

**Staff Council Meeting Minutes
September 12, 2012 ARC 620
Full Council**

Attendees: Mary Alford, Janet Baker, Philip Bradley, Joe Branchaw, Jennifer Davis, Dom DeVangel, Christian Dino, Dana Drummond, Erin Foster, Erika Herreria, Rachel Killam, Beth Kroger, Dana Kusjanovic, Gregg Lundgren, Vonda Maki, Tatevik Madoyan, Brad Mathers, Kat McGovern, John McKee, Greg Roers, Denise Thomas, Sharon Vieyra, Randi Voila, Lori Jackson

Absent: Alex Acosta, Bradley Albus, Oma Bankston, Morgan Bays, Sarah Douvres, AJ Gilmore, Angie Greenwald, Ben Leonard, Nick O'Connor

Visitor(s): PaKou Cha, HR, Nikki Swenson, Admissions, Patrick Hogan, VALIC

Call to order / roll call: 12:15 Quorum present. Approval of August 8, 2012 minutes

Co-Chair's Reports and Announcements

- Chairs Viola and Roers meeting with HR Candice Bowen: Discussions of the HR Employee Engagement Survey and the BCSC Survey finding similar responses in areas of training & development, employee recognition and compensation requests. Budget restricts offerings beyond the current available training programs. Bowen supports SC resolution BCSC 1303, non-base building payment for classified staff. Bowen does not support BCSC 1302 Resolution for Improved Performance Management System due to budget limitations for audits/training. Bowen supports the SC ASR (Awards/Recognition) expansion plans especially in area of cumulative recognition. Funding restrictions for career development prohibit expanded training. A follow up meeting will be scheduled toward the end of November.
- New SC representatives, Denise Thomas, Chemistry; Mary Alford, Facilities Management; Erika Herreria, VC Research and Sharon Vieyra, ODECE stand and introduce themselves.

Treasurer Report

- Previously submitted to Screps for review. No questions.

Human Resource Report Gloria Timmons

- The employee engagement survey results are posted on the HR website. Data was used to identify 5 key issues which will be included in HR focus. VC Bowen will present these findings to the CEC the week of September 17th.
- Employee exit interviews are being conducted through an on line vendor, has had a consistent response rate of 45%+. During the week of September 3rd, Timmons presented employee exit survey reports to CU Chancellor, Vice Chancellors, Deans and Appointing Authorities which contained specific levels of data to report, a minimum of 5 responses of data collections.
- Upcoming HR offerings – jobs at CU will be enhanced, improved reporting, more user friendly, has position management module. PDQ will be electronic saving time for sending/signatures.
- Working on job families and job titles for OEP positions. Position management system.
- HB 1321, retention rights, effective 9-1-12. By 1-1-2013, employee must meet age plus service equal to 75 to be eligible for bumping rights.
- HR working on ideas to help employee at post employment situation. Expectations and processes, providing employee with resources for use after lay off.

Speaker Tom Sebok UCB Ombudsman

- Explains UCB Ombuds office function, gives general examples of possible issues taken to Ombuds. Ombuds will organize presentations or training to further address workplace bullying.

Action Items

- Resolution BCSC 1303 presented for discussion and final vote. No discussion. Kruger calls for motion for approval vote, McKee seconds. All in favor 21 votes, 2 abstentions.
- Viola to create opening remarks for presentation of resolution through email blast, will send to UCSC, SLC, administration, VCA and other upper administrators. Roers will work on article for CU Boulder Today.
- BFA will be included in list to receive resolution and asked for reply either in support of resolution.
- Chairs to meet with VCA Vale on September 24, Roers asks for those with concerns to send email before 9-24. Member requests getting info on VCA vision and direction.
- Salary survey analysis from SC VC Phillips will be postponed until October full council meeting.

Delegate Reports

Boulder Campus Planning Commission

- Hill notifies SC chairs of resignation for delegate to BCPC. Recommendation for Christian Dino will be sent to administration for approval of new delegate representative.

<http://fm.colorado.edu/planning/bcpc/>

Boulder Faculty Assembly

- BFA Met on 9-6-12 with lead speaker Sandy Bracken, Quig Newton Chair for Leadership. Second speaker, President Benson, spoke in large of concealed weapons issue on campus, most of which has previously been published in campus communicators.
- Two motions passed included the return of Environmental Design to Boulder campus and to have a voting member sitting on BFA. Second motion approved the Honor Code Policies and Procedures.

<http://www.colorado.edu/FacultyGovernance/>

Chancellor's Assessability Committee

- CEC retreat will be held in two weeks. Information being collected through CEC committee for accessibility needs including technological accessibility needs.

Chancellor's Executive Committee

- Chairs attended together on a.m. of 9-12, will alternate representation at future meetings.
- CUUF policy revisions were voted on and passed by CEC.
- 110 million dollars was raised for CU in FY11, 45 million by UCB.
- Staff Council will be given equal consideration for use of university space. Banners and signs will be regulated in size to comply with upcoming university standards
- GeoScience Complex purchasing US West building at Colorado/Foothills.
- CU Today, Erin Frazier presented to CEC for recruitment of articles.

<http://fm.colorado.edu/planning/Glossary/ChancellorsExecutiveCommittee.html>

Statewide Liaison Council

- Viola will attend November 2nd meeting at Pueblo.

<http://www.mscd.edu/~csc/slcweb/>

University Benefits Advisory Board (UBAB)

- Madoyan was not able to attend; has minutes from August, will forward as requested. Will attend September 14th meeting being held in Colorado Springs.

<https://www.cu.edu/pbs/ubab.html>

University of Colorado Staff Council

- Stephanie Hanenberg has accepted chair position as Carla Johnson stepped down.
- No presentation of UCSC was given at Board of Regent meeting of 9-26-12.
- UCSC retreat scheduled for October 4th and 5th. Focus will be on staff training and career development. Seeking a four campus effort for training due to lack of funding.
- Jill Pollock reported on Health and Wellness. Staff will be contacted through email for soliciting benefit options they would like to see. Two ongoing health studies regarding back surgeries and MRI's and coaching patients with pre-cardiac symptoms – a Boulder study. Mental health care study between Boulder and Anschutz. Smoking sensation program to begin in FY13 where non-smokers may be charged less insurance premiums than smokers. Weight management classes will continue.
- Pollock responded to question regarding non-base building raise; Per President's office, CU will not be the first university to move forward with raise this year.

<https://www.cu.edu/StaffCouncil/>

Committee Reports

Blood Drive – Viola

- September blood drive going on now. Please donate! 146 units collected first two days of four day drive.

Communication – Drummond / McKee –

- Postcards were sent to classified and OEP staff. 36 responses to SC web site scavenger hunt. Scavenger hunt ends September 30th. Three sets of C4C lunch passes will be awarded.

Outreach Events - Viola /Maki–

- Ice Cream Social, September 6th was good success. Many comments on new location at C4C courtyard good. Remaining ice cream housed at C4C was taken/eaten, no treats for today.
- Winter warmth drive and December 6th breakfast will be agenda for next meeting.
- Ice Cream Social article is in draft stage, will complete editing, choose pictures and submit to CU Boulder Today.

Awards – Roers

- Still in preliminary stages for development of banners. Notes from August meeting available upon request.

PBRL – Davis

- Identified goals for year including issues of compensation, further expansion of tuition waiver, review results of SC survey and HR engagement survey to address issues of PBRL interests.
- Questions developed at meeting will be forwarded to SC Chairs for presentation to HR Candice Bowen's upcoming Chairs meeting.
- Resulting from a letter received from constituent, Davis and Kusjanovic will meet to address issues. Kusjanovic has upcoming meeting with Bursar on 9-13-12, will present questions surrounding letter received.

- Davis and Roers elected co-chairs for PBRL with Madoyan as back up.
- Roers asks all committee chairs to submit notes/minutes to SC admin the Monday before full council meeting in order to be prepared for discussion and time savings during full council meeting.

New Business:

- Vieyra asks for process in submitting funding support request through SC. Kusjanovic responds asking Vieyra to submit request in writing to SC Chair(s) for discussion and vote through full council.

Adjournment: First and second motions to adjourn 2:00 p.m.

Respectfully Submitted,
Lori Jackson
UCB Staff Council Administrator