



FULL COUNCIL AGENDA
Wednesday, October 12, 2022
12:15 p.m. - 2:15 p.m.
Zoom/CASE E422

In Attendance:

Nick Aniol	Shelby Javernick	Betty Rasmussen
Omunu Abalu	Ian King	Michael Reynoso
Chantal Baca	Natalia Johnston	Sarah Seibold
Crystal Cyr	Andres Schemel	Tanida Ruampant
Esther Horowitz	Grace Maniscalco	Jessica Sandoval
Mike Williamson	Leah McDaniel Parvez	Clara Smith
Madison Lane	Claudia Numan	Elyse Sutton
Karrie Pitzer	Kaitlyn Rye	Dan Steinke
Jasimine Evans	Jan Owens	Josh Turnquist
De’Ron Jasper	Alisha Stewart	
Maggie Mucci	John Zizz	

Not in Attendance: Sara Abdulla , Claudia Acosta, Bradley Albus, Cameron Brooks, Lydia Darlington, Carina Gattas, Vanessa Luna, Catherine Oja, Mark Palacio, Sarah Safadi, Blake Trujillo, Tommy Webb, Dylan West, Danielle Young

Guests: Kenny Nelson, Angela Watts

12:15 p.m. CALL TO ORDER

ROLL CALL

12:25 p.m. Approval of September minutes- Motion is passes by majority vote.

12:30 p.m. OFFICER REPORTS

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

1. Committee Restructuring
 - a. At least 6 people on every committee now
 - i. ASR – 6 members
 - ii. Blood Drive & Community Service – 7 Members
 - iii. Elections – 5 members
 - b. Chairs – please keep an eye on the needs of the committee for how many people you need.
2. Shared Governance Update
 - a. Advisory Group for Safety - a working group will be forming, once/ twice a semester, most likely over lunch to discuss different safety measures on campus. Ie: crosswalk and public safety across campus
 - i. Please let Eryn know if you are interested in joining
 - ii. Focus could be how is information shared around public safety. Here is information regarding [CU Boulder Alerting services](#).
 1. Currently there is a tiered approach for which levels of concern get sent out or notify different groups on campus. Also, for who this will handled by CUPD vs Boulder Police.

2. [RAVE App](#) – CU Boulder Mobile Safety App

3. Budget

- a. Tri-chairs brought forward proposed a budget to Executive Council for all committees and it was voted on and approved by Executive Council the voting body.
 - i. Tri-Chairs brought back the category of Special Projects for \$10,000- All committees can access this money to use for special needs – please submit a special proposal for any need.
 - 1. Money is to be used for Committee Wide initiatives (Translation services, Food Insecurities etc..) as well as special events or emergency funding.

4. CUSG Resolution

- a. GPSG, BFA and Staff Council have signed on in support of Conceal Carry Resolution.
 - i. Sent to Board to Regents last night.
 - 1. UCSC will be supporting but not necessarily signing on.

5. PRAs, RAs and 50% Research Professors

- a. Currently do not have Shared Governance representation (not included in BFA)
- b. Connecting with Colisse Franklin (former rep) to figure out logistics of how to add them – they are in favor of being supported by Staff Council.
- c. Will be meeting with leadership next week to discuss this further.

6. Parental Leave Update

- a. Starting Oct. 1 - Staff will be able to access their parental leaves as of day 1 of employment!! Will be an announcement from Executive Leadership soon (Early Next week).
 - i. Retroactive from April 1st. If employees used leave before they accrued it they will be compensated for the leave used or reimbursed.
 - ii. Please do not share widely yet – campus will share!

Vice-Chair Report/Speaker Series— Blake Trujillo and Dan Steinke

- 1. Jessica Doty – Health & Wellness Update – Join Staff Council/Speaker Series: We have a meeting next week with Jessica Doty to discuss joining a Staff Council Meeting and possibly creating a separate Speaker Series to discuss Health & Wellness on campus.

Treasurer’s Report – Bradley Albus – No Update

Secretary’s Report – Cameron Brooks – No Update

Parliamentarian’s Report – Crystal Cyr – No Updates

Human Resources Report – Kenny Nelson

1. Compensation Bonus - \$1,300

- o Today is the deadline for Vaccine Compliance and this is needed for Compensation Bonus (Need First 2 doses and 1 booster.)
 - We will continue to work with employees who are still in progress to get in compliant and they will be sent their compensation bonus next year!
 - If you get all of your doses or submit medical exemption.
 - If you have not received any messaging around not being in compliant – then you are compliant. No action needed!
 - o New Booster is not yet needed which is why you can not upload. This is all handled by Wardenburg:
whc-immunizations@colorado.edu

2. Merit Increase in January

- o Research/Faculty – will be the same as always
- o Campus wide allocation for Staff
 - Leadership will decided the campus wide policy for how the merit percentages are distributed (___% for 3s, ___% for 4s, ___% for 5s)
 - Money for Compression at campus level? – Trying to figure out ways to incorporate and would be dependent from merit increases.

