



FULL COUNCIL MEETING SUMMARY

Wednesday, November 9, 2022

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

Zoom

In Attendance:

Nick Aniol	Shelby Javernick	Mark Palacio	Betty Rasmussen
Omunu Abalu	Ian King	Sarah Safadi	Michael Reynoso
Chantal Baca	Natalia Johnston	Bradley Albus	Sarah Seibold
Crystal Cyr	Andres Schemel Morales	Cameron Brooks	Tanida Ruampant
Esther Horowitz	Grace Maniscalco	Lydia Darlington	
Mike Williamson	Leah McDaniel Parvez	Vanessa Luna	
Madison Lane	Claudia Numan	Catherine Oja	
Karrie Pitzer	Kaitlyn Rye	Maggie Mucci	
Jasimine Evans	Sara Abdulla	Dan Steinke	
De’Ron Jasper	Claudia Acosta	Jessica Sandoval	
Maggie Mucci	John Zizz	Clara Smith	

Not in Attendance: Carina Gattas, Danielle Young, Jan Owens, Kenny Nelson, Alisha Stewart, Elyse Sutton, Josh Turnquist, Dylan West, Blake Trujillo

Guests: Leisha Connors Bauer, Kate Malloy

12:15 p.m. CALL TO ORDER

ROLL CALL

12:25 p.m. Approval of October minutes – Motion passes by vote by Acclimation

12:30 p.m. OFFICER REPORTS

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

1. Mobile Food Pantries happening on campus on November 13 & December 6
- Please volunteer if you can.

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

1. Health & Wellness will be joining Full Council today and we will be partnering with them in the Spring for an All Staff/Campus Speaker Series. They are interested in making the rounds and collecting feedback from various areas of campus.

Treasurer’s Report – Bradley Albus

1. [Treasurer’s Report](#)

Secretary’s Report – Cameron Brooks

Parliamentarian’s Report – Crystal Cyr

[Human Resources Report](#) – (Kenny Nelson -OOO)

1. Merit exercises are rolling forward for University staff. Announcements coming soon from campus leadership and HR to give details, timing, etc.
 - o To be eligible for merit, employees must be in compliance with COVID requirement.
2. \$1,300 bonus payments are complete. If someone is still working with immunization team to verify, we can always fix it later. Send any issues on this to Kenny Nelson

3. Administrative leave and campus closure announced for 11/23, and administrative leave granted for two days in winter break that normally are needed for from PTO balances.
- Staff Council Administrator – Eryn Van Poole

12:50 p.m

DELEGATE REPORTS

UCSC – Dan Steinke, Jan Owens, Esther Horowitz, Alt: Josh Turnquist

1. Met Monday at the Denver Campus – Staff Retention and Diversity.
 - a. Everyone is short staffed. Executive leaders met with Lisa Landis to try and make space for Admin Leave
 - b. Looking at payment for Staff Council Representatives as many was put on hold due to campus wide furloughs
 - i. Adding Staff Council to Performance Evaluations
 - c. Exit vs Stay interviews.
 - i. Following up with supervisors regarding if these are happening
 - d. Campus Culture Survey : These are nationally wide created vs being specific to our
 - i. Staff are pleading for this process to be changed so more actionable pieces are being created from data collected.
 - e. Menu of Benefits – President Saliman is working on if there can offer more choices vs one size benefit all.
 - i. More equitable this way. If someone doesn't need Parental Leave is there another benefit they could use instead.
 - f. CU Advocate Program – Bring back the day at the capital sense it disappeared during COVID
 - g. No updates yet from CUSG around Conceal Carry

BFA – Alisha Stewart – Absent

1. Common Curriculum – will be doing listening sessions and then faculty will vote end of this semester.
2. BFA meeting Thurs. Nov 3rd
 - a. Discussion of CU Honor Code
 - b. The assembly heard from Intercollegiate Athletics Comm. Chair
 - c. Name change of a standing committee
 - d. Resolution on Teaching/Clinical Faculty Promotional Raises
 - i. Boulder Faculty Assembly endorses a required, campus-funded salary increment to the base upon promotion for teaching/clinical faculty, being a suggested minimum of \$4K for promotion to teaching/clinical associate professor and \$6.5K for promotion to full teaching/clinical professor, increasing annually with any percentage increment increase in faculty salary funds
 - e. Resolution on the campus common curriculum
 - i. Boulder Faculty Assembly endorses the proposed common curriculum
 - f. Discussed 2023 BFA Excellence Awards
 - i. Nominations now open until February 21, 2023 in three award categories

