Boulder Campus Staff Council
Meeting Summary
Recreation Center, Ice Overlook Room
February 13, 2019

In Attendance:
Alisha Bennett  Liz Garfield  Mike McGrady  Anna Thomas
Gina Bortel  Alex Holmgren  Kate Mills  Lauren Thompson
Philip Bradley  Shelby Javernick  Cayla Paulson  Brandon Trujillo
Kati Clendening  Vanessa Luna  Deb Prestiani  Susan Ulrich
Jasimine Evans  Mignon Macias  Betty Rasmussen  Adam Violante
Colisse Franklin  Heather Martin  Ron Richter
Jessica Gammey  Kat McGovern  Alan Slinkard

Not in Attendance: Thomas Christian, John Kelly, Mike McNeil, Barry Sparks, Marti Stewart, Josh Turnquist, Jeni Webster, and Dylan West.

Call to order: 12:21pm; roll call and approval of minutes after speaker.

Speaker: Corey Edwards, Executive Director Strategic Partnerships
- Has worked across three campuses.
- Working on providing an online solution to expand all campuses.
- Presidential Search Committee
  - He will listen to all comments coming in.
  - The Search Committee needs to work together to present five worthy candidates to the Regents.
    - Then the Regents choose the finalists.
  - Cannot disclose everything
    - Were all asked to sign a confidentiality agreement.
  - Currently quiet for 6 to 8 weeks
    - During this time the group that was hired out will provide a candidate pool that will be presented to them soon.
    - 20-30 candidates will be brought to the committee.
    - Of those they will interview 15-20.
  - Mid-March they will present the candidates to the Regents.
  - They will choose the finalist by April.
  - In November/December they went over what the model is going to look like.
  - Someone who can manage a $5 billion university.
  - Looking for a diverse candidate poll.
  - So far the Search Committee has been listening.
  - Candidate has to accept before they put it out to the public.
- What common themes have you run into with the comments from Staff?
  - Technology on campus.
  - More paid holidays.
  - Finances
    - Denver and DC to strengthen higher education funding.
  - Stronger supportive staff
    - What candidate history shows this?
- Ability to work collaboratively
- Strategic thinker
- Business minded person
- Understanding the unique attributes of each campus.
- Someone who understands the importance of arts in education.
- Someone who will spend less time building more buildings and spend more time on continuing education.
- Someone who will move the tuition benefit forward.
  - So that staff can apply like anyone else.
  - Make the process seamless.
- Engage in conversation with the candidates in a way that discusses diversity and inclusion as it applies for staff.
  - Complexity of all the different levels of it.
- What initiatives have they tried to accomplish in their history.
- Improve classified staff positions.
- More collaboration with community organizations.

- Will we know how the Regents vote?
  - Anything that the regents do has to be released.
  - Goal is to have a unanimous decision.

- Describe the consensus based process.
  - Not voting Yes or No, saying I don’t agree with that candidate, but I am not going to block them.
    - If you can’t let them go through then what are the reasons why?
    - Discussion among the committee.

- We can still submit comments and suggestions on the website: [https://www.cu.edu/presidential-search/forms/public-comment](https://www.cu.edu/presidential-search/forms/public-comment)
- Average Span of a University President is five years. What do you want in five years?
- We are asking a lot for someone to do who will need to run a 4.5 billion dollar organization.
  - We need to dig into the candidates values.
- Are their references vetted?
  - The references will not be looked at until finalists are put together.
    - For confidentiality.

**Approval of Minutes:** Alisha moved to approve the January Meeting Minutes, second.
Approval 19, Abstaining 3

**Chairs’ Report:**
- Kudos/shout out to ASR for Years of Service. It was a fantastic event.
- Advocacy day, thank you to Alan for coordination.

**VP Report:**
- Two Speaker series coming up.
- Please be on the lookout for other ideas for speaker series in March or April.

**Treasurer’s Report:**
- February T Report went out with the meeting packet.
- Awards ceremony
- Blood Drive t-shirts
• Keep Kati posted on any upcoming expenditures

Secretary’s Report:
• Nothing new

Human Resources Report (Lisa Landis):
• Regents Policy Review
  • PBRL discussed it in their February 7th meeting and Lauren will be sending it out to everyone shortly.

