Yasmine Ortuno, Natalia Johnston (Alternate)
- ✓ BFA, Boulder Faculty Assembly: Alisha Stewart / Back-Up: Susan Nasher
- ✓ Graduate and Professional Student Government (GPSG): Megan Varra
- ✓ Student CUSG: Sara Abdulla

Group 2

- ✓ CUPD Community Oversight Review Board: Clara Smith & Jonathan Marenus
- ✓ Campus Use of University Facilities (CUUF): Ian King
- ✓ Pathway Safety Committee: Daniel Buendia & Christopher Mellott