CUPD ORB – Clara Smith

- Lucie Nguyen (one of the CUSG tri-chairs) and Clara Smith are co-chairs for the board, and Dan Jones and Sonia DeLuca Fernandez are directors
- Andres Morales is now joining us, taking Kelsey's place
- Chief Jokerst- shared her policing philosophy with the board: she is reform minded and forward thinking. Believes in accountability, audits and transparency. The PD is working on several initiatives and their focus is on national accreditation. She shared that they will be one of the first university police departments to be accredited.
- She is working on her doctorate in educational equity at CU Denver (EDD Program) - she is excited about bringing this lens to her leadership practice

- Mike Zidar, IT consultant for the Boulder Police Dept. presented the CUPD calls for service, and CUPD Police Incidents/Crime and information Reports Dashboard (that I believe is now online). You will be able to download data and calls for service and see the different patrols based on time of day and area.
 - CU Police embrace growing trend toward transparency with Crime Data: <https://www.colorado.edu/today/2022/10/14/cu-police-embrace-growing-trend-toward-transparency-crime-data>
- [This dashboards](#) show calls for service and also incidents that have been reported for the past 7 days. The board offered some suggestions and questions
- As part of my board responsibilities, I participated in a ride-along at the end of October with Officer Troy Lewis: firsthand knowledge of daily activities for a police officer at CUPD.
 - Strong point is empathy. Tries to be aware of where he goes in uniform for lunch.
- Also participated in the CUPD interacting with people with disabilities training - very useful for implicit bias.

1:00 p.m.

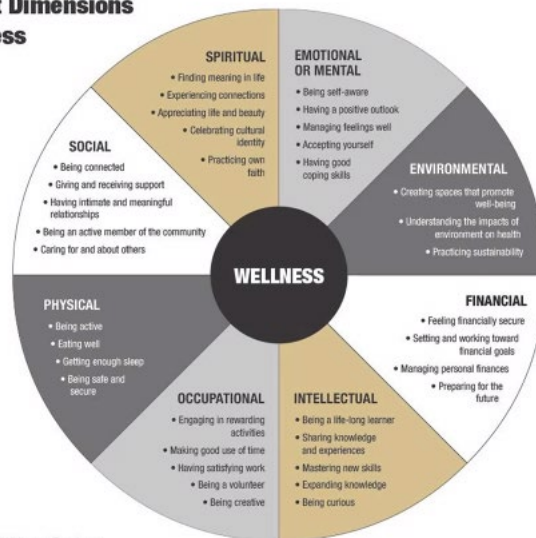
SPEAKER: Health & Wellness Services

Leisha Connors-Bauer (Acting AVC, Health Promotion)

[Health & Wellness Topics for Discussion](#), Please participate in [Survey](#).

- H&W moved from Students Affairs to SRS on August 1 and what does that mean.
 - We are collectively committed to the success and well-being of students, staff, faculty, and families. Where previously we had been focused on resources for students and families.
 - We offer resources that support students from enrollment through graduation.
 - We are growing our resources to support faculty and staff through their employee journey.
- We continue to employ the 8 dimensions of wellness as our framework (showed graphic with examples).

The Eight Dimensions of Wellness



- With this change, here is who we are.
 - Administrative Services - Insurance, Billing and Medical records for students
 - CAPS – Mental Health Services and 24/7 Crisis Support
 - Disability Services
 - Faculty and Staff Assistance Program – Moved from Human Resources to H&W
 - Health Promotion – Health Education and prevention
 - Collegiate Recovery Community – new offerings
 - Addiction recovery through Acupuncture offerings every Tuesday
 - Wellness Wednesdays – varying topics

