
Staff Association Board Meeting

Minutes
4/18/2018

I. Call to Order

- a. Stephen- 9:34:16 am

II. Roll Call

- a. Stephen Cucchiara
- b. Shannon Cable
- c. Renee Rudolph
- d. Robin Bredl
- e. Rose Johnson
- f. Nick Lockwood
- g. Joanna Bean
- h. Megann Murphy
- i. Sarah Elsey
- j. Alex Baker
- k. Mallory Barger
- l. Shonda Johnson
- m. Cindy Norton

III. Approval of Minutes – will be done via email

- a. SA Board Meeting- 02/28/2018
 - i. Not sent for approval yet
- b. SA Board Meeting- 3/21/2018
 - i. Not sent for approval yet
- c. Executive and LT Board Meeting- 4/10/2018
 - i. Not sent for approval yet

IV. Guest- Joanna Bean to speak on big campaign

- a. Joanna offered kudos on the staff breakfast, well done!
- b. There will be a large fundraising campaign beginning soon
- c. UCCS will do a quiet fall kick off and is looking to raise 25 million dollars
- d. Looking for ideas on “what inspires staff to give”
 - i. Lost middle group of students who are outside grant range but still needy
 - ii. Give a fund a face with the name to encourage folks to give
 - iii. Endowment growth vs one-time funds
 - iv. Joanna will be back in the future with updates

V. Committee Updates

- a. Reminder: Transition reports
- b. Welcome Committee
 - i. Lots of new hires
 - ii. All caught up on welcomes
- c. Professional Development Committee/Programing
 - i. Enrichment day went well
 - ii. Call for proposals was a good idea will do again
- d. Pay & Benefits University Staff
 - i. Mallory reported

- ii. How do we serve staff not enrolled in benefits
- iii. Working with HR to find out how many staff don't enroll
- iv. Idea to use open enrollment platform to offer other "benefits" like rec center membership
- e. Pay & Benefits Classified Staff
 - i. Rose reported
 - ii. After long bill is completed a full explanation of PERA changes can be shared
- f. Spring Luncheon
 - i. Theme- "At the Movies"
 - ii. Mikayla from facilities is not able to solicit donations, looking for help doing this
 - iii. Longevity awards area ordered and recipients notified/asked for pics

VI. Treasurer's Report

- a. N/A

VII. Parental Leave

- a. Updates
 - i. There will be some sort of paid leave starting July 2018
- b. White paper
- c. We will still send a letter of support from SA

VIII. Elections-

- a. Update
 - i. All positions have at least one candidate

IX. Monthly Newsletter

- a. April newsletter, Attachment #1

X. Partnership with Leadership Academy Update

- a. Will get a focus group of supervisors together to target specific needs
- b. Still at this step

XI. Updates from Executive and LT Board Meeting- 4/10/2018

- a. See Attachment #2

XII. Upcoming events

- a. Dates for next year
- b. Summer retreat date and location

| | | | |
|-----------------|------------------------|--------------------|----------|
| Spring Luncheon | Thursday, May 24, 2018 | 11:30 am - 1:30 pm | Gallogly |
|-----------------|------------------------|--------------------|----------|

XIII. UCSC Updates

- a. Nick reported
- b. Thank you to all who attended the system wide event
- c. Skyler honored at the event
- d. Tour of the Atmospheric/Space center
- e. Only 2 more UCSC meetings left for this year
- f. Will need some interested folks to be appointed to UCSC to replace Nick and Sarah M

XIV. Open Discussions

XV. Close- 10:40 am

- a. Motion: Rose
- b. Second: Shonda

Attachments:

#1-

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STAFF ASSOCIATION NEWS

UCCS Staff Association Monthly Newsletter

In this issue:

- Member Spotlight
- Committee Spotlight
- Professional Development Feedback
- Upcoming Events

Professional Development: Staff Enrichment Day

We want to extend a huge thanks to each staff member who attended Staff Enrichment Day. With your help, the event was a huge success! Through five unique sessions and an engaging keynote, this event reached over 170 staff members.

We want to thank our presenters, Sean Swallen, David Khaliqi, Paige Whitney and Frances Treat, Carrie Arnold, Torin Kaletsky, and Martin Garner. Special

thanks to Andrea Herrera.

We also want to thank the members of the professional development and programming committee, Renee Rudolph, Robin Bredl, Holly Murdock, Alejandro DeJesus, Michelle Ward, and Missy Sematinger. As well as our events and scheduling team, our catering team, and our student employees!

You can view the photos of the event here: <https://drive.google.com/drive/folders/1VeswG59zPFc4llqNW25DCtz9Er5Gq8gl?usp=sharing>. Special thanks to Jina Fagerburg for stopping by and taking some great photos!



