Staff Association Board Meeting

Wednesday, December 2, 2020

Virtual Teams Meeting

**Roll Call:** Alex Baker, Corrie West, Sarah Long, Brad Bailey, Anna Squires, Rachel Heckler, Lindsey Coppa, Melissa Baglio, Shonda Johnson, Samantha Carty-Gall, Mathew Roesemann, Andrew Lane, Laura Chandler, Molly Cammell, Rose Johnson, Chrissie Bailey, Claire Ami, Stephen Cucchiara, Sarah Elsey, Missy Sernatinger, Mark Means, Nancy Moore, Deborah O’Connor, Carol Piña, Nathan Byford, and Brett Kellum.

**Approval of November Meeting Minutes:**

* Motioned, seconded, and approved

**CU Ethics Line Update with guest Brett Kellum:**

* Thanks for joining us Brett! Brett is an Audit Manager with the CU internal audit group and is responsible for administering the Ethics Line
* How the CU Ethics Line works:
  + Contracted with Ethics Point who runs and houses the submitted data. When a report is made it is done so on their site and then they will let Brett’s office know therefore reporting remains 100% anonymous
  + Once a report reaches Brett’s office they are investigated. If there are any further questions, upon submitting your report you are given a key that you can enter back on the Ethics Point website to access and answer any questions that may have been asked by Brett’s office. It is important that the reporter periodically checks the Ethics Point website for any additional questions/information that may be needed since there is no identifying information given on the site there would be no way to notify them of needed information. Please note that if Brett was listed on a report, he would not be the one to investigate that particular report
  + When Brett gets a report they will then reach out to the university and follow through with who can best address the allegation being made
* Examples requested on what someone would potentially submit a report for:
  + Brett cannot provide a specific example because there is a wide range of things people can report such as academic issues, financial issues, questions on ethics, etc.
  + Brett’s default is to report it and let’s see where it goes – “If it is weighing on you then that alone is something reportable.”
* If you have any further questions, please reach out to Brett at Brett.Kellum@cu.edu

**Treasurer’s Update:**

* Brad has no new updates to share but if anyone needs anything do not hesitate to reach out to him

**UCSC Update:**

* Missy states that at the last meeting the UCSC chair provided a “grim” report based on staff morale. A lot of the regents have reached out to our chair because they want to hear more so they will be partnering with staff and faculty counsel groups. They are continuing to keep their focus on ways to protect staff right now (example given was on tuition refund that was not passed by the Regents)

**Nathan Byford, Director of HR Operations:**

* Thanks for joining us today, Nathan!
* Nathan is new to UCCS and higher ed in general. He works on a HR operation team (payroll, policy creation, updates based on legislative measures, etc.). Currently, they are working through big issues with the expiration of the Families First Coronavirus Response Act (FFCRA) at the end of December and what this will mean for staff
  + Currently, under FFCRA staff can receive about 80 hours of paid time for COVID related absences. If this does expire or not, we do have a Colorado Healthy Families and Workplace Act that is becoming effective January 1, 2021 – this will allow for additional sick days, but it will be tied to the current sick leave a staff member has
* The Equal Pay for Equal Work Act will also become effective January 1, 2021. Nathan and his team are working on this with a consultant to look at disparities and how we can address those
* If you have any further questions, please feel free to reach out to Nathan

**Staff Check-In Survey:**

* The results overall are what was expected – staff morale is down and not many tangible solutions were given. In working with Chuck and the Chancellor yesterday, Alex says they really need feedback on realistic solutions. Alex – some good ideas were given but not many. One concern regarding evaluations during this time was brought to the Chancellor already but again, concrete solutions are needed.
* Recurring concerns/issues mentioned on survey:
  + Requests for flextime/flexible schedules to address childcare needs, etc.
  + Uncertainty of if they will remain employed or furloughed
  + Burnout
  + Fears of becoming sick and getting coworkers/family sick
  + Work-Life balance
* Solutions:
  + What are other campuses doing? Could we see if they are having the same issues and what they are doing? Missy, Corrie, and Sarah will be working on reaching out to the other campuses to source this information
  + How could we use the staff enrichment day to address some of these issues? Zoom yoga day? Self-Care day?
  + Please continue to brainstorm solutions

**Remote Events:**

* Alex – while it is harder to set up events virtually we are doing a disservice to staff by not having anything
  + The idea for a Bingo night is currently being held up on how to get prizes going for this. Brad recommends reaching out to the community to see if any companies can donate prizes – would anyone like to help with sourcing prizes? If so, send Alex an email

**Communicating Results/Outcomes:**

* Alex – From survey one response given mentioned the SA not fulfilling their own interests – this highlights how important communication is and how much it is needed, and this aligns with how we discussed the need to make sure we are communicating what SA is doing
  + Sarah recommends a “State of the Staff Association” address as an example of how we can better communicate with staff

**Historical Context of Pay Equity:**

* Alex received an email from Pam Sawyer (Director of Strategic Initiatives and Alumni Relations) mentioning that this had been done for faculty but was unsure if it had been done for staff
  + Missy mentions that this has been talked about at the system level and that one of the goals is to start to pull the data on this and see how it can be used and where. Theodosia Cook will be speaking about this at the next UCSC meeting and is looking at this issue across all campuses

**Looking At Next Year:**

* Alex – We made some loose goals but now is the time to revisit these goals, see where we are at, how can we align more clearly with these goals both as SA and as varying committees. One conversation we had was concerning the appetite for EDI initiatives, but this is a unique opportunity – start thinking about these and we will revisit this at the next meeting on 1/6/2021
  + Clear Communication
  + Campus Climate/Morale
  + Diversity Commitment

**Committee Significant Updates and Needs (Reports not sent in advance due to Thanksgiving Break):**

1. PRIDE Committee (Claire Ami & Chris Duval)
2. Professional Development/Program (Melissa Baglio & Brett Garman)
3. Welcome Committee (Amandine Habben & Molly Cammell)
4. SEEDs (Jacqui Gatlin) – Jacqui received some funding requests and asked SA what they should do. Motioned, seconded, and approved to spend down money.
5. Blood Drive Committee (Mathew Roesemann)
6. Winter Giving Project (Chrissy Bailey and Alison Milan) – Chrissy – This year the project looks different. Usually families are nominated and departments adopt one of those families. Typically there is also a food drive, book drive, and ornament making, etc. This year families will be creating an Amazon wish list and then departments can purchase directly from wish list and items will be mailed to families. This year we have 16 families (we had about 30 last year). We had over 30 departments wanting to nominate families – shows how caring our community is! Other departments are working on buying grocery store gift cards. FDC folks made cards to mail to the families instead of ornaments. Project should be completed 12/18.
7. Employee of the Quarter (Debi O’Connor and Anna Squires)
8. Garrett Swasey Award (Laura Chandler)
9. Classified Pay & Benefits (Martin Toetz)
10. University Pay & Benefits (Shonda Johnson) – Shonda – They are focusing on mental health services available with varying insurance plans and will be generating a document that would compile this information. They are currently working on what is available under the Kaiser plan (The CU Exclusive Plan offers free tele-appointments through December and this is anticipated to be extended). Communicating to staff what services are available is extremely important right now.
11. Policy Review Committee (Vacant)

**Chancellor and Cabinet Meeting Agenda Topics:**

* The next meeting is not until February so this will be discussed at the next SA meeting on 1/6/2021

**HR Meeting Agenda Topics:**

* No updates to provide at this time

**Open Discussion:**

* No further discussion, meeting adjourned

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