



**Boulder Campus Staff Council
Staff Council Meeting Summary
November 11, 2015
ARCE 620**

In Attendance: Philip Bradley, Thomas Christian, Sarah Douvres, Laura Edlin, Joshua Firestone, Aljoana Gilmore, Aileen Harker, Joanna Iturbe, John Kelly, Kristi Levanduski, Gregg Lundgren, Vonda Maki, Kathleen McGovern, Lisa Peck, Ruth Seaholm, Alan Slinkard, Gaylynne Von Der Nuell, George Zamarripa, Zahra Crowley

Not in Attendance: Omaira Bankston, Alisha Bennett, Joe Branchaw, Robyn Copeland, Brian Drake, Teresa Hernandez, Alex Mancero, Greg Roers, Megan Schosker, Denise Thomas, Sharon Vieyra, Randi Viola.

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

Approval of Minutes: October 2015 minutes approved.

Chair Reports:

- Half-Day Retreat in January, same day as EC Meeting. 10 a.m. – 2 p.m.
 - Hour and a half with Mike and Llen from OIEC and ADA office.
 - Discuss where we are with the goals that we set in July
 - Please send other ideas/items for retreat please send them to co-chairs
 - ARCE 346.

Treasurer's Report:

- OJI reimbursement for “time lost” last spring for Zahra’s injury.

Human Resources Report:

- Hired Business Partner Director
- Meeting with Scott Morris again next week.
- Dec 3rd launch for HCM upgrade.

Vice Chair Reports:

- Noah Judson, Space Planning committee, will be the speaker in March.
- Suggestion for Larry Levine to come speak to the council about how they plan to improve services and what their office does.

Speaker:

Jill Pollock, Executive Advisor to the Chancellor

- 60% Boulder, 30% Anschutz, 10% to the Board of Regents
- Currently working on leader planning and development.
 - Recommendations to HR and Faculty Affairs
- Organization reviews
- Designing Master of Science and Research Administration.
 - Will be an online degree.

Discussion Items:

- Book Store apparel discount.
 - Heard back from bookstore regarding discount for staff, have been approved for 20% discount once a quarter for apparel and CU items (not books.)
 - December 3rd first day for this discount at the bookstore.
 - Will find out if discount will apply to online purchases.
- Spirit Days – How to get Spirit days off the ground.
 - What are we asking of employees and departments?
 - Starting with every Friday spirit day?
 - Maybe market spirit days with Staff Council twitter account.
 - Would be great to have Communications write an article about Alan Cooley. His shop is decorated with tons of CU stuff.

Action Items:

- PBLR has been asked to take on the computers and laptops refurbishment program/computer loan program.
 - Computers to Schools Group works through the Sustainability office, who is working with Greg R. to get computers to be refurbished.
 - Housing & Dining and Facilities Management will create lists of those who need these computers.
 - Still working out many details surrounding this program.

(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)**

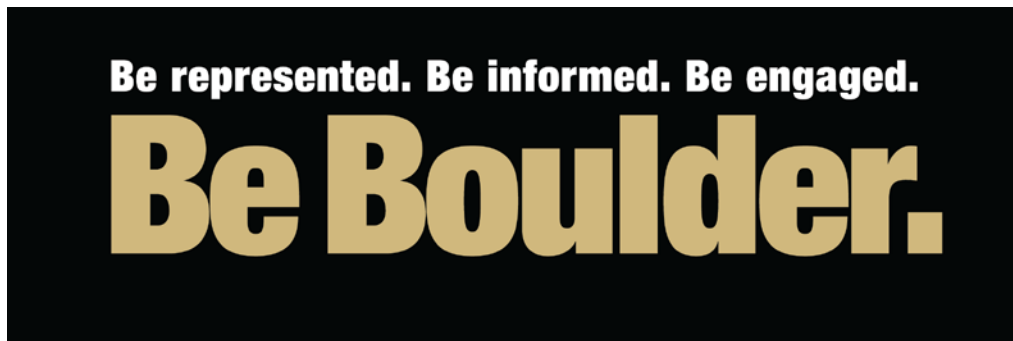
Committee and Special Reports:

- **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: December 9th, December 9th, Regent 302, 12:15 – 2 p.m.

First and second motions to adjourn 2 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/ <i>No report</i>
Vonda Maki	<p>Boulder Faculty Assembly http://www.colorado.edu/FacultyGovernance/ November 5, 2015</p> <p>The meeting was called to order at 4:00 pm.</p> <p><u>Chair's Report</u></p> <p>Melinda reminded that the Diversity and Inclusion Summit will be held on November 10 & 11. The Inclusive Excellence discussion will be offered twice during the Summit.</p> <p>There is discussion around the Honors requirements on campus. The colleges differ in their requirements and it is felt that the requirements should be more uniform. In opposition it was pointed out that having uniform requirements would undermine the honors thesis program. There is also an attempt to keep autonomy for the colleges.</p> <p>There is a campus-wide standing proposal to change the language surrounding academic standing. The attempt is to make it less punitive by using the term academic recovery rather than academic probation. The BFA has created a draft proposal which would change the nomenclature and gives five terminology and procedural changes. If a freshman is placed on "academic alert" after the first semester, then the second semester's academic standing would be reviewed with 4 possible outcomes. The underlying idea is that freshmen are acclimating to college and may need that semester to get started. The purpose is to retain students by emotional support.</p>

There are two candidates for the position of Director of Faculty Relations, and faculty are encouraged to attend the interview sessions for them.

