Staff Council
UNIVERSITY OF COLORADO **BOULDER**

Boulder Campus Staff Council
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Administrative Resource Center
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FULL COUNCIL AGENDA
Wednesday, April 16, 2025
12:45 p.m. - 2:45 p.m.
Zoom

In Attendance: Claudia Acosta, Ally Bartley, Rob Blacker, Dev Chaudhary, Kate Cochran, Meagan Combs, Angie Crews, Jasimine Evans, Ginnie Hershbarger, Anne Hudson, Ian King, Katherine Lenkart, Deanna Main, Grace Maniscalco, Jonathan Marenus, Christopher Mellott, Susan Nasher, Claudia Numan, Sean Owens, Mark Palacio Sr., Leah McDaniel Parvez, Karrie Pitzer, Carly Pruiett, Sarah Safadi, Jessica Sandoval, Osei Simmons, Clara Smith, Alisha Stewart, Kathy Stutzman, Megan Varra, Lauren Way, Lori Wichhart, Mike Williamson

Not in Attendance: Sara Abdulla, Andrew Alexander, Cameron Brooks, Danny Buendia, Crystal Cyr, Hana Ember, Jacob Henry, Natalia Johnston, Rebecca Lankford, Yasmine Ortuno, Jan Owens
     Joining Late: Zach Brown (1:15p), Rose Smith,

HR Liaison: Kenny Nelson (OOO)

Guests: Alexandra Molleck, Merna Jacobsen, Kristin Martina, Kimberly Slavsky

12:45 p.m.   CALL TO ORDER

12:47 p.m.   ROLL CALL – Eryn will look at participant list

12:47 p.m.   Approval of March minutes – Minutes approved!

12:50 p.m.   COMMITTEE UPDATES
- Awards & Staff Recognition (ASR) – Jan Owens
  - Brightest Buffs - Megan
- Blood Drive & Community Service – Christopher Mellott
- Committee for Belonging, Equity, Accessibility and Mattering (BEAM)– Clara Smith
  - Little Free Library has been purchased!
- Communications – Katherine Lenkart
- Elections – Lauren Way
  - Under New Business
- Front Line Staff – Claudia Numan & Sarah Safadi
  - Spread the word for next Round Table Discussion – 4/30
- Outreach and Events –Jessica Sandoval & Karrie Pitzer
  - Volunteer Sign Up for Take Your Kids to Work Day – 4/24
- Payroll, Benefits, Retirement and Legislative (PBRL) – Grace Maniscalco & Ian King

1:00 p.m.   GUEST SPEAKER: Alexandra Molleck, Employee Outreach and Education, Employee Services
- **Open Enrollment Dates**
  - Monday, April 21st – Friday, May 9th
  - Benefit changes are effective July 1, 2025 – June 30, 2026
  - Campus Vendor Fair with Presentations
    - Boulder: April 24th from 10a – 2p at UMC Rm 235 & Aspen Rooms

- o Passive Enrollment except for:
  - Take Action if currently enrolled in the CU Extended Health Plan (going away)
  - Take Action if you have a Flexible Spending Account
  - Take Action if you want to make a change to medical, dental, vision, FSAs, disability and AD&D
- o CU Advantage – great resource!

1:25 p.m.   ZOOM Outages – Moved meeting over to Teams so guest speakers and anyone joining late could join
https://teams.microsoft.com/l/meetup-join/19%3ameeting_OWE3ZDk0ZmEtYzhlNS00YWJiLTg4MWYtNWYzY2IzYTA4Nzk5%40thread.v2/0?context=%7b%22Tid%22%3a%223ded8b1b-070d-4629-82e4-c0b019f46057%22%2c%22Oid%22%3a%229d17344d-0939-4116-8213-c9ef6ea5d9e7%22%7d