3. Parental Leave Policy

- Please don't pre-emptively share wide before executive leadership will share on Monday.
 - Instead of waiting for 12 months to qualify for parental leave – staff is now available for this leave on day 1 of employment
 - Retroactive for 6 months (April 1) if you have used this leave before you accrued it. You will get reimbursed.
- 4. Kazoo has been re-branded to WorkTango. It is all the same company. Same system – nothing else has changed.
- 5. New CPO – Robyn Fergus will be starting on October 31st.
 - Coming from CSU and JeffCo Public Schools – excited to welcome her!
 - We will work on getting her to Staff Council to meet all the representatives.

Staff Council Administrator – Eryn Van Poole

Student Employee Update – 6 students have submitted design projects and meeting with Vanessa and Dylan this week to review the resumes and look at their design projects.

Interviews will happen in the next few weeks.

1:00 p.m

DELEGATE REPORTS – Rotating Delegate Groups bi-monthly

Pathway Safety – Vanessa Luna

1. Lime Scooters network now extends **west** of 28th Street
2. Reminder about Close Call form (applicable for bikes, pedestrians and cars)
3. Gap in Communications from Parking Services (Jasmine has more details and we hope to address this gap at a future date)
4. What do you want me to bring to the committee? Send your questions and concerns about campus pathway safety to Vanessa and she will bring them up in the committee.

CUSG – **Need Delegate**

GPSG – **Need Delegate**

1:15 p.m.

COMMITTEE REPORTS

- Advancing Equity, Diversity, Inclusion and Belonging (CAEDIB)– Leah Parvez and Clara Smith
 1. Update on co-chair election: Clara Smith has stepped up to take on the co-chair role – thank you!! Mike Williamson will be serving as backup.
 2. CAEDIB is working on generating a list of restaurants and small businesses within Boulder, Denver, and surrounding cities that are owned by folks with historically marginalized identities. Once we have a draft ready, we will share with the larger council for asynchronous additions.
- Awards & Staff Recognition (ASR) – Kaitlyn Rye and Jan Owens
 1. Years of Service Spreadsheet – Kaitlyn and Eryn have been trained by Chris Muldrow
 - Monthly Recognition groups: Lump July – Dec, then Jan – Mar and Apr – June
- Blood Drive & Community Service– Alisha Bennett Stewart and Michael Reynoso
 1. Coats for Colorado will run October 17th – November 18th, details forthcoming
 - Please sign-up to host a Bin, please reach out with questions: https://docs.google.com/spreadsheets/d/12IBEUkkGUsLzM7Z_trLufKm2M0LCn_E1YiR_5TNIkw/edit#gid=274157828
 - Please check the bin once a week
 2. Next Blood Drive: November 1, 2, 3. Be the Match and Health & Wellness Services will be onsite.
 - Post and Sign-Up sheet forthcoming.
 - Giveaway information coming soon
- Communications – Vanessa Luna and Dylan West
 1. October 25th is next newsletter – we are working on proofing this week. Thank you for everyone's help – really coming together!
 - Proofing is happening this week.
- Elections – Interim – Betty Rasmussen/Josh Turnquist

1. On Target with our general elections timeline (using same from previous years)
2. Front Line Staff Representatives – also prioritizing to get these 5 open positions filled!
- Front Line Staff (FLS)– Crystal Cyr and Claudia Numan
 1. 5 Open FLS Representation – acknowledge there are barriers in place
 - Translation options
 - Regular Access Computers – looking at options through Distribution and OIT
 - Adding blurb to October Newsletter to garner interest for these positions (English and Spanish)
 2. Round Tables – Split between Fall and Spring
 - Please let us know if you are interested in supporting these efforts.
- Outreach and Events – Karrie Pitzer and Jessica Sandoval
 1. Staff Appreciation/Meet Your Reps
 - October 19th & 20th at 7 locations around campus from 9-10:30a
 - [Volunteer Sheet](#) – will email once the flyer and locations are finalized
 - QR Code for a survey related to Outreach events
 - Collecting coats for Coats for Colorado
 2. Staff Appreciation Breakfast
 - Working on getting a date pinned down for December at the UMC
- Payroll, Benefits, Retirement and Legislative (PBRL) – Grace Maniscalco and Ian King
 1. Child and ElderCare Whitepaper
 - Currently sitting with HR and should receive their updates/comments next week
 2. Research regarding 3 key areas
 - Professional Development/Pathways
 - Compensation
 - Future Of work
 - What is currently happening on campus
 - What are other universities doing

1:40 p.m.

NEW BUSINESS

- Open Delegate Assignments
 - Student CUSG – 1 person needed/ 1 backup needed
 - GPSG – 1 person needed/ 1 backup needed
 - Please send interest to Eryn Van Poole. Delegate descriptions is in meeting folder. We want to keep our involvement with these groups. Very important.

1:55 p.m.