BFA still needs a representative for CUUF

Special Report

Terri Fiez, Vice Chancellor for Research was introduced and spoke about the role of the Research Office. There are four ways the Research Office will support faculty:

1. Compliance – protect researchers and the University
2. Support & Infrastructure – Shared facilities, or equipment to use what we already have
3. Research Development – large collaborative proposals
4. Innovation & Partnerships – with industry and others

She would like to see the Technology Transfer office move from systems to the Boulder campus. She would like to see more entrepreneurship on campus and encourages creation of a start-up package for new positions. She would like to see research for undergrads in a mentor relationship with faculty. She stated that other schools are marketing their programs of undergrad research to attract students.

Her goal is that CU should be the #1 Innovation University in the country. Faculty must be involved in large collaborative proposals. While Arts & Sciences is not generally considered a college which contains a lot of research, they should be looking for types of research available within their field. Sometimes Arts & Sciences loses good candidates to places where research is better.

Also there should be a program whereby teachers can buy-out from teaching to do research.

Retired Faculty Association

David Kassoy, Retired Engineering Faculty spoke about creating a Boulder Campus Retired Faculty Association (RFA). There is a system wide association called CU Retired Faculty Association (CURFA) which has been in place for more than 60 years. Currently UCCS and Anschutz have campus-based RFA's supported by their local administrations, and David would ask that Boulder consider the creation of a Boulder campus-based group. The mission of this group would be:

1. Facilitate a continuing relationship with CU
2. Identify volunteer opportunities for retired persons
3. Encourage continuing scholarly and instructional activity
4. Maintain social relationships with colleagues.

BFA agreed to write a resolution on this proposal.

Instructor Track Faculty

Chairman of the Instructor Track Faculty Affairs Committee, Rolf Norgaard presented a resolution endorsing formal discussion with Boulder campus administration regarding the implementation of Teaching Professor faculty titles. The basis for this resolution is that there is a new class of full time non-tenure-track (NTT) professional teaching faculty whose contributions are poorly described and who are regularly undervalued due to titles of instructor or lecturer. Rolf presented three possible tracks which have been adopted by 3 different universities and gave support for the track

	<p>which the committee believes should be adopted by CU. BFA voted to back the resolution.</p> <p>The next meeting will includes a discussion of direction for BFA. The meeting was adjourned at 5:30 pm</p>
<p>Thomas Christian</p>	<p>Chancellor's Accessibility Committee http://www.colorado.edu/odece/campusclimate/cac.html Chancellor's Accessibility Committee – 10/13/2015</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

	<p>a digital, technical or physical accessibility issues. Staff is trained to direct caller to right department, etc.</p> <ul style="list-style-type: none"> • 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>
<p>Laura Edlin Joanna Iturbe</p>	<p>Chancellor's Executive Committee CEC Meeting 10/21/15:</p> <ul style="list-style-type: none"> • Update on impacts of debate • November Board of Regents meeting update <ul style="list-style-type: none"> ○ Will be at Boulder ○ Expanding campus updates from 10 minutes to 2 hours <ul style="list-style-type: none"> ▪ Boulder's focus will be on the Grand Challenge • Officer Disclosure of Interest update by Controller <ul style="list-style-type: none"> ○ Conversation about possible, opt-in expansion of who is included • Mike Murray from OPI did a hands-on discussion for feedback to define "reputation" as it relates to the Chancellor's 3 goals: student success, diversification of revenue and enhancing reputation <ul style="list-style-type: none"> ○ Anonymous, interactive activity to write down your boldest, best idea to improve reputation, regardless of cost, etc. <ul style="list-style-type: none"> ▪ Top 6 ideas out of this anonymous, interactive activity: <ul style="list-style-type: none"> • Free tuition their last year for students w/X GPA, etc. • Identify faculty who are the most innovative and do a TED talk road show with publicity • Tiger Team to identify radical ideas to innovate teaching, research, outreach, etc. and create execution process and invest \$25 M per year in innovations • Reconsider all aspects of curriculum programs to make sure students are properly set for success upon graduation • Public service requirement for all students, faculty and staff • Hiring based on data, competency-based (predictive assessments, referral program, close to performance plan, etc.)
<p>Laura Edlin Joanna Iturbe</p>	<p>Associate/Assistant Vice Chancellor Meeting <i>No report</i></p>
<p>Denise Thomas Joanna Iturbe</p>	<p>University of Colorado Staff Council https://www.cu.edu/StaffCouncil/ UCSC met in October. The council reviewed and updated the By-Laws for UCSC. The changes included the following:</p>

