



# Staff Council

UNIVERSITY OF COLORADO BOULDER

Boulder Campus Staff Council  
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## FULL COUNCIL MEETING SUMMARY

**Wednesday, September 11, 2024**

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

**Zoom**

**In Attendance:** Sara Abdulla, Claudia Acosta, Andrew Alexander, Rob Blacker, Cameron Brooks, Danny Buendia, Zach Brown, Dev Chaudhary, Kate Cochran, Meagan Combs, Angie Crews, Crystal Cyr, Hana Ember, Jacob Henry, Ginnie Hershbarber, Natalia Johnston, Ian King, Rebecca Lankford, Deanna Main, Grace Maniscalco, Jonathan Marenus, Jim Mazzouccolo, Leah McDaniel Parvez, Christopher Mellott, Susan Nasher, Claudia Numan, Yasmine Ortuno, Jan Owens, Sean Owens, Mark Palacio Sr., Karrie Pitzer, Carly Pruiett, Tanida Ruampant, Jessica Sandoval, Osei Simmons, Clara Smith, Rose Smith, Kathy Stutzman, Megan Varra, Lauren Way, Lori Wichhart, Mike Williamson

**Not in Attendance:** Sarah Safadi, Alisha Stewart (PL)

**Joining Late:** Anne Hudson, Katherine Lenkart, Jasimine Evans

**Guests:** Shelby Javernick, Lynn Howard, Alley Bartley, Dr. Joanna Shaw

**HR Liaison:** Kenny Nelson- here

**12:15 p.m. CALL TO ORDER 12:17PM**

**ROLL CALL** Complete

**12:30 p.m.** Approval of August (retreat) minutes - Approved

**12:32 p.m. OFFICER REPORTS**

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

- Link to SFAP <https://www.colorado.edu/fsap/>
- Tri-Chair updates, power point in meeting folder for review.
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Vice-Chair Report — Lauren Way and Meagan Combs

- Speaker Series updates
  - Focus on goals and priorities for speakers- suggestions? Please reach out!

Treasurer's Report – Claudia Numan

- Budget updates

Human Resources Report – Kenny Nelson

- VRIP- Early Retirement Eligibility details <https://www.colorado.edu/hr/voluntary-retirement-incentive-program>
- Performance Evaluations deadline 9/15
- Performance Management & Calibration explanation
  - Safe mechanism to be able to provide feedback through performance planning to supervisors?
    - ER, main HR, unit HRL <https://www.colorado.edu/hr/about-hr/employee-relations>
    - If discrimination is occurring- OIEC: <https://www.colorado.edu/oiec/>

Staff Council Administrator – Eryn Van Poole (out sick)

Questions for the Secretary? – Cameron Brooks

Questions for the Parliamentarian? – Sarah Safadi (out)

1:05 p.m.

## PULSE ITEMS

1. Rose Smith: Staff Concern
  - a. A/C and building cooling is lacking and broken around campus. This is an extremely important issue as lack of adequate cooling is not only an issue of comfort but an issue of safety and equity. I have heard reports from around campus with buildings with offline cooling systems, including my own that have been ongoing for weeks or months. Temperatures in classrooms, offices, and labs have exceeded 85 degrees. This is detrimental to the learning of our students, makes staff and faculty less productive, and has caused dangerous situations with volatile chemicals and damage to lab equipment.
  - b. The recent outages in the CU network and VPN have been very alarming. They have caused significant impacts in my departments ability to conduct business and teach classes and I can only imagine how this has effected numerous others around campus. The lack of communication, both during the outage and the lack of detailed report after has put myself and other IT practitioners in a difficult situation. During the outage other staff and faculty were complaining to me about the outage and asking me to address it, interrupting my ability to respond and mitigate the downtime. The lack of a final report, released publicly, has made it hard to trust the network and compromised my ability to make informed decisions about future planning to ensure the services I am responsible for are reliable.
2. Staff Concern – Secretary to Share
  - a. Buff Card Replacement Fee: A staff member who has worked at CU Boulder for over 30 years lost their Buff One Card and was required to pay a fee of \$30. They want to know why is there a required fee for lost cards? Is the fee something that could be reviewed and not require staff to pay a fee in the future? The staff member understands we charge fees when using university resources. Is this why there is a \$30 charge for a replacement Buff Once Card for employees?
3. Staff Concern – Crystal Cyr
  - a. A staff colleague who is using the tuition benefit for graduate courses at CU Denver has had issues getting a Maymester course covered. They initially received an email that a course qualified for TAB to later be informed, after the class had ended, that the reviewers made an error and the course did not qualify for TAB. This error on the part of CU Employee Services has led to our colleague having an outstanding balance that is prohibiting them from registering for courses this fall until resolved. Although they have worked with the Ombuds at Boulder and Denver and the Denver Bursar, they have been told that they must pay for the course, despite initially being told it was covered. This is concerning as financial plans were made based off this initial approval, and CU Employee Services has not offered a resolution in which they are taking any responsibility for the error that has considerable impacts on the financial, educational, and professional wellness of our colleague.

1:25 p.m.

## NEW BUSINESS

1:30 p.m.

## DELEGATE UPDATES

### Group 1:

- UCSC, University of Colorado Staff Council: **Jan Owens, Cameron Brooks, Yasmine Ortuno**  
UCSC Alternate – Natalia Johnston
  - If folks from SC Boulder would like to join in to help on any UCSC Committee, we are welcoming more assistance
  - No Professional Development day this Fall, but will occur Fall '25
  - Potential Development training ½ day on Psychological Safety Spring '25, details to come

- BFA, Boulder Faculty Assembly: **Susan Nasher**/ Back-Up: **Alisha Stewart**
  - Read about President Saliman's address here: [CU Boulder Today Assembly news story](#)
  - Asked BFA representatives to provide feedback to a **proposed amendment to Regent Policy 1D Freedom of Expression** that would require faculty, staff and students to add a disclaimer to any communication in "digital spaces" to distinguish between personal beliefs/statements and speaking on behalf of CU.
- Regent Policy 1D*
  - [Proposed Changes](#)
  - [Justification](#)
  - [CU Board of Regents Policy Feedback Form](#)
- Graduate and Professional Student Government (GPSG): **Megan Varra**
- Student CUSG: **Sara Abdulla**
  - Meeting is end of September

1:40 p.m.

#### COMMITTEE UPDATES

- Awards & Staff Recognition (ASR) – Jan Owens
  - Years of Service work to begin
- Blood Drive & Community Service – Christopher Mellott gave update
  - 10/1-10/3, volunteers needed!
    - [https://o365coloradoedu-my.sharepoint.com/:x/r/personal/scouncil\\_colorado\\_edu/\\_layouts/15/Doc.aspx?sourcedoc=%7BD10B414E-7DBE-4D7B-B434-3B54322C3A19%7D&file=Staff%20Council%20October%202024%20Blood%20Drive%20Volunteer%20Sign-Up.xlsx&action=default&mobileredirect=true](https://o365coloradoedu-my.sharepoint.com/:x/r/personal/scouncil_colorado_edu/_layouts/15/Doc.aspx?sourcedoc=%7BD10B414E-7DBE-4D7B-B434-3B54322C3A19%7D&file=Staff%20Council%20October%202024%20Blood%20Drive%20Volunteer%20Sign-Up.xlsx&action=default&mobileredirect=true)
- Belonging, Equity, Accessibility and Mattering (BEAM)– Clara Smith & Tanida Ruampant
- Communications – Lauren Way & Katherine Lenkart
  - Website up and running!
- Elections – Lauren Way
  - Elections code project getting going
- Front Line Staff – Claudia Numan & Sarah Safadi
- Outreach and Events – Jessica Sandoval
  - Front Line Staff event in the works
  - Needs co-chair!
- Payroll, Benefits, Retirement and Legislative (PBRL) – Grace Maniscalco & Ian King

**Note: Next EC meeting needing committee chairs or a representative**

**Extra resource from Jessica:** <https://connections.cu.edu/stories/reminder-university-guidelines-affect-political-campaign-activity-expression-0>

2:15 p.m.

**ADJOURNMENT 2:05pm**

**Next scheduled Full Council (FC) Meeting – Wednesday, October 9 – In Person C4C S350 (lunch before)**

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**
  - Request sent to join on 8.28.24, First Meeting, 8.28.24
- ✓ Student CUSG: **Sara Abdulla**

### **Group 2**

- ✓ CUPD Community Oversight Review Board: **Clara Smith & Rose Smith**
  - 8.28 - Emailed Clara about having Rose Smith join the committee
- ✓ Campus Use of University Facilities (CUUF): **Ian King**
- ✓ Pathway Safety Committee: **Daniel Buendia & Christopher Mellott**
  - Request to join committee sent 8.28.24