Staff Association Board Meeting

Wednesday, January 2, 2021

Virtual Teams Meeting

**Roll Call:** Chancellor Venkat Reddy, Stephany Rose Spaulding,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, and Bill Moorman.

\*The set agenda for today is minimal to allow for a discussion to take place between SA and Chancellor Venkat Reddy and Interim Associate Vice Chancellor for Equity, Diversity and Inclusion, Stephany Rose Spaulding.

**Professional Development Opportunity with Chip (Corrie)**

**One-time term limit adjustment to Winter Giving Project:**

* Alex received an email requesting that we add one more year to their term which is typically a one-year term. Since this year was so different there was not a lot for the committee to do and they were unable to find someone to pass it off to and provide them with the proper training that is needed. They would like one more year to be able to show the incoming member(s) what to do and to train them on how things will usually work for this project outside of COVID. Chrissy- they will also prepare a report to provide
* Motioned, seconded, and approved

**SA Virtual Engagement Plan:**

* Spring Luncheon typically happens in May and Sarah Long would typically plan that. Sarah – In the past there was a “big shindig” for spring luncheon. We do not think that will happen this year, but we are thinking of doing a series of virtual meet ups in February, March, April, and May. Funds would be allocated for prizes or whatever we thought was appropriate. Since bingo went so well, they believe a virtual option would be best and this would be beneficial to show staff that we still care (some survey results suggested that we do not). Sarah will be sending out an email soon seeking those who would want to help out with this
  + Alex- any funding typically used for Spring Luncheon would be used for these smaller events throughout the semester (not including longevity awards)
    - Motioned, seconded, and approved

**Virtual Bingo:**

* We received great feedback on this event, and it seemed to be very appreciated by all!

**Welcome:**

* A big welcome goes out to Bill Moorman who joins SA today. Bill is the Manager of Sports and Youth Programs for the Gallogly Recreation and Wellness Center. Welcome!

**Garrett Swasey Award:**

* Laura Chandler received an email regarding the timeline for campus awards – the call for nominations will be coming out this week. Debi, Anna, and Laura will be touching base with one another concerning this

**HR Update:**

* Andrew – HR is currently working on policy updates for ADA (non-student related) and the Equal Pay for Equal Work Act. They are also working on options for available leave and will be updating staff accordingly. Lastly, they have received a request from the Chancellor to update the performance evaluation form to include language around COVID (How have your goals changed/adjusted due to COVID?)

**Discussion with Special Guests Chancellor Reddy and Interim Associate Vice Chancellor for Equity Diversity and Inclusion Stephany Rose Spaulding:**

* This discussion was centered around measures that could be taken to further our EDI efforts
  + Chancellor Reddy – Thank you for all the hard work you are doing to keep campus safe and moral up! This will be a helpful listening session more than a meeting necessarily. Please continue to think about what we can do to make sure every person on campus feels included. What can we put in place (how do we really take action) to show that we care about this [EDI] effort?
  + Stephany – Has been with UCCS since 2010 and is grateful to be entering this interim position full-time as of January 1, 2021. Inclusion must be something that we are constantly implementing and checking in with the community on. Where can we grow? Send ideas to to the Chancellor or Stephany if you are uncomfortable sharing those now. How can this [EDI] office expand? How can this office make sure we include all?
  + Ideas offered:
    - EDI efforts that elevate staff as a campus partner just as much as faculty is
    - Anna had recently heard, “…even if you want to be in another field I hope you stay here at UCCS” and thought this was a wonderful way to make someone feel welcome and wanted
    - Having someone from EDI office join our meeting so that they can keep us update on what they are working on and can additionally hear from committees on issues they may be having
    - A mentorship program where staff members of color could be supported by other staff members of color on campus
    - A “hub of initiatives” – this could be one place for all UCCS efforts both for staff and faculty. This could also help to bridge the gap between staff and faculty
    - Having a space for individuals who might not completely understand everything that goes into EDI – making a space that everyone feels comfortable to ask the questions that they may not feel comfortable doing so. For those who want to learn and grow but may not feel “educated” enough on that subject to speak up.
    - This office should work to not silo themselves and be available to work with various departments
    - Seek cost effective trainings that are available nationally right now due to COVID
    - Look at exit surveys to determine why a staff member left UCCS and use that to built upon on we move forward (Workforce Engagement Committee is currently looking at those)
    - Need for Ombudsperson

**Open Discussion:**

* Be on the lookout for a CU Connections article coming out around January 14th regarding shared governance
* Website Update – big site updates happening today with those updates visible to all by the end of the week
* It is the official one-year anniversary of Clyde’s Kudos!
* Classified Staff Member Salary and Benefits Committee – an email will be sent out to them by the end of the month to show support and as a reminder that we are here for them

*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.*