Gaylynn von der Nuell	<ul style="list-style-type: none"> • Liaison between University Leadership was added as part of our role • Professional Exempt was changed to University Staff and added where missing • Membership to include good standing with campus staff council • Membership of council made up of Classified and University staff, dropped requirement for each campus council to have one Classified and one University Staff due to decreasing numbers of Classified on campuses that serve on campus staff councils. Representation to UCSC driven by campus staff council by-laws. • Restated Quorum requirements from a set number to Robert's Rules of Order definition, 1/2 membership +1. • Added language for the Ex-Chair to serve as an Ex-Officio member to the council. • For By-law amendments changed set number for approval to a 2/3 vote of membership with one member from each campus staff council. <p>There was also discussion around what issues that Staff have that the Regents would be able to assist us with. The suggestion was brought up that the Regents should do a "Working Climate" survey of the staff to find out what the issues are for staff. This has been relayed to the Regents and Kathy Nesbitt with instruction back to have the council do the survey with the guidance of the Regents and Kathy Nesbitt. There was continuation of work on the committees to continue their progress on the various areas they are working on, Service Excellence Awards, Professional Development and Policy Review.</p> <p>The Service Excellence Award process has been updated and the website will be updated. Submittal of nominations will be going out later November/December timeframe.</p>
Brian Drake	<p>Campus Use of University Facilities http://www.colorado.edu/policies/CUUF CUUF is still working on a policy review. The general idea is to eliminate process related items that can be updated more readily from the official policy.</p> <p>There is also talk about employing an online application that routes based on particular event needs. The timeline for this is not yet determined.</p>
Randi Viola	<p>Statewide Liaison Council http://www.slccolorado.org/ <i>No report</i></p>
	<p>Special / Delegate Report</p>

Committee Reports

<p>Greg Roers Megan Schosker</p>	<p>Awards Committee</p> <ul style="list-style-type: none"> • Years of Service: The last report received did not have any formulas within it so it is difficult to see logic and it has us acknowledging staff with 60 to over 100 years of service; possible but not likely. Still a work in progress. • Years of Service: Researching alternatives to using the prior gift certificates and updating our HR Recognition Authorization. • The next Athletics appreciation event is Saturday Nov 14. The match starts at 7 pm. SC members who volunteer for our SC Booth to give out vouchers for discounted drinks & food can get in free, shifts would be nice if we get enough volunteers. Let Greg Roers know if you are interested by email or 2-6376.
<p>George Zamarripa Brian Drake</p>	<p>Communications Committee</p> <p>Calendar: Full calendar to be created to monitor progress of upcoming communications for all of SC. This will allow for the correct branding to be applied, verify and edit copy, and better manage the release of information. Brian has obtained a list of potential spotlight subjects from Laura Edlin.</p> <p>Website: No updates</p> <p>Survey: No updates</p> <p>Most Wanted: Sam will continue working on these.</p> <p>Email communication for reps: Sam will incorporate the same template used with the Most Wanted for these email templates.</p> <p>Communication Standards: This will remain flexible as the committee reviews messages submitted from other committees or representatives.</p> <p>Social Media: This may be better implemented as the committee better understands what messages are coming and works on a strategy for release.</p>
<p>Lisa Peck</p>	<p>Elections Committee <i>No report</i></p>
<p>Kristi Levanduski Aileen Harker</p>	<p>Outreach Committee</p> <p>Staff council Staff appreciation breakfast will be on Tuesday December 8th from 7-9am!</p> <p>You'll receive a link soon to sign up for a spot to help out at the breakfast.</p>
<p>Alan Slinkard</p>	<p>Payroll, Benefits, Retirement, Legislative Committee</p> <ul style="list-style-type: none"> • Executive Committee Update <ul style="list-style-type: none"> ○ PERA Workshop ○ Meet your Legislators ○ Insurance 101 ○ Staff Council Day at the Capitol ○ Ad Hoc Sexual Misconduct Committee • 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 (Absent) • Benefits <ul style="list-style-type: none"> ○ Review of Be Colorado Move Program (Gaylynne – Absent 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 • Legislative Issues <ul style="list-style-type: none"> ○ Discussion around next steps w/Ad Hoc sexual Assault Committee ○ Article in support of Student Survey in Oct newsletter ○ 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) • Around the Table <ul style="list-style-type: none"> ○ Gaylynne – Absent ○ Alex/John – No new legislative issues to discuss at this time) ○ 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
Randi Viola Gregg Lundgren	Blood Drive <i>No report</i>
Alex Mancero	Ad Hoc Website Committee <i>No report</i>

	Special Committee:
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