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## Staff Association Board Meeting

### *Agenda*

December 13, 2017

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#### **I. Call to Order**

- a. Stephen – 9:35 am

#### **II. Roll Call**

- a. Alex Baker
- b. Krystal Schiffelbein
- c. Stephen Cucchiara
- d. Sarah Elsey
- e. Shonda Johnson
- f. Sabrina Wienholtz
- g. Heather Nicholson
- h. Mallory Barger
- i. Paul Mendoza
- j. Mark Means
- k. Robin Bredl
- l. Cynthia Norton
- m. Shannon Cable

#### **III. Approval of Minutes – will be done via email**

- a. SA Board Meeting- 11/15/2017
  - i. Sent for approval 12/12/2017
  - ii. Motion to approve- Mallory
  - iii. Second- Heather
  - iv. All in favor-a pproved

#### **IV. Committee Updates**

- a. Reminder: Transition reports are due by 12/18
  - i. Policy Committee
    - 1. Where are we on this committee and review/participation on policies
- b. CCC
  - i. 2.5 weeks left ends 12/31- so far raised \$13,000
- c. Pay & Benefits- University Staff
  - i. Sarah Mensch contacted Kathe Nesbit who connected her to Felicity O'Herron for more information on benefits and how staff can use them
  - ii. Michelle Ward will offer the first onboarding event on 1/24
    - 1. 15 mins for SA
    - 2. 15 mins for Welcome committee
    - 3. What do we want for programming—ideas needed
- d. EOQ
  - i. Q-3 winner- Jevita Rogers
  - ii. Q-4 emails for nominations went out
  - iii. Met with Debbie O'Connor to talk about role of ethics in nominations
    - 1. Maybe a rubric to call out ethical behaviors
    - 2. Write-up in the communique
- e. Programming
  - i. Winter Luncheon

1. Speaker- David Lee
2. Topic- Creativity
3. Theme-Snowflakes
4. Games and prizes
- ii. Idea to combine programming and development committees
- iii. Idea to use Lion One Card for events to track RSVPs
- f. Welcome Committee
  - i. Almost caught up on past months hires
  - ii. Found lots of swag donations

**V. Treasurer's Report**

- i. Increased cost of the Winter Luncheon-281 RSVPs
- ii. Impact to June Event

**VI. Monthly Newsletter**

- a. There will be no December newsletter

**VII. Partnership with Leadership Academy Update**

- a. Will get a focus group of supervisors together to target specific needs

**VIII. Staff Association & LT Meeting Highlights- full minutes attachment #1**

- a. Update on timeline for Significant Hires
  - i. Are there any updates or timelines for significant campus hires
  - ii. CFO- start date – interviews this week, how they connect with campus. Start date is hopefully sooner rather than later.
    1. Get as much knowledge as possible
    2. Collaborate
    3. Meet with different groups on campus
  - iii. 2 Dean searches
    1. EAS – last candidate next week
    2. COB – hope to announce before the end of the year
  - iv. Interim AVC Academic Affairs – Susan Taylor – doing a great job
  - v. AVC for Diversity & Inclusion – offer has been made, hoping to announce next week
- b. Capital Improvements updates
  - i. Are there any capital improvement updates
  - ii. Ent Center
  - iii. Continued fundraising efforts
  - iv. Feb 3 – Gala
  - v. Moving people in after mid-December
  - vi. Baseball Field and Indoor Practice Facility
  - vii. Hoping to increase endowment to \$100 million – increasing fundraising efforts across the board
  - viii. William J. Hybl building – still in negotiations with Centura Health
  - ix. Done by December 2019
  - x. \$65M building

- xi. Memorial Hospital
- xii. Scholarships for our nursing students
- xiii. Need to start behaving like a big campus, sophisticated, worth investing in
- c. Update on Chancellor's Trip
  - i. Traveled with the Governor to India to discuss Colorado's role in technology and cybersecurity; STEM education (2 contracts already in place)
  - ii. Colorado is a place people should come
  - iii. India is booming – 1.2 billion people
  - iv. Those companies have the resources to invest in the US
  - v. Great opportunity to build a closer relationship with the Governor
- d. Other
  - i. Discussion of quartile advancement for classified staff
  - ii. The 4 years that there were no classified staff raises has compounded the compression issue
  - iii. HR will be moving over to University Office Park
  - iv. Looking at traffic patterns on Austin Bluffs for increased safety
  - v. Didn't meet our targets for enrollment. Fall to spring retention has hurt our budget
  - vi. UBAC PowerPoint as to what to expect budget wise – VCAF website
    - 1. Working on being more transparent
    - 2. Making difficult choices

**IX. Upcoming events**

- a. Winter Luncheon- Thursday, December 14 (11:30am; Berger Hall)
- b. So far over 260 RSVPs
- c. Do you need more volunteers?

**X. UCSC Updates**

- a. None

**XI. Open Discussions**

- a. SA website has moved to Droople and looks a bit odd- Cynthia will check this out
- b. Want welcome presentation to be "Welcome to the Mt Lion Family"

**XII. Close- 10:38 am**

- a. Motion: Cynthia
- b. Second: Heather

Attachments:

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**Staff Association Executive/LT Board Meeting**

*Agenda*

December 8, 2017; 1:30-2:30pm Dwire 204

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- I. On-Boarding for New Employees**
  - a. Pay & Benefits Committees working with HR
    - i. Michelle Ward is heading this up from HR
    - ii. Meeting with system Pay and Benefits
    - iii. Looking for LT support the message to supervisors that this is important
    - iv. Options for those that don't elect our benefits – how can we still participate
  - b. Social and cultural side of on-boarding
  - c. Failed search vs process failure
    - i. Hire right the first time. Spend more time on the process and don't settle. This is what builds a strong organization.
- II. PERA Proposed Changes**
  - a. See attachment
  - b. Are other campus representatives engaging in this outside of Staff Association/Pay and Benefits Committees
  - c. Multiple proposals, state treasurer looking at a more stringent proposal. Chancellor reports many states are struggling with this.
- III. 2 subcommittee additions**
  - a. Program and Policy committees up and running
- IV. Committee Transition Plans and overlapping leadership**
  - a. All committees are set to have transition and leadership plan into Staff Association by 12/18/2017
- V. Partnership updates with leadership academy**
  - a. Focus group of supervisors
  - b. Ideas for training new/inexperienced supervisors
  - c. How to supervise full time staff and students
- VI. Update on timeline for Significant Hires**
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- a. Winter Luncheon- Thursday, December 14 (11:30am; Berger Hall)
- b. Susan's celebration for her retirement – 12/11
- c. Commencement – 12/15