THE PULSE

1. 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.
 - Can't pay for your Student's Tuition benefit – create a Savings account?
 - Create a direct deduction to put money towards tuition for dependents
 - On the radars of the Tri-Chairs, and will continue to bring up with leadership

2. Jessica Sandoval

- According the Daily Camera article linked below and attached, CU spent \$83,451.86 on the Board of Regents 3 day retreat in Grand Junction, CO ([ranch/resort](#)). This comes at a time where merit is pending approval based on lower enrollment numbers and our front line staff is struggling to feed their families. This is not an ethical use of university funds and should be addressed. <https://www.dailycamera.com/2022/09/21/cost-for-university-of-colorado-board-of-regents-july-retreat-nearly-doubles-2021-price-tag/>

1. Majority was spent on food and doesn't feel appropriate when Front Line Staff have to use mobile food pantries
2. Not the best allocation of funds and they are elected officials and should be more cognizant. Dan will share with UCSC
 - a. Couldn't this be hosted at one of the campuses.
3. System or University Funds? Regents serve all 4 campuses. McConnellogue said the CU Board of Regents' office pays for the costs of the retreats, which includes lodging, meals, technology, speakers and more.
 - a. Some regents flew...
4. In these scenarios - are there options for us to get a more research-based temp check of our constituencies?
 - a. We need to make constituents aware of this – are they angry too? Are we representing their interests?
 - b. Quite frankly, not too much constituent interaction happens here. Especially with the hybrid nature.
 - c. How do we share this information out?
 - i. Question and Push back on stating if we were financial stewards for the university? Can we get the regents to reflect on this expense?
 - d. They are probably spending extravagantly on other items. Can we research that?
 - i. I believe the information on retreat spending is available via the Colorado Open Records Act, but I wouldn't know exactly where to find it. my understanding is the retreat happens annually or bi-annually. I also want to make sure that funding issues also come up with the topic of athletics
 - ii. as an example, I had conversations across campus with about a dozen people and was split in terms of how they felt about the CUSG concealed carried resolution: some therefore, my vote on that resolution was to abstain due to not enough info/feedback people were for it, some were against and some had no idea about the issue to even have an opinion
 - e. **Can we add a section to Website for Issues we are discussing in Staff Council and add in comments section. Add our PULSE Items?**
 - f. Not sure logistically what needs to happen (newsletter? website? solo email?), but I do think it's worth Staff Council putting out a statement saying that this was upsetting to learn about as we watch staff line up for the food pantry and receive merit increases that don't even meet the increase in inflation. I'm in favor of us saying SOMETHING.
 - g. It would be more work, but I would advocate for each area holding a regular area meeting or office hours so that folks could bring issues like the concealed carry resolution back to their area for feedback.
 - *make sure we know that funding issues come up from other topics, too. such as, athletics.

3. 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.
 - Vanessa stated she would bring this forward to Pathway Safety Committee
- Can we explore the idea of staff sabbatical similar to faculty sabbatical?
 - What would this look like?

- After having been a staff member for 7 years – you would then get 6-8 weeks paid off to focus on professional development or whatever you would like.
 - Definition of Sabbatical: a period of paid leave granted to a university teacher or other worker for study or travel, traditionally one year for every seven years worked.
 - 7 years is what Faculty gets. they get a full semester sabbatical at full pay or an academic year at half pay
 - They need to come back with a deliverable return (Project).
 - 1 Year requirement that faculty must stay at the campus for at least this long once they return from the sabbatical.
 - Hubspot’s staff sabbatical for reference: After five years with HubSpot, you get a four-week paid sabbatical, with the equivalent of \$5K US bonus.
 - it seems like a point to build equity and “evenness” between faculty and staff.
 - Used as a professional development opportunity Or community service based work?
 - Could be used as an retention effort to retain staff.
 - Staff would need something project based to match Faculty needs. Nothing else on their calendar except the deliverable that is asked of them.
 - This has been explored over the years.
 - Talked a lot in School of Education.
 - Esther works with the Renee Crown Wellness
 - Have discussed with the institute to go on sabbatical to focus just on the projects they have provided.
 - Can employees be given on loan to another department?
 - FSAP would have to figure out who would handle her workload (similar to parental leave), but yes this has happened before.
 - Action Items: Danielle will research what would be needed in order to begin a working group related to this.
 - Interested in joining working group or get involved/provide insight somehow.
 - Leah Parvez
 - Alisha Stewart would be happy to contribute
 - Kenny will connect with what’s happening in HR to explore this and see if we can coordinate discussion groups
 - Grace Maniscalco
3. Michael Reynoso - Social Media for Staff Council
- Vanessa has discussed this over the years (comes up every year)
 - We have found previously that other avenues have been more beneficial in the past.
 - Will let Vanessa speak to this more in the future.
 - Will bring up at next Communications Meeting
 - Talk through at a future FC Meeting
 - Round Back to Michael Reynoso

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

Next scheduled Full Council (FC) Meeting – November 9, Zoom/CASE-E422, 12:15PM – 2:15PM

Online access to [Roberts Rules](#)

Upcoming Events: [Staff Council Calendar](#)

Newsletter: [August 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 Andres Schemel/Blake Trujillo

Group 2:

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