- Medical Services – primary care clinic for students – still offers COVID vaccines, boosters, and tests,
 - massage and acupuncture care are available to Faculty & Staff.
 - Full service pharmacy that anyone can access
 - Only offering Omicron Vaccine/Boosters
 - From a communication standpoint, I will say there is A LOT of confusion around when Staff can use services at Wardenburg.
- Office of Victim Assistance – Advocacy and support services who are there to continue to support faculty and staff
- quick bullet about why Rec Services are not part of H&W
 - No longer part of Health & Wellness
- New Resources
 - WellTrack – easier to use than SilverCloud. SSO – all online.
 - Suicide Prevention webpage resources
 - Academic Live Care – Telehealth (Psychology, Urgent Care) launch for students, coming for employees in Spring Semester
 - YOU@CU – one stop portal
 - Customized to you and what resources you would like access too.
 - Trial Memberships for Rec Center @ \$25 and MoveColorado
 - Red Folder – reminder about red folder – model of recognize, respond, refer- responding to people in distress.
 - Mental health Training
 - Nap pods
 - Follow us @CUHealthyBuffs
- Questions:
 - How are these services being promoted?
 - We want to see our support with Employees grow and are working on a communication plan for each service we offer individually.
 - We create a lot of articles in CUBT
 - YOU@CU Portal – we would like to have this be included as a tile in MyCUInfo
 - Wardenburg Health Services – there are confusion with staff around what services are offered to staff and we are on working on how to remedy.
 - I hear those sentiments about clutter and distractions in communications loud and clear - in email and in social media especially. There's just too much out there already.

I see a Faculty and Staff Resources page (<https://www.colorado.edu/health/faculty-and-staff-resources>), but it doesn't seem to mention all the offerings for staff that Leisha has presented on. Will this page be expanded? I know this is a developing realm for Health and Wellness, though. Another idea: maybe staff could take a health and wellness quiz that will then show Health and Wellness resources that will specifically apply to them.

 - This was originally created for our embedded teams and our communications team is working on a new page that will include these offerings
 - YOU@CU – similar to taking a quiz this will allow you to curate a page more catered to your needs.
 - We want feedback once we launch this! What can we do better.
 - Move to SRS – Places H&W in direct connection with Executive leaders and gives us more lines to move things forward financially. This allows more freedom to offer things to Faculty/Staff vs what we could offer under Student Affairs.
 - Differentiation between Staff/Faculty vs Student offerings and how the needs are different.
 - This will show up in what we offer and how we offer it. This will be a continual work in progress and this is a new area for us to figure out. We will be looking to partner with Staff Council to figure out best routes forward
 - SRS – Did you receive additional resources?

- Do you have enough employees for these new offerings? This is part of our roadmap to figure out where the gaps are and what is sustainable in the long term.
- Academic Live Care – we did receive new budget to create this access and will continue work with Pat around what we can do expand offerings
 - This is free with a coupon code
- Employees who are high-deductible insurance is there a pool that these employees can pull from who can not pay for these services .
 - We are trying to offer as many of these services for free as we can but this is a great idea and I will look into this.
- Digital Engagement Tools – are there other options to get similar offerings to WellTrack
 - FSAP would be an in-person alternative to Academic Live Care (TeleHealth)
 - [Survey](#): What are the needs of staff and how can we assist.
- Please make sure to keep these offerings in the back of your mind and we will try and filter
- Can the tri-chairs help facilitate a dialogue so we can provide them feedback from our surveys and possibly strategies on how to communicate these "perks"
 - Yes we can definitely do that and send to StaffCouncil@colorado.edu

1:30 p.m.

COMMITTEE REPORTS

- Advancing Equity, Diversity, Inclusion and Belonging (CAEDIB)– Leah Parvez and Clara Smith
 1. Update on Business List Goal – historically marginalized owned businesses and should have updates in a few week
- Awards & Staff Recognition (ASR) – Kaitlyn Rye and Jan Owens
 1. Years of Service will be sent out in Early December for July – December awardees with Amazon Gift Cards for 15+ years of service in varying amounts
- Blood Drive & Community Service– Alisha Stewart and Michael Reynoso
 1. Coats for Colorado runs through November 18th – 80 coats collected so far
 2. November Blood Drive was a success! Thanks to Be the Match, Health & Wellness Services and CU Athletics for the partnership. A big thank you to all donors and volunteers.
 - Over 600 people will be helped! Thank you
 - Next Blood Drive: February 7-9, 2023
 - Please carve out some time for volunteering if you are able.
- Communications – Vanessa Luna and Dylan West
 1. Newsletter – Engagement & Survey results – Crystal is happy to work with you to analyze the survey results.
 - Any suggestions on how to increase the responses for the survey
 - Any thoughts of using Qualtrics and being able to get more trackable data
 - Is it clear what we are doing with the data collected ? – Vanessa
 - Open Rate = Unique Open Rate