Member Spotlight

Stephen Cucchiara joined UCCS in November of 2012 as the Assistant Director of Student Activities in Student Life and Leadership and is now the Director of Student Activities and Community Service. Stephen oversees eight student event coordinators and two graduate assistants who plan over 200 activities for the campus. Stephen also directs the Fraternity and Sorority Life community, coordinates community service initiatives for students and organizations, and presents regularly at new student and transfer orientations, acclimating students to UCCS. Stephen earned a B.S. in Integrated Science Studies from Ramapo College of New Jersey and a M.A. in Higher Education/Student Personal Administration from New York University. Prior to joining UCCS, Stephen was the Coordinator for Student Organizations and Activities at Western Oregon University, where he advised the student programming board, managed the student club and organization registration process and planned university traditional events. He also held assistantships at Radford University, located in Virginia, for orientation and Hunter College, located in New York City, as a Project Success facilitator. Stephen has a student's-first philosophy, values the impact he and his staff have on students, and is an avid cross-country runner. Stephen hopes to expand the impact he has on the UCCS community to positively impact the staff experience and build on an already growing and vibrant staff community.



Committee Spotlight

SEEDS: Staff Extra-Enrichment & Development Subsidy Committee

PROGRAM INFORMATION AND APPLICATION PROCESS

Interested in attending a professional development workshop or conference? Tight on Budget? If so, apply for SEEDS. This program contributes awards up to \$200, per fiscal year, to staff members interested in participating in or seeking professional development. There are guidelines and restrictions on what professional development activities are acceptable. For more information visit-

<https://www.uccs.edu/staff/employee-awards/seeds>

Upcoming Events

| <i>Event</i> | <i>Date</i> | <i>Time</i> | <i>Location</i> |
|-----------------|------------------------|--------------------|-----------------|
| Spring Luncheon | Thursday, May 24, 2018 | 11:30 am - 1:30 pm | <u>Gallooly</u> |

Staff Association Statement

"We believe valued and empowered staff who engage as their best self are successful personally and professionally. In everything we do, staff association creates meaningful connections, recognition and self enhancement in a fund and supportive environment, so that members of the UCCS community stay and thrive."

Attachment #2- Minutes from SA Executive Board and Chancellor's Cabinet Meeting 4/10/2018

Staff Association Executive/LT Board Meeting

Agenda

April 10, 2018 10:30-11:30am Dwire 204

- I. Elections**
 - a. We do have nominees for each position
 - b. New officers effective 7/1/2018
 - c. Those not elected will be referred to join committees to stay involved
- II. Parental Leave**

- a. Meghann and Nancy talked about the committee's efforts
- b. Modifying CU Boulder's letter
- c. CFOs met and want something in place by July
- d. Options
 - i. 6 weeks at 100% of pay
 - ii. 8 weeks at 75% of pay
 - iii. 10 weeks at 60% of pay
 - iv. UCCS endorsed 6 week options- Chuck Litchfield spoke on this and believes it is a good idea if we can afford it

III. Staff Leave Adjustment Feedback

- a. Most people are supportive and now it is time to see if it will be a cost savings and what areas would have to be open vs those who would need to change their procedures in order to be closed

IV. Chancellor Updates

- a. Strategic Plan 2020 is coming starting summer of 2018
 - i. Looking for engagement from all of campus
 - ii. Hired a consultant to complete the task
- b. Defining our focus by strategy vs default is a goal
 - i. Facilities
 - ii. Looking into the arts and health care opportunities
 - iii. Cyber security
 - 1. Needed a massive fund raising effort
 - 2. There is now a chance some funding will come from the state allowing us to focus our fund raising on facilities while the state funds cover programming
 - iv. Chancellor will be doing new staff lunches each month
 - v. Budget review process is ongoing
 - 1. Received 12x more in requests than there are dollars to allocate
 - 2. Looking at different models to support where do we want to go and looking at long-term returns
 - 3. "working towards the greater good"
 - 4. Looking at having folks attend a "Financial Academy" where the model and how money is allocation is explained and where our goals and long-term gains can be explained.
 - a. "Can you handle the transparency"
 - vi. Still focused on working on a culture of respect and ethics
 - vii. What can we do to help our students succeed
 - viii. Intentional growth in the next decade will be what allows the campus to keep moving and growing
 - ix. Diversification of revenues necessary
 - x. Alumni and Community support is necessary
 - xi. We want to be known for being a quality university and a community member
 - xii. Tom Christenson shared there will be a program to train faculty Chairs to assist them in this role

- xiii. Cynthia asked what was going to happen with compensation this year
 - 1. Compensated vs un-compensated increases
 - 2. There will be no split and this year all dollars will be compensated
- xiv. Chancellor wants SA to think about how to better plan, handle, or use the meeting times we have with CC

V. Upcoming events

- a. Staff Breakfast- Wednesday, April 18 (7:30-9:00am; Berger Hall)
- b. Spring Luncheon- Thursday, May 24 (11:30am-1:30pm; Gallogly)

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