1:30 p.m.   GUEST SPEAKER: Merna Jacobsen, Associate Vice Chancellor, OED, HR
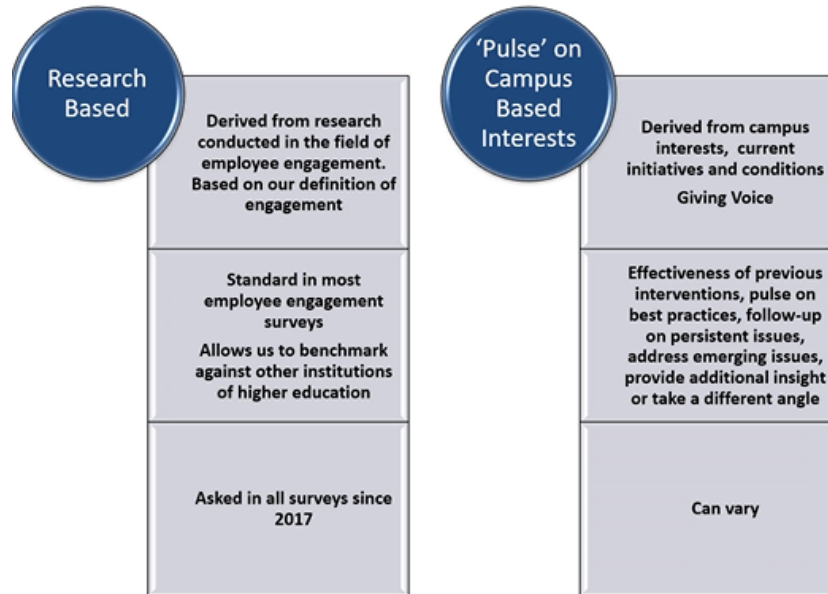- **Campus Wide - Engagement Survey:**
  https://www.colorado.edu/hr/faculty-and-staff-engagement-survey-2025

Engagement Surveys Timeline

Engagement Survey (HR)	Engagement Survey (HR)	Engagement Survey (HR)	Engagement Survey (HR)
Engagement index, Collaboration, Leadership, Alignment, Affinity, Career Growth, Recognition, Resources, Compensation & Benefits, Quality and Innovation	Same survey items as 2017	Engagement index Wellness Follow up on Key Drivers & Campus Themes from 2017 & 2020 Org Health Post-Covid Flexible Work Modalities	April 2025
2017	**2020**	Campus Climate Survey – System + All 4 campuses **2021** / **2023**	**2025** / Climate Survey **2026**

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About the Survey

- The Faculty and Staff Engagement survey is open April 15-30, 2025.
- All CU Boulder staff and faculty with permanent appointments will receive a survey invitation. Temporary employees and retirees will not receive a survey invitation.
- Results from the survey will be shared in Summer/Fall 2025.
- No one from CU Boulder will see individual survey results. Results will be grouped together and only reported at the unit level if five or more respondents responded. If a work group has fewer than five responses, results can be reported when combined with another group.
- The survey will take approximately 10 minutes to complete.
- The survey will be translated into five languages (Spanish, Nepali, Lao, Simple Chinese, Tibetan).
- Survey results will allow us to benchmark against other higher education institutions, track trending data, and create action plans to change the work environment from the university, college, school, institute, division, or department level.

- o Received individual email from Gallagher Survey "CU Boulder Faculty and Staff Engagement Survey" on 4/15.

Two Types of Questions

Research Based

Derived from research conducted in the field of employee engagement. Based on our definition of engagement

Standard in most employee engagement surveys

Allows us to benchmark against other institutions of higher education

Asked in all surveys since 2017

'Pulse' on Campus Based Interests

Derived from campus interests, current initiatives and conditions

Giving Voice

Effectiveness of previous interventions, pulse on best practices, follow-up on persistent issues, address emerging issues, provide additional insight or take a different angle

Can vary

The 2025 Survey Categories

- **Engagement Index (8 questions)**
- Career Growth (4 questions)
- Key Communications (3 questions)
- Pay & Benefits (4 questions)
- Supervisor/Chair (9 questions)

- Teamwork (4 questions)
- Wellness/Burnout (5 questions)
- Work Environment (9 questions)
- Faculty Only (5 questions)

Structure

34 Engagement Champions
Rollout results
Sensemaking
Prioritizing
Action implementation

Campus HR
Administer survey
Brief executives
Convene & train engagement champions
Facilitation assistance
Lead campus initiatives

Executive Leaders
Sponsorship
Engagement Champion support
Strategy

Campus Initiatives

Division, College, School, Institutes

Jean Jacobsen

Be Boulder.
University of Colorado Boulder

Questions:
1. Lori Wichhart – Validity of data- how do you know data is accurate?
   Unit/College/Department – how do we differentiate?
   a. We tried to correct on past years surveys how to categorize these questions
   b. We have to check/cleanse data to make the departments/units are aligned properly with what is stated in HCM before we release data

c.
2. Ally - for feedback – what is the best avenue?
    a. Reach out to engagement champions (we will work to have them reach out) to collect/give feedback
    b. Would be helpful to differentiate more between ask regarding questions from Unit/Department/CU Boulder – sometimes
3. Kimberly Slavsky – Data collection
    a. Disclaimer regarding data related to the current political environment and how that could affect the data.
        i. Survey – snapshot of a moment in time/capture the context
            1. We thought about asking questions about the federal transition but decided against it
        ii. 2020 launched the day before campus went hybrid
4. Ginnie Hershbarger – Research
    a. Some institutes have their own engagement champions while others don't
        i. Due to size of institute and we have champions like Colisse Franklin that have extensive knowledge and work with institutes.

2:05 p.m.   **NEW BUSINESS & PULSE ITEMS**
1. NEW BUSINESS: Elections & Committee Updates – Lauren Way
    a. Upcoming Online Vote coming later in the week
        i. Election Code Vote Update
        ii. At Large Appointed Reps Process
        iii. Committee Scope and Name Change (Experience and Elections – ExEl)
            1. Expand the Elections Committee focus to include internal membership development, experiences and engagement
            2. Transitioning key needs identified through the work of Internal Improvements Group into a long-term sustainable format
            3. Goals
                a. Consistent orientation/onboarding for new reps
                b. Creating and maintaining guiding principles for Staff Council members
                c. Support August FC retreat and January EC Retreat
            4. Current Area 6 opening – Please reach out for potential interest
                a. Athletics
                b. Center for Teaching & Learning
                c. Center for Inclusion and Social Change
                d. Conference on World Affairs
                e. Continuing Education - Dean's Administration
                f. Disability Services
                g. Environmental Design – under CMCI now
                h. Faculty Affairs
                i. Office of Academic and Learning Innovation
                j. Office of Institutional Equity and Compliance (OIEC)
                k. Office of the Chancellor
                l. Office of the Provost
                m. Office of Leadership Support and Programming
                n. Sustainability, Energy and Environment Community (SEEC)
            5. Officer Election
                a. Call for Nominations – April 21-25
                b. Willing and Able – April 28 – May 1
                c. Voting – May 5 – 9

d. Election Verification – May 13 (Elections Monthly Meeting)
e. Election Results – announced at May FC
b. Tri-Chair and Vice Chair Timelines
i. Discontinuing discussions with a goal of voting on a proposal in Fall 2025
c. Officer Elections
d. General Elections Results
2. NEW BUSINESS: Presentation of Resolution from BEAM Committee – Kathy Stutzman/Clara Smith
a. Friendly Amendments:
10. The employee-facing Pride Office will coordinate the resolutions and report to Boulder Campus Staff Council with updates and any support or resources needed.
a. Remove Employee facing from wording
b. Pride Office suggested the wording/action items that are currently in the Resolution
11. Boulder Campus Staff Council requests that the University of Colorado Boulder create a task force to urgently identify the multitude of obstacles that transgender, intersex, nonbinary individuals and women face when attempting to update/change their name or gender marker across all units of the University; and once identified, work rapidly to address those obstacles to increase productivity and reduce harm.
a. Change "women" to "Anyone else"
b. Voting was handled by a poll within Teams for simple majority of those present

Yes	93% (28)
No	3% (1)
Abstain	3% (1)
30 responses	

2:45 p.m.   **OFFICER REPORTS – Bypassing**
Chairs' Report and Announcements –Mike Williamson, Crystal Cyr, Jessica Sandoval
Vice-Chair Report — Lauren Way and Meagan Combs
Treasurer's Report – Claudia Numan
Human Resources Report – Kenny Nelson - OOO
Staff Council Administrator – Eryn Van Poole
- Committee Accomplishments – Please work on for May Newsletter (May 27th send with a May 9th deadline for articles – I sent out an email earlier this week with deadlines).
Questions for the Secretary? – Cameron Brooks
Questions for the Parliamentarian? – Sarah Safadi

2:45 p.m.   **DELEGATE UPDATES - Bypassing**
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

2:46 p.m.   **ADJOURNMENT**

Next scheduled Full Council (FC) Meeting – **Wednesday, May 14th**

Online access to Roberts Rules   **Upcoming Events:** Staff Council Calendar   **Newsletter:** February 2025

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