Staff Association Board Meeting

Wednesday, February 3, 2021

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, Stephen Cucchiara, Rose Johnson, Chrissie Bailey, Claire Ami, Sarah Elsey, Missy Sernatinger, Mark Means, Nancy Moore, Deborah O’Connor, Carol Piña, Chris Duval, Amandine Habben, Eric Nissen, Martin Toetz, Stephanie Adams, Kathryn Dosch, and Bill Moorman.

**Approval of January Meeting Minutes:**

* Motioned, seconded, and approved

**Treasurer’s Update:**

* No updates provided

**UCSC Update:**

* Per Missy UCSC is currently figuring out how to navigate working with the new Board of Regents as this is the first party switch in about forty years. They are planning a professional development event for the end of April that looks to be engaging and fun. Laura from the chat states, “Save the Date: UCSC Events Committee is planning on the Professional Development Event for April 29th or 30th this year”
* UCSC is also working with a small company that offers online help for institutions with shared governance. It allows for minutes, attendance, etc. to be housed within one place. This could be something that could be utilized by SA in the future so please think about whether this is something we would like to pursue or not
* USCS website will be updated to be more accessible, etc.
* Concerns expressed about the lack of information on the Equal Pay for Equal Work Act that became effective January 1, 2021. Missy was unable to find information about this on this from the UCCS website and found that to be alarming. Missy noticed more information was given to Boulder, Denver, and the system office and is concerned that the same information is not being communicated here.
* Lack of transparency on this is shared by others – Debi suggests inviting Nate or Rose from HR to a monthly meeting to further discuss this

**Classified Staff Member-at-Large:**

* Our previous Classified Staff Member-at-Large has accepted a position as an Academic Service Specialist and must resign from this position. They are very sad they cannot be involved at this time but hope to come back to help when they are able. Best of luck to you, Lindsay!
	+ Postpone filling position until election and then ask for early appointment based on election results. This was not chosen to be a suitable option
	+ Wait until after elections and have elected person start their appointment early – Motioned, seconded, and approved

**Elections Update:**

* Information Sessions – Elections are typically in May. Stephen volunteered to help on this but believes a Member-at-Large should be selected for the Elections Chair and this is supported by the by-laws. He is willing to help but cannot serve as chair. Melissa Baglio will serve as chair with Stephen as the co-chair. Alex, Missy, and Rachel are also happy to help with this

**Spring Engagement Plan:**

* Sarah – A message has been sent to let everyone know what we have planned for spring events. A couple of events will be scheduled each month with each one being themed and virtual
	+ February will host yoga and painting parties
	+ March is all about “staying cognitive” with some online quizzes, brain teasers, etc.
	+ April is about “joy” with Bingo/Price is Right games
	+ May will be dedicated to longevity awards
		- From chat – “Should we honor those who would’ve been honored last year?”
			* Debi – This should be on agenda for next session
			* Sarah will reach out to Cindy Norton to determine who was not honored last year
			* Alex – We still have awards from last year in the DOS office from folks who have not picked them up
			* Costs are already covered for the 2019-2020 recipients but perhaps we can incorporate their names into this year’s mentions

**Regent Meeting with Faculty Assembly:**

* February 24th from 11-11:30
* They are going on a listening tour and basically, they want to know what the vision for CU moving forward is from various committees/groups

**Wellness Survey:**

* Volunteers needed to serve on new committee to help with Wellness Survey – Shonda volunteered to assist
* Survey pinpoints a lot of things of need such as being entirely anonymous
* Reach out to Katie Gordon the Wellness Promotion Manager at kgordon4@uccs.edu if you are interested in volunteering

**Website Redesign Updates:**

* Anna – the website is about “98.5%” renovated. They are still working on getting the homepage to be more colorful and engaging. Everything is now formatted for digital accessibility. The anonymous submission form is live and will be emailed to SA. It is now a lot easier for individuals to submit nominations for staff awards, etc. (Clyde’s Kudos, SEEDS, etc.). Anna had fun digging through our archives and found that SA has been around for 40 years now! Some of the historical information found has been published on the site.
* Please look through the pages on the website and let Anna know if anything needs updated and/or if you would like anything else present

**Temporary Committee Updates:**

1. Women’s Committee – No updates provided
2. Diversity Committee – No updates provided

**Diversus (formerly AspenPointe):**

* A big welcome goes to Roberta Renfro and Michelle Fleming who are here from Diversus to share with us what kinds of mental health, etc. resources are available in our community
	+ Diversus essentially provides emotion/mental and practical/tangible support to community members via phone, online, and some in-person settings depending on COVID restrictions, and will match an individual based on their needs to support groups/resources within the community
		- Their services are free of charge, anonymous, and open to anyone – everyone would qualify for help because everyone has been affected by this pandemic
		- Services are constantly evolving as more needs from “survivors” are being brought to light
	+ Michelle spoke on common disaster reactions and took time to validate the plethora of emotions we may all be feeling
	+ They are both open to presenting this information to additional groups and will be sending any information they deem helpful for campus professionals to sa@uccs.edu

**Committee Significant Updates and Needs (Reports sent in advance) – Reports attached next page:**

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)
5. Blood Drive Committee (Matthew Roesemann) – The February and April events will need to be cancelled but they are still hoping to do the August and October Blood Drive. They are looking to set this up in new Career Center. The representative from Vitalant resigned in September so they are waiting to hear back on who the new representative will be.
6. Winter Giving Project (Chrissy Bailey and Alison Milan)
7. Employee of the Quarter (Debi O’Connor and Anna Squires)
8. Garrett Swasey Award (Laura Chandler) – 17 staff nominations this year! Next step is for nominees to go through an employment verification, then nominators will be emailed, then the Alumni office (Liz bunkers and their team) has a nomination review committee consisting of alumni that will determine the results. The results will be sent out during first week of March.
9. Classified Pay & Benefits (Martin Toetz)
10. University Pay & Benefits (Shonda Johnson) – Job posting are now required for all positions including promotions. HR will review salaries before and during negotiations. Mental health update – we can now schedule counseling that is covered 100%. Kaiser offers telehealth appts for 100% covered. BlueCross/BlueShield – 100% until March 31st on telehealth. Debi – a couple of follow-up things – Shonda mentioned there will be free appointments for faculty and staff at the Wellness Center, but this is first come, first served. The Veterans Health and Trauma Clinic are looking at group sessions as being a thing – really creative out of the box stuff so be on the lookout.
11. Policy Review Committee (Vacant)

**Chancellor and Cabinet Meeting Agenda Topics:**

* Concerns voiced on email Diversity Champion role changing
	+ After discussion it was determined that this would be best addressed at this month’s meeting with HR

**HR Meeting Agenda Topics:**

* Reach out to Andrew with any questions

**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.*

Committee Reports – January 2021

* 1. PRIDE Committee (Claire Ami & Chris Duval)
		1. Staff PRIDE committee is that we did our first program with Inside Out Youth Services last night. We talked to the IOYS youth about post-secondary education options, transfer, trade schools, financial aid, and higher education in general. We were grateful to have Jevita Rogers from Financial Aid join the panel discussion to chime in on financial concerns. Overall, it was a solid community engagement event for our committee, and we are hopeful to continue such programming in the future.
	2. Professional Development/Program (Melissa Baglio & Brett Garman)
		1. Met on Monday, February 1 and are considering different monthly meeting times to help encourage more participation. The group reached out to Sarah Long for an update on Spring Luncheon Events and to learn how we might be helpful with those efforts. PDPC members are encouraged to help with one or a few of these events as time allows.
	3. Welcome Committee (Amandine Habben & Molly Cammell)
		1. No current update
	4. SEEDs (Jacqueline Gatlin)-
		1. No update received
	5. Blood Drive (Matthew Roesemann)
		1. No update received
	6. Winter Giving Project (Chrissy Bailey and Alison Milan)
		1. Sent wrap up report
	7. Employee of the Quarter (Debi O’Connor and Anna Squires)
		1. Qualifying EOQ winners will now be entered into the Garrett Swasey Outstanding Staff Award nomination pool. We are contacting the nominators for the past four quarter’s winners to add supplemental information supporting their nominations.
	8. Garrett Swasey Award (Laura Chandler)
		1. Nominations for the Garrett Swasey Outstanding Staff Award were due on February 1, 2021. New this year, the 2020 Employee of the Quarter winners were added to the nomination pool. Thank you to Debi O’Connor and Anna Squires (the rest of the EOQ Committee) for their assistance providing the EOQ winner materials. Also, thank you to Anna Squires for sending out the nomination email to the campus community. The Alumni Office is finishing the volunteer recruitment of the Outstanding Staff Award review committee. Throughout the month of February, I will be working with the committee to name the award recipient by March.
	9. Classified Pay & Benefits (Martin Toetz)
		1. No update received
	10. University Pay & Benefits (Shonda Johnson)
		1. No update received
	11. Policy Review Committee (Vacant)
		1. No update received