



BCSC Full Council Meeting Summary
Wednesday, September 9, 2020
12:15 p.m. to 2:15 p.m., Zoom

In Attendance:

Omunu Abalu	Vanessa Luna	Jan Owens	Elyse Sutton
Alisha Bennett Stewart	Mignon Macias	Cayla Paulson	Josh Turnquist
Kati Monday	Alex Macmillan	Betty Rasmussen	Eryn Van Poole
Crystal Cyr	Grace Maniscalco	Ron Richter	Dylan West
Kelsey Draper	Quiana Martin	Hannah Simonson	Shing Kit (Jackie) Wong
Jasimine Evans	Blake McAllister	Alan Slinkard	Danielle Young
Donna Hamm Reilly	Chris Muldrow	Clara Smith	
Shelby Javernick	Cameron Najera	Barry Sparks	

Not in Attendance: Chantal Baca, Natalia Johnston, Mark Palacio Sr., Leslie Safadi, and Lauren Tomkinson

Guests: Lisa Landis, Andres Ramella, Em Nocito, Joshua Firestone, and Lauren Thompson

Call to order: 12:16 p.m.; quorum.

Approval of Minutes: Moved to approve August 2020 Meeting Minutes.

Approved by unanimous consent

- Amend to add the budget discussion will continue at the August 26 Executive Committee meeting

Presentation: Engagement Survey Results

Leslie Kavanaugh, Organizational Development Specialist, Human Resources

- There is a lot of available information, these are the most relevant points
- 54 closed ended items, 13 coded items
- Response information:
 - Survey Period: March 2nd to March 17th, 2020
 - Survey mode: Online; Paper (Spanish, Simplified Chinese, Nepali, Lao, and Tibetan)
 - Total Response: 2854 staff members responded (49% response rate)
- Strengths & needs attention:
 - Overall score for all 54 items for all staff was 4.47 (out of 6)
 - National percentile rank is 46th
 - Strengths:
 - Understand the benefits offered to me by CU Boulder
 - My supervisor recognizes my accomplishments
 - My ideas and suggestions are seriously considered
 - My daily work is aligned with the mission of CU Boulder
 - Compared with similar jobs in my field I feel my benefits are competitive
 - Needs attention:
 - Employees of CU Boulder are encouraged to take risks and try new approaches
 - The orientation process used by my work area prepares new staff to be successful
 - I understand the vision and strategic imperatives of CU Boulder
 - I understand how the success of my work area is measured
 - Faculty and staff have mutual respect for one another and work well together



- Staff Engagement Index:
 - I am proud to work for CU Boulder. 5.16 score
 - I am willing to put in effort beyond what is expected to help CU Boulder be successful. 5.09 score
 - Recommending employment, sense of belonging, leaving work with the feeling of satisfaction, not considering leaving CU Boulder
 - These show that there was a high level of pride before COVID came along
- Most Favorable Items
 - Improved on “employees at CU Boulder collaborate well together to provide high quality work”
- Most Improved Items:
 - The orientation process used by my work area prepares new staff to be successful
 - Significant improvement from 2017
 - Employees at CU Boulder collaborate well together to provide high quality work
 - Employees are encouraged to network across departments to problem solve
 - Employees at CU Boulder are encouraged to take risks and try new approaches
 - Faculty and staff have a mutual respect for one another and work well together
 - CU Boulder eliminates challenges/barriers so we can complete our work efficiently
- Key Drivers & Opportunities for Improvement
 - Leadership: Communication, Strategic Vision, Competitive, Prioritization
 - The actions of the executive leadership give CU Boulder a competitive edge in higher education
 - I understand vision and strategic imperatives of CU Boulder
 - I am given reasons for major changes that occur in my work area
 - The executive leadership does a good job prioritizing initiatives across the university
 - The executive leadership does a good job of communicating information about the university’s objectives
 - Career Development: Growth, total rewards, work aligned with mission
 - CU Boulder has a work environment that allows me to grow and develop.
 - My daily work is aligned with the mission of CU Boulder
 - Compared with similar jobs on campus, I feel I am paid fairly.
 - Compared with similar jobs in my field, I feel I am paid fairly.
 - Teamwork: Enhancing trust and mutual respect, staffing, eliminating barriers
 - I trust the people with whom I work
 - Faculty and staff having a mutual respect for one another and work well together.
 - We have enough employees in my work area to do our jobs well
- Action Phase:
 - Prioritize areas of focus
 - In process at college/school and division levels
 - Campus leaders, leadership teams
 - Create infrastructure for action planning
 - In process at college/school division levels
 - Leadership teams and Engagement Champions
 - Action planning & implementation
 - Upcoming at various levels
- Questions:
 - Have you desegregated information to see if there are differences in other ways?
 - Yes, but at the area/department level
 - Were there engagement questions regarding feelings of safety, or feeling a sense of inclusiveness within campus/larger community?
 - No, there are other surveys coming with those questions



- When you present these numbers to campus leadership, are you providing guidance? Or just presenting the numbers?
 - Yes, half the time of these meetings with leadership are showing data and the other half is how to move forward with this information
- Is action being taken at the central HR level as well as the unit level?
 - The action planning needs to be taken at the college, school, department level

Announcements/Chairs' Report:

- Carla Ho-a brought Tri-Chairs into a meeting to discuss FY21 budget cut items, prior to them being sent out to all campus departments:
 - They were explaining how they came to the number of 5% per unit
 - They were optimistic that this is all that needs to happen, but understanding that they are still two weeks away from the census date
 - They expect FY 22 cuts to be sent by April
 - The biggest driver in the cuts for FY22 is that the CARES act funds will not be there for next year
 - It was one time funding
 - It was only for this year and the funds have to be spent by December 31, 2020
- Asked by Elizabeth Hernandez by Denver Post to speak about COVID preparedness
 - Met with Pat and Katherine to discuss
 - Pat recommended that we meet with Elizabeth Hernandez, so we did, but they didn't use any of our quotes
 - Tri-Chairs got surface level training from Strategic Relations on how to have those conversations
 - Hitting three main points
 - They provide these trainings to get the information out in the media in the best way possible
- Shared Governance and AVC meetings:
 - Please look at the delegate reports for updates on those meeting
 - Biggest discussion items right now are opening in with COVID and Inclusive Excellence
 - Shared Governance were asked what our top goals were for the year
 - Was shared with Shared Governance
 - Academic success discussed as a main topic as well
 - Sensitive topic public releases
 - Intended only for Chancellors
 - Regents would like to be notified, but have no editing priority on it
 - [Article by the Denver Post](#) was not grounded in facts
- We also have this intention to reach out monthly in the newsletter about what we are hearing, actions we have taken or are being taken, and where we are headed in the next month.

Vice Co-Chairs Report:

- Second Speaker Series yesterday
 - Kelsey Draper was the presenter
 - Was recorded and it will be added to our website soon
 - Reach out for questions

Treasurer's Report:

- The Executive Committee met August 26 and approved the budget
- Final tally of approval is as follows
 - 11 yes, 1 abstain, and 1 no



- Not the budget the committees necessarily wanted, but with budget talks now and the years to come we had to make some difficult decisions
 - Make our budget sustainable for now and years to come
 - Need to be creative and conservative on each committee's projects
- If we moved forward with proposed amount of budget that each committee put forward we would be eating up half of our reserve.
 - With the adjusted budget we will use some of the reserve, but not half
 - There will be more reserve for another year of uncertainties

Secretary's Report:

- Nothing new

Parliamentarian Report:

- Nothing new

Human Resources Report:

- Everything is driven by anti-racism and COVID right now
- Testing for staff that have symptoms or have been exposed
 - Nothing that is too concerning
 - Catching things early, people told to stay home until test results come back
- Increased cases of unemployment fraud
 - Someone claiming on behalf of CU with a false social security number
 - Need to call the police where they reside
- CU Leadership presented at the Boulder City Council meeting last week
 - A lot of data requests at the moment
- Continuing to figure out on campus testing for faculty and staff
 - Big working item this week
 - Answering a lot of inquiries
- About 50/50 on the feedback we are hearing
 - One group saying we aren't doing enough and the other side saying this is too much and we need to go back to normal
- Anti-racism front
 - Each HR area is identifying ways they can improve
 - A lot of work going on with international staff and faculty
 - Export controls looking at where our IPs are located

Staff Council Administrator Report:

- Nothing new

UCSC Report:

- UCSC reviewed employee of the year submissions
- Responding to a lot of emergencies
 - [President's misstep in words](#)
- Policy committee is working on putting on another Regent forum for District 7
 - Talk about his platform
- Regent Ganahl's resolution at the Regents meeting, narrowly defeated
 - Providing refunds for everyone (residents, fees, etc.)
 - If it went through we would have had to layoff around 600 people, just on the Boulder campus



