Staff Association Board Meeting

Wednesday May 5, 2021

Virtual Teams Meeting

**Roll Call:** Alex Baker, Corrie West, Sarah Long, Anna Squires, Rachel Heckler, Lindsay Coppa, Samantha Carty-Gall, Mathew Roesemann, Laura Chandler, Molly Cammell, Stephen Cucchiara, Chrissie Bailey, Claire Ami, Sarah Elsey, Mark Means, Nancy Moore, Deborah O’Connor, Carