



## FULL COUNCIL MEETING SUMMARY

Wednesday, October 9, 2024

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

C4C S350/zoom

**In Attendance:** Sara Abdulla, Claudia Acosta, Andrew Alexander, Rob Blacker, Danny Buendia, Zach Brown, Dev Chaudhary, Meagan Combs, Crystal Cyr, Hana Ember, Jasimine Evans, Ginnie Hershbarber, Anne Hudson, Natalia Johnston, Ian King, Claudia Numan, Yasmine Ortuno, Jan Owens, Sean Owens, Mark Palacio Sr., Leah McDaniel Parvez, Karrie Pitzer, Carly Pruiett, Tanida Ruampant, Sarah Safadi, Jessica Sandoval, Clara Smith, Rose Smith, Kathy Stutzman, Lauren Way, Lori Wichhart, Mike Williamson

**Not in Attendance:** Ally Bartley (being onboarded), Cameron Brooks, Kate Cochran, Angie Crews, Jacob Henry, Katherine Lenkart, Deanna Main, Grace Maniscalco, Jim Mazzouccolo, Christopher Mellott, Susan Nasher, Osei Simmons, Alisha Stewart, Megan Varra,

**Joining Late:**

**HR Liaison:** Kenny Nelson (absent)

12:15 p.m. **CALL TO ORDER**

12:16 p.m. **GUEST SPEAKER – CHANCELLOR JUSTIN SWARTZ**

- i. What characteristics are you looking for in the new Provost?
  - a. Justin: Wants a true partner for the institution. Transparent and honest. University = it's people, they value their people. Respects history and how it has evolved. Ready for innovation. In tune with the overlap of Higher Education and Demographics and people – what's our trajectory of global presence. We are the flagship university in the state. Academic leadership is the entirety of the student experience.
2. How important is it for the Provost to center faculty and staff relations?
  - a. We have a tie for #2 at CU Boulder= Provost and COO. It's important to value everyone that reports to you. A lot can be said about personalities based on how they interview as a candidate. Every candidate and employee should be treated the same. Our resources should be utilized.
- ii. Regarding staff and faculty relations, what have you learned during your time at Penn State, and how do you plan to implement those lessons at CU Boulder?
  - a. Staff would often be forgotten about on searches, and I know how important it is to have their voice at the beginning of the search
  - b. If faculty have an idea you will hear it – but for Staff you need to welcome their thoughts. We as a system need to make space for Staff more.
2. Follow-up: How can Staff Council support you and your leadership team to address relationship strains between staff and faculty?
  - a. Be proactive with Provost, Chancellor and BFA. Have BFA be aware of the situation from the get go. Loop Robyn Ferguson into to create processes/structures for these types of situations. We need pathways for issues before OIEC. We need outlets for staff to feel supported, but maybe not put the honus on the supervisor/dept head.
- iii. What strategies can you implement or help to implement to support the professional growth of Staff, Professional Research Assistants, and Research Associates?

1. Still need to understand what we have in place. Staff are struggling to use the Tuition Benefit.
2. Do we have professional development opportunities within the scope of your job and are they being offered them.
  - a. Career progression – What is in place for PRAs/RAs vs Regular staff. Are we identifying gaps and which departments are handling this nicely and which are falling short. We need a system that meets the varied goals of individual staff needs and wants.

**iv. Will send below questions to Chancellor to get his answers**

1. With the university focusing on increasing enrollment for budgets and revenue, including the feared "enrollment" cliff, how are student service and facing offices and staff well-being and retention being prioritized?
  - a. Is there a plan to maintain a manageable workload/staff-to-student ratio?
2. Given two competing priorities, sustainability or reliability, what is the priority in planning new campus development?
3. How do you envision funding efforts to "future-proof" campus infrastructure?
4. In your short time here, have you been able to get a sense of what Staff, Professional Research Assistants, Research Associates are doing and can do better concerning DEI efforts?