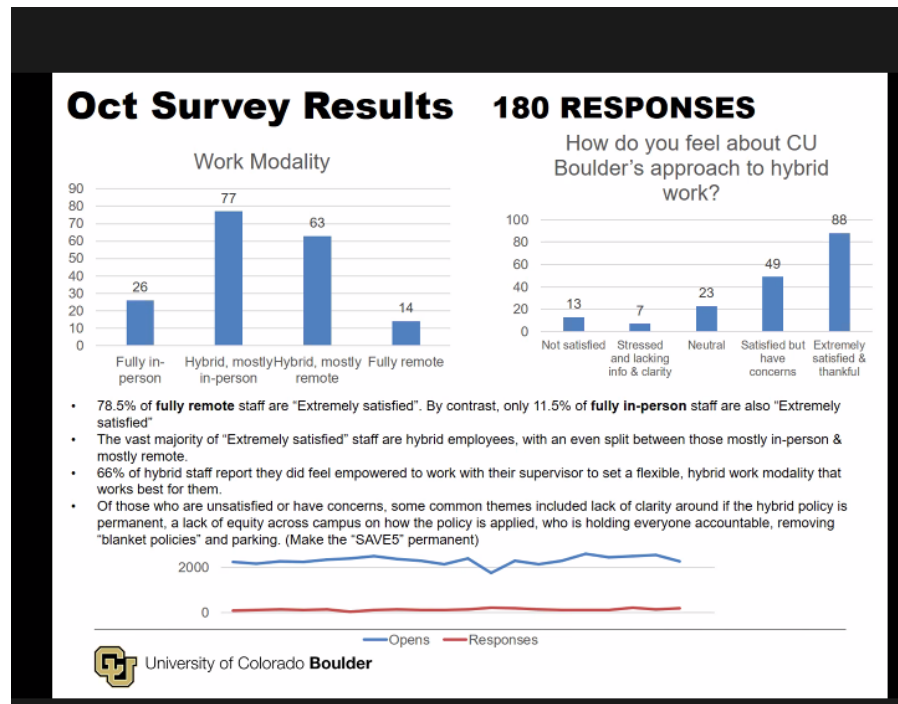
Newsletter Results

NEWSLETTER	OPEN RATE	CLICK THROUGH RATE	OPENS	ARTICLE CLICKS
Successful Engagement	30%	1%	-	-
August, 21'	50.478%	25.764%	2,165	1,105
October, 21'	53.826%	14.839%	2,307	636
February, 22'	61.13%	29.35%	2,618	1,257
April, 22'	57.444%	23.864%	2,477	1,029
June, 22'	58.713%	31.134% (17%)	2,527	1,340
August, 22'	59.324%	39.912% (19.7%)	2,561	1,723
Oct, 22'	52.495%	38.622% (18.6%)	2,293	1,687

Most Popular Articles

1. **Oct 2022 Newsletter Survey Contest (224)**
2. **Staff Training Series - The Future of Work/Hybrid Work (203)**
3. **Register for Faculty, Staff Assistance Program's free, virtual workshops (179)**

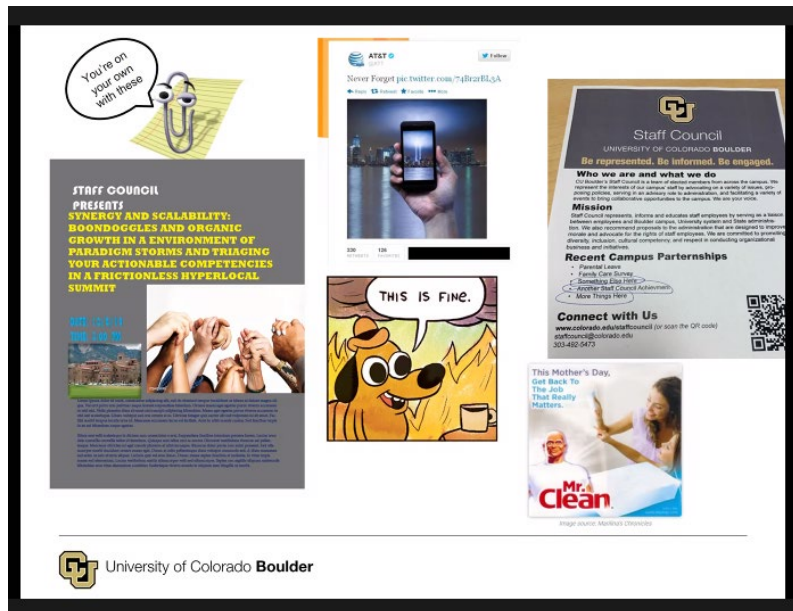
2.



3.

4. Communications refresher – content and language – we need to make more of what we are doing accessible for campus.

- When talking about Staff Council – use “We” when discussing our projects that have been accomplished and to note that we are an entity and wanting to bolster the impact of the group.



5.
 - Elections – Interim – Betty Rasmussen and Josh Turnquist
 1. [Motion to Appoint Colleen Ehrnstrom](#) -
 - Voice Vote for Full Council
 2. Brown Bag Information Session
 - In-Person Wed. 1/18 from 12-1 at UMC 425
 - Eryn will send out calendar invite
 - We want someone from each committee to join to talk
 - We still need members
 - Front Line Staff (FLS)– Crystal Cyr and Claudia Numan
 1. October Meeting was cancelled
 2. November Meeting is moved to Nov 30th
 - Will discuss Round Table Logistics
 - Outreach and Events – Karrie Pitzer and Jessica Sandoval
 1. update on Staff Appreciation Breakfast
 - We were able to get Wednesday, December 6th 7-9am
 - Payroll, Benefits, Retirement and Legislative (PBRL) – Grace Maniscalco and Ian King
 1. WhitePaper for Child Care and Elder Care: We got HR responses back and are working through those comments and then will publish it wide.
 2. Background research around Compensation/Merit

2:00 p.m.

NEW BUSINESS

- Next steps for collaborating across the committees in regard to translation services and discussing upcoming events from the various committees so that we can partner on translation.
 - When creating new events for Staff Council please feel free to partner with CAEDIB for translation services
 - If any other committee is working guides or processes around Translation Services – please feel free to work on CAEDIB
 - Any committees working
 - Front Line Staff Committee – Applying for a DEI Grant for translation services
 - This program will be created in the next couple of months. Proposals should be sent in Jan/Feb – Grant winners then announced in March.
 - Please make sure to always include CAEDIB in any translation efforts so we are not duplicating efforts.
- Open Delegate Assignments
 - Student CUSG – 1 person needed/ 1 backup needed - **Sara Abdulla**
 - GPSG – 1 person needed/ 1 backup needed

2:05 p.m. THE PULSE

1. Sarah Safadi

Staff Concern, Staff being harassed & physically assaulted by students as well as extreme Frat hazing. Happening multiple times a week and these are being reported through the proper channels but we are not receiving the support. Videos and images are being captured.

- She was asked to bring this forward by her superiors
- SideNote: We love having CUPD Officers coming to C4C to dine with us and walk through and we will pay for their meals.
- What would helpful support look like: We no longer have a CSO during dinner time - There is no reprimand happening through campus. Having CUPD walking through C4C would be helpful.
- Have you reached out to Fraternity/Sorority Life – We have reached out Student Affairs but still not getting the help
 - o Tri-Chairs will take action on this and follow up. Jasimine will start with following up with people in Student Affairs.

2:20 p.m. ADJOURNMENT

Next scheduled Full Council (FC) Meeting – December 7, Zoom/CASE-E352, 12:15PM – 2:15PM

Online access to [Roberts Rules](#)

Upcoming Events: [Staff Council Calendar](#)

Newsletter: [October 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**