Committee Reports:
• ASR (Shelby):
  • Thank You for all the help at Years of Service.
  • Turning attention to the next item. More information to come.
• Blood Drive (Alisha):
  • Sent an email with the results.
  • Thank You for your support.
  • Down 70 units from the last year so well need to boost communication moving forward.
  • Save the date for April: April 9, 10, and 11
  • Comment from Vanessa: t-shirt were well received this time. Donors appreciated them.
• Communications Committee (Vanessa):
  • No newsletter in February.
  • Next newsletter will be in late March.
  • Please start submitting articles for the March newsletter now via the link:
    • https://docs.google.com/forms/d/e/1FAIpQLSfMSYf5kriZbaBxCmHF9hTs0Q4XCamvW6WMgnGzg0hqbx5lQ/viewform
• Diversity Summit (Betty):
  • Will present next month as the debriefing will be on Friday.
• Elections (Philip):
  • Gearing up, Call for Nominations will go live on Monday, February 25th and will stay open through March 10th.
    • CU Boulder today article coming and eblast from Strategic Relations.
  • If you are up for re-election let us know by the end of March so we know of any vacancies before moving forward.
  • Three current vacancies:
    • Area 1
    • Two in Area 9
  • You can nominate anyone you want, as many times as you want.
  • Willing and able will be March 11th through March 24th.
    • Nominees will need to check with their supervisor.
• Outreach and Events (Kati):
  • Field day set for Thursday, June 6th
  • No one currently allowed on Farrand Field, but we haven’t been given a no go yet.
  • If you know of an available band please let us know.
    • Student band would be really cool.
    • Reach out to music school.
• PBRL (Ron):
Most of the discussion from the last PBRL meeting was centered around the upcoming Speaker Series/Town hall on Parking and Transportation on February 21st.

- 4pm to 5:30pm in CASE.

Talked about child/elder care survey.

Did meet with Data Analytics, but only an initial meeting.

Anna’s last day at the university is February 20th so if you’d like to be a part of PBRL please reach out to Ron.

- UCSC (Report from Jeni):
  - The following notes were emailed from Jeni (who was out sick)
  
- Communicating policy amendment process – Mark Means
  1. We will have on our website the policies that are up for review
  2. Policies effective 1.1.2019
     a. Digital Accessibility
     b. Retention of University Records
     c. Colorado Open Records Act
     d. Available on OPE website [https://www.cu.edu/ope/aps/latest-changes](https://www.cu.edu/ope/aps/latest-changes)
  3. We need to add this information to the campus staff council newsletters

- Professional Development/Supervisor Training HR Training for Supervisors – Kevin Young
  1. Providing professional training and paths of advancement for all positions
     a. Start with Supervisor Training
     b. Help employees move to an excellent rating
  2. Every supervisor will have the following training
     a. Mandatory
     b. Core
     c. Workshops
        i. Invite speakers
     d. New supervisors have 30 days to complete the mandatory training
  3. Will utilize SkillSoft and Lynda.com for all professional development
  4. Look at minimizing turnover – finding concerns from exit interviews on supervisors
  5. Kevin will share the final draft with UCSC

- Lynda.com/Skillsoft Update – Annie Melzer
  1. [https://www.skillsoft.com/catalog/certification/](https://www.skillsoft.com/catalog/certification/)
  2. Ties back to our Professional Development push
  3. Should we continue on Lynda.com going forward
     a. Lynda.com : LinkedIn learning
        i. Rebranding
     b. Currently we have low usage
        i. Minimal PR
     c. ELD has listed out the benefits of Lynda.com
     d. Will present information to CFO’s
        i. Annie will push this information back to us
     e. Coursera
        i. Available to CU employees
  4. Communication will update the website with the professional development resources
  5. Present these resources to the campus staff council to disseminate to their staff
• Advancement Tracks for all CU positions Growing Pains/Staffing needs-UCCS
  1. See above
     a. Supervisory training
     b. SkillSoft, LinkedIn learning, Coursera

New Business:
• Purchasing a camera for Staff Council.
  o Recommendation from Glenn Asakawa.
  o Alisha moved to purchase the camera option presented by Glenn, Ron seconded the motion.
  o 22 for, 3 abstain, 0 no.
• BFA/SC/Admissions Event for dependents of faculty and staff.
  o $500 to donate.
  o Every year or just this year?
  o We have the funds this year, but we do not have the funds to do this every year.
  o Good opportunity for us to talk to these staff members
  o BFA Chair, Bob Ferry supports this and sent an email to Jess and Heather to ask SC to support it as well.
  o Alisha moved to support this event:
     ▪ 25% up to $500.
     ▪ 16 yes, 2 no, 4 abstain.
     ▪ Motion passes.
  o Send feedback to Lauren.
• CU Women’s Succeeding Symposium Day.
  o 8 different breakout sessions.
  o Megan will have two speaking sessions.
     ▪ “The Lies I Tell Myself”
  o Great day for empowerment.
  o Alisha moved to support Women’s Symposium with $500.
  o 19 for, 2 abstain, 0 no.
  o Motion passes.

Adjournment: 2:15pm

Respectfully submitted,
Lauren Thompson
Staff Council Administrator
Boulder Campus Staff Council