**12:45 p.m.**

**CHANCELLOR DISCUSSION DEBRIEF**

1. How do we surface these concerns with Chancellor Justin Schwartz?
  - a. For Staff Council concerns, please funnel through SC Leadership
  - b. For personal Chancellor questions, email questions directly.
    - i. [Chancellor does have a feedback form](#)
      1. Use form if it is just something related to you as an individual
      2. Use Tri-Chairs for systemic issues that we can help advocate for
  - c. Do we want a task force within Staff Council for Faculty/Staff relations?
    - i. Can we have more conversations within Staff Council regarding solutions for Faculty/Staff relations.
    - ii. Kathy – I have compiled a list of solutions I would love to discuss more. Please send as an agenda item so we can discuss during Full Council.
      1. We want to be mindful of the heavy time commitment people already have on Staff Council

**12:55 p.m.**

**ROLL CALL**

**1:00 p.m.**

- Approval of September minutes
- Voted and passed by acclamation

**1:15 p.m.**

**NEW BUSINESS**

**Civic Engagement Election Materials**

- Crystal provided Election materials from the Civic Engagement Committee and happy to provide more if needed.
  - o There is a ballot box on campus near UMC, Will Vill – only for Boulder County
  - o Ballot can be requested
  - o On Election Day – voting will happen
- SC Newsletter on the 15<sup>th</sup> will include two articles from Civic Engagement & HR about Elections.
- CU Boulder can not take an official stance on any ballot measures, but CUSG has decided to take official stance on certain measures.

[Front Line Staff Committee Motion to become Standing Committee](#)

Motion passed by majority – Quorum met.

**1:30 p.m. VICE CHAIR AREA CONNECTION ACTIVITY**

2. Break up into Areas and do introductions
  - a. Discuss Staff Council Goals:
    - i. Individual Goals for the Year
    - ii. A goal related to your area

**1:50 p.m. OFFICER REPORTS**

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

[Tri-Chair Update Powerpoint](#)

- Clara: Chatting about Staff & Faculty relations at the Diversity Summit
- Jan/Jasimine: Could be nice to have an actual faculty member attend our Full Council meetings once in awhile, instead of it just being Lynne (their admin)
  - o Might not be the most productive to have Faculty involved because they will share all their opinions regardless
    - We want to make sure we have a reason for their attendance

Vice-Chair Report — Lauren Way and Meagan Combs

- New version of the engagement checklist available online shortly

Treasurer's Report – Claudia Numan

- All committees currently have \$1,000 and committees will be submitting full budgets

Human Resources Report – Kenny Nelson (Absent)

1. HR Blueprint project continues through early stages of future state discussions and assessments across the working groups
2. New performance cycle is open for staff and research faculty.
3. Myleave replacement is finally moving to Initiation phase. Targeting a date in 2026 for timekeeping change
4. New partnership agreement between state and Colorado Wins is in process of being finalized, more details to come.

Staff Council Administrator – Eryn Van Poole

1. I have brought SC Shirts, Name Badges and Last Year's End of the Year Gift if you would like to see me after the meeting

Questions for the Secretary? – Cameron Brooks (absent)

Questions for the Parliamentarian? – Sarah Safadi

**2:05 p.m. DELEGATE UPDATES – Asynchronous Updates through Teams/Email Group 2**

- ✓ CUPD Community Oversight Review Board: Clara Smith & Rose Smith
- ✓ Campus Use of University Facilities (CUUF): Ian King
- ✓ Pathway Safety Committee: Daniel Buendia & Christopher Mellott
  - ✓ Lot 360: Study underway to alter traffic flows/parking style.
  - ✓ Colorado St./Lot 360: Cyclist and motorcyclist conflicts being assessed.
  - ✓ Mixed-use pathways: Restriping nearly finished.
  - ✓ C4C Bike lane/mixed use path: Design underway to alter geometry at underpass, reduce conflicts, slow traffic.

**2:10 p.m. COMMITTEE UPDATES – Asynchronous Updates through Teams/Email**

- Awards & Staff Recognition (ASR) – Jan Owens
- Blood Drive & Community Service – Christopher Mellott
- Committee for Belonging, Equity, Accessibility and Mattering (BEAM)– Clara & Tanida

- Communications – Katherine Lenkart
- Elections – Lauren Way
  - [Ally Bartley](#) accepted 2 Year Term for open Area 7 position, onboarding in process
- Front Line Staff – Claudia Numan & Sarah Safadi
- Outreach and Events – Jessica Sandoval & Karrie Pitzer
- Payroll, Benefits, Retirement and Legislative (PBRL) – Grace Maniscalco & Ian King

**2:15 p.m. ADJOURNMENT**

**Next scheduled Full Council (FC) Meeting – Wednesday, November 13<sup>th</sup>**

Online access to [Roberts Rules](#)

Upcoming Events: [Staff Council Calendar](#)

Newsletter: [May 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: Susan Nasher/ Back-Up: Alisha Stewart
- ✓ Graduate and Professional Student Government (GPSG): Megan Varra
- ✓ Student CUSG: Sara Abdulla

##### **Group 2**

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