Committee Reports:

- ASR (Eryn Van Poole):
 - Working on next steps for Years of Service
 - Survey went out to July to October group
 - Meeting with Kazoo to see what options would be for a Staff Council or Campus wide roll out of a peer to peer recognition program
- Blood Drive (Alisha Bennett):
 - Just finished August/September
 - Numbers coming soon
- Communications (Vanessa Luna):
 - Newsletter went out and Strategic Relations sent the wrong content first and fixed it quickly
 - We will let you know when the next newsletter will be going out
 - Will talk with Committees about next events coming out
 - Please feel free to reach out
- Elections (Leslie Safadi and Alex Macmillan):
 - Making progress with getting new members online, hoping to have them on boarded by the next Full Council meeting
- Inclusive Excellence (Ana Martin and Jasimine Evans):
 - Barry's motion around inclusive language
 - Announcement that went to campus about the Community Safety Taskforce
 - Kelsey and Blake will be on the task force
 - Please submit questions for Chief Jokerst's presentation to Council in October
 - Clara made an [anti-racism document/guide](#)
- Outreach and Events (Kati Clendening and Betty Rasmussen):
 - Bingo sessions have started, created a groundwork for it
 - First session had 7 players, second session had 20
 - Testing this format right now, but there is a lot we can do with it
 - Two more sessions then we'll regroup and see what comes next
 - If you have any ideas for Outreach please send them out
- PBRL (Alan Slinkard):
 - PBRL members had a meeting to determine the top 5 items to focus on this year:
 - Child care
 - Pay equity
 - Frontline staff focus
 - Professional development
 - Retention
 - Will be reaching out to other committees to get some more resources to get more feedback
 - Updated spreadsheet in the PBRL Google drive and who will be leading and working on those items
 - Working on creating a survey for frontline staff to feel out their concerns or feelings of the current campus climate
 - There was a lot of respect for those on campus when everyone was home working and now that respect and appreciation has gone away with school starting
 - Roundtable meetings might work better to gather feelings
 - To gain a pulse
 - What can we do to improve moral
 - Looking into seeing if we can get the childcare survey sent out now
 - Reaching out to Jessica Gardner for this



Unfinished Business

- Impact Sheet: something we'd like to continue for future years
 - Accomplishments sent to Communications Committee by Committee Chairs
 - Helps for future funding asks

New Business:

- The expectations for action presented to campus leadership: Support group and sharing information for Black Identified staff
 - Dialogue with Campus Leadership
 - Wanted to shine light on focus areas for what we are hoping to see
 - Areas of Focus
 - Recruitment, Promotion, and Retention
 - Emphasis on Mental Health Support
 - Professional Development
 - University Support and Culture
 - Implementation Considerations:
 - Organizational Change Management (ADKAR)
 - Cultural Assessments (Awareness)
 - Identify how your current culture could help or hinder your goals (Awareness)
 - Focus on changing beliefs, ideas, and values, not just processes (Desire, Knowledge, & Ability)
 - Disconfirm old beliefs with persuasive data (Reinforcement)
 - Action Considerations:
 - Project management scope, schedule, and plan (including milestones) to support the long term success of the IDEA plan
 - Dedicated resources assigned the initiation, planning, and execution of the project plan emphasizing Area of Action 5 in the IDEA Plan
 - Collaborate with Strategic Relations on a communication strategy, plan, and implementation
 - Continued consultation with Black Identified Staff group to make sure implementation is in line

The Pulse:

- Meeting time constraints: As we aren't having enough time to get to everything we will be discussing how to move through the items we can't get to in Executive Committee
- Racial Inequities Regarding Essential Staff—Lauren Tomkinson - TABLED
- [COVID-19 Dashboard Concerns](#)—Vanessa Luna
 - University of Notre Dame has a good [example of a COVID Dashboard](#)
 - Talking about how we can pull all the information and move it up to leadership
- Access to Rapid Testing—Elyse Sutton
 - Biggest concerns are the access to rapid testing
 - With 72 hours, that is a lot of time they can't work
 - They'd like to see Staff Council put more pressure on getting this testing available to staff
 - Could be framed as retention
 - We would hear much more good news on the testing front soon

Adjournment: 2:18 p.m.

Respectfully submitted,
Lauren Thompson



Staff Council

UNIVERSITY OF COLORADO **BOULDER**

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