



FULL COUNCIL MEETING SUMMARY

Wednesday, September 14, 2022

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

Zoom

In Attendance:

Sara Abdulla	Shelby Javernick	Betty Rasmussen	
Omunu Abalu	Ian King	Michael Reynoso	
Bradley Albus	Natalia Johnston	Sarah Seibold	
Crystal Cyr	Andres Schemel	Tanida Ruampant	
Esther Horowitz	Grace Maniscalco	Jessica Sandoval	
Alisha Stewart	Leah McDaniel Parvez	Clara Smith	
Cameron Brooks	Claudia Numan	Elyse Sutton	
Lydia Darlington	Catherine Oja	Blake Trujillo	
Jasimine Evans	Jan Owens	Josh Turnquist	
Mike Williamson	Mark Palacio	Dan Steinke	
De’Ron Jasper	Karrie Pitzer		

Not in Attendance: Claudia Acosta, Nick Aniol, Chantal Baca, Carina Gattas, Madison Lane, Vanessa Luna, Blake McAllister, Kaitlyn Rye, Danielle Young, Sarah Safadi, Tommy Webb, John Zizz, Dylan West

Guests: Kenny Nelson, Chase Cromwell, Kelsey Draper, Brooke Nelson, Elizabeth Lock

12:15 p.m. CALL TO ORDER

ROLL CALL

12:25 p.m. Approval of August minutes - Motion Passes

12:30 p.m. OFFICER REPORTS

Chairs’ Report and Announcements – Jasimine Evans, Mike Williamson, Karrie Pitzer

1. Committee Restructuring Update
 - a. Qualtrics survey will be sent out
 - i. Ask which committee between ASR, Elections or Blood Drive you would like to be on. Also collect which other committees you are interested in
 1. Eryn will send out Qualtrics after meeting
 2. Number of people on each committee will depend on the work needed on the committee
2. Shared Governance Update - [CUSG Resolution](#) (Chase Cromwell – Director of Legislative Affairs)
 - a. [Conceal Carry](#) – This is currently what is approved for campus and CUSG would like the Regents to make some changes. This is a very important resolution for us as this is for the safety and community on campus.
 - i. Motion to look over the resolution and hold a special vote
 1. Motion now to then vote later.
 - a. Mike Williamson – **Motion on the table is to review CUSC resolution and conduct a special vote via Qualtrics on September 30, 2022.**

- i. Michael Reynoso seconds this motion.
 - ii. Vote by Acclimation – Passes
- ii. Question for President Hill:
 1. Can we ask City Council to pass this through Boulder County?
 - a. CU does not have to be held to the same laws as City of Boulder. This is a Regents Law – we want to ask the campus chancellors to give permissions for each campus.
 2. Goal of this Resolution: Academic Evidence that supports increased danger for those who conceal carry. Having more weapons on campus allows for more danger when unnecessary.
 - a. Access to firearms dramatically increases the chance for serious issues vs being solved through support.
 3. Where can we find more information to what you are referencing.
 - a. John’s Hopkins studies and other research:
 - i. Appendix A: [Boulder Faculty Response](#)
 - ii. Appendix B: [95 LCR 01](#)
 - iii. Appendix C: [CU Anschutz Shooting](#)
 - iv. Appendix D: [Colorado Violent Crime Statistics](#)
 - b. <https://www.colorado.edu/police/crime-prevention/faqs-concealed-carry>
 - i. Check in with your building proctors and your areas and be available to collect feedback.
 4. Are we trying to update the Regent Policy to take out that language? Shouldn’t this be easy to update – already gives us the opportunity to change the policies. Are y’all working with CUPD?
 - a. 2021 – A new policy was released which allowed Firearm regulation to go to local government.
 - b. Comment for Chase: Catherine Oja is a great resource for President Hill to work with.
 5. If revisions are needed, they will be sent to President Hill/CUSG and they will be given time before they submit.
 - a. We want to make sure this resolution is strong.
 6. GPSG, BFA and Staff Council were all in conversations together around this topic and plan to give full support.
 - a. Contact for CUSG around Resolution:
 - i. Chase - cusg.legaffairs@colorado.edu
 - ii. President Hill's is president.hill@colorado.edu

Vice-Chair Report/Speaker Series— Blake Trujillo and Dan Steinke – no updates

Treasurer’s Report – Bradley Albus –

- Finished all trainings! In-Person optional training for PeopleSoft that I may do - Also asked for clarification around what I needed to access.
- Will create Step by Step Instructions for what needs to be followed to become Treasurer.
- Committee Budgets will be discussed Sept EC and Voted on at Oct FC

Secretary’s Report – Cameron Brooks – No Updates

Parliamentarian’s Report – Crystal Cyr – No Updates

Human Resources Report – Kenny Nelson

- Reminders:
 - o Performance Evaluation for University Staff is due 9/15 – hard deadline since it related to Merit Increases
 - Create new performance plans and create S.M.A.R.T Goals for your new goals for this year in Cornerstone.

- Vaccine Compliance – all staff is required to have 2 shots and booster or an exemption on file through our Health & Wellness Department.
 - There was a hold on this – but it has been confirmed that it is still in effect.
 - People out of compliance should be getting notifications if they are out of compliance and this is important as it tied to merit increases.

Staff Council Administrator – Eryn Van Poole

Digital Badge Update

Pilot Program for CU – Staff Council is one of the first to be able to issue digital badges!

- Kelsey and Noah did fantastic work on creating our Staff Council Digital Badge. I have issued Crystal Cyr hers so she can walk us through what it looks like in LinkedIn and Email Signature.
 - Showcased how the submission would be added to badge if you would like.
- Will resend out Email to Representatives who served last year to submit their submissions for digital badge and to collect feedback if they would like it included in their digital badge or not. I will then issue all digital badges.

Kazoo Points – I get 1750 points every quarter that can be used to recognize individuals on behalf of Staff Council.

1:10 p.m

DELEGATE REPORTS – Delegate reports will be split every other month to give delegates an opportunity to share what is happening on the committees.

UCSC – Dan Steinke, Jan Owens, Esther Horowitz and Josh Turnquist

1. Please note we are able to attend Board of Regents meeting. These are very useful to learn what is happening on all campuses.
2. [Institute for Human Resilience](#) – train supervisors
3. Name Change for Committee – Committee for Advancing Equity, Diversity, Inclusion and Belonging – they were interested in this change and we are behind in diversity on Boulder.
4. Staff Excellence Awards – Handed out October 7th.
 - a. 14 Nominees – glitch in the system. Currently no one was nominated for Denver or System currently. Please send names to Jan if you no anyone that qualifies.
 - i. Receive \$250 and Todd Saliman will be handing out the awards this year
 - b. Hiring new administrator

BFA – Alisha Stewart - In Person meeting – Sept 1st – Chancellor attended and presented similar to State of Campus

1. [Land Acknowledgement](#)
2. [Right Here, Right Now](#) – Global Climate Survey
3. Faculty Compensation –
 - a. Faculty Salary Procedures Working Group - There is a Faculty working group now
 - i. Merit increases - Incorporate Faculty DEI work into merit increases
4. [MAPS to HEAR Transition & Discussion](#)
 - a. MAPS (Minimum Academic Preparation Standards) – this is the current course requirements for undergraduate students to take and this is moving to HEAR (Higher Education Admission Requirements) for Fall 2022 admission.
5. BFA Elections – Internal & External

CUPD – Clara Smith

1. Recruit new members
 - a. We want to assess this equally. (we are meeting every other month)
 - i. Dan Jones and Sonia DeLuca Fernandez are our leaders
 - ii. Looking for 2 from Staff Council and 2 from Students and 2 community
 1. Andres is interested in serving! May have an application to fill out.
 - iii. Community members - are people within Boulder community.

1:30 p.m.

COMMITTEE REPORTS

- ASR – Kaitlyn Rye and Jan Owens
 1. Possible new rewards for 15+ Years of service gift (current is Amazon Gift Card)
 - We are looking into ways to integrate employee choice and/or more CU-specific gifts.
 - CU Market Place, Box of CU Swag etc..
 2. Recognize BCSC Council Members who have given 10 years of service or more to BCSC as they step off council.
 3. Partner with the Athletics Department and Chancellor’s Staff Employee of the Year Committee to get winners to attend a basketball game in the Spring.
- Blood Drive – Alisha Bennett Stewart and Michael Reynoso
 1. August Blood Drive results
 - 277 Donations collected! Over 800 people lives saved.
 2. New Committee Name Update
 - New Goals – Hosting more drives and supporting the Mobile Food Pantries and other activities through the Volunteer Resource Center. Want to focus our efforts on campus needs first for Community Service.
 - Mission Statement coincides with our current goals and trajectory so no change needed.
 - Adding support for Mobile Food Pantry events
 - [Volunteering for next event Tues. Sept 27th @1 – 4:30](#), and in collaboration with PBRL and Outreach and may host separate Staff Only events that Staff Council co-hosts
 3. Coats for Colorado kickoff
 - Collection Bins placed throughout campus and need volunteers to check-in on the bins weekly throughout the month. Aiming Oct 17th Kick-Off
- Committee for Advancing Equity, Diversity, Inclusion and Belonging (CAEDIB)– Leah McDaniel Parvez
 1. Focusing on our Goals and then deep dive on the action items for these goals to hone in on what we want to prioritize at the next meeting.
- Communications – Vanessa Luna and Dylan West
 1. August Newsletter Engagement results (WE CRUSHED IT!!!)
 - Total Sent: 4,317
 - Unique Opens: 2,536 (58.744%, our second highest % EVER!)
 - Total Clicks: 1,723 (67.942%, which absolutely CRUSHES our previous record of 53%!!!!)
 - Total Unique Clicks: 854 (19.782%, our third highest % EVER in this category!)
 - Most Popular Articles:
 - (286 clicks) <https://www.colorado.edu/staffcouncil/2022/08/24/60-sept-2-cu-football-tickets-faculty-staff>
 - (231 clicks) <https://www.colorado.edu/staffcouncil/2022/08/24/letter-your-new-2022-2023-staff-council-chairs>
 - (203 clicks) <https://www.colorado.edu/staffcouncil/2022/08/25/parking-services-extends-5-permit-through-fall-semester>
 - Sadly, we broke our 10-newsletter streak of the Survey being in the top 3 most popular articles. It was also the first time that we reused a question from a previous year.
 2. Next newsletter due date
 - Tuesday, October 25th is when the next newsletter will go out.
 - Please submit articles through [Content Request form](#) by Thurs. Oct 6th.
 3. Update on student employee hiring (Eryn)

- Our first search failed so we have re-posted through Oct. 9th. Please help spread the word. Submit Resumes/Cover Letters to Eryn.
- Elections – Interim – Betty Rasmussen
 1. Timeline for General & Officer Elections – we will use the timeline similar to last year
 2. Front Line Staff Representative Elections – Partner with FLS Committee and will talk through with this committee at the next meeting.
 - We know the importance of having representation from Front Line Staff for Staff Council and want to help get people elected or maybe transition the rep positions into an Advisory Committee.
- Front Line Staff – Crystal Cyr and Claudia Numan
 1. Top Goal is to fill our 5 open Representative positions – will partner with Elections to get these filled.
 2. Round Tables – we want to better understand their challenges and know firsthand what we can do support.
 3. Translation Efforts – equal access to communication is very important.
 4. Explore Accessibility – make sure things are equitable for Front Line Staff – make sure all relevant information is being shared in a timely manner.
- Outreach and Events – Karrie Pitzer and Jessica Sandoval
 1. Early Fall event – Coffee & Donuts – push to October
 - Next committee meeting will to be talk through the logistics of our Fall Meet Your Representative event with Donuts across campus, volunteer sheet will be sent out soon. 7 tables across campus.
 - Staff Appreciation Breakfast
 - Maybe collaborate with Blood Drive for Coat Drive collection at our tables.
- Payroll, Benefits, Retirement and Legislative (PBRL) – Grace Maniscalco and Ian King
 1. Set our goals for the years – collaborate with other committees
 - Food Insecurities – why is this happening, partnering with Blood Drive
 - Analysis of Benefits and how they differ from faculty
 - Future Of Work
 - Professional Development
 - Compensation
 - Create a resource related to these areas.

1:40 p.m.

NEW BUSINESS

- Open Delegate Assignments
 - CORB – 1 person needed – Andres Schemel/ Blake Trujillo are interested!
 - Community Oversight Review Board – in partnership with CUPD came from a task force in 2020.
 - Do Ride Alongs/Walk – Alongs – to see first hand what is happening
 - Body Cam Footage – watch this footage to be aware of what is being done
 - Student CUSG – 1 person needed/ 1 backup needed
 - GPSG – 1 person needed/ 1 backup needed

1:55 p.m.

THE PULSE – will be brought forward in October as Danielle and John were out of office today.

1. **Danielle Young** - This is very specific to staff who park in lot 430, which is in front of the Koelbel building, so not sure if this is the best place to bring this up. One of the Leeds staff brought up the problem that exiting the parking lot at the end of the day is tough and has become dangerous. Turning left out of the parking lot is sometimes impossible because of the traffic on Regent drive. If you're not aggressive, you could be waiting quite a while to turn out of the lot. There is also a crosswalk right in front of Koelbel, and cars fly down Regent drive, which makes using the crosswalk dangerous. Would love to bring up the idea of a crosswalk light or potentially some help from parking services to direct traffic around 5pm.
 - a. Vanessa will bring forward at Pathway Safety Committee

b. Mike brought forward Leadership is aware of this issue.

2. John Zizz - Updating the tuition benefit. Looking for creative and sustainable ways to have Regents, Chancellor's, Provost's, Campuses, provide full tuition benefit for employees and their dependents.

2:15 p.m. ADJOURNMENT

Next scheduled Full Council (FC) Meeting – October 12, Zoom/CASE-E422, 12:15PM – 2:15PM

Online access to [Roberts Rules](#)

Upcoming Events: [Staff Council Calendar](#)

Newsletter: [June 2022](#)

Delegate Assignments

(Reports to be delivered to the Secretary, Cameron Najera, 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:

- ✓ BFA, Boulder Faculty Assembly: **Alisha Stewart**/ Back up: Bradley Albus
- ✓ UCSC, University of Colorado Staff Council: **Daniel Steinke**, Jan Owens/ Esther Horowitz
- ✓ CORB- Community Oversight Review Board: **Clara Smith** and **VACANT**

Group 2:

- ✓ Pathways Safety Group: **Vanessa Luna**
- ✓ Student CUSG: **VACANT** / Back Up: **VACANT**
- ✓ Graduate and Professional Student Government (GPSG): **VACANT**/ Back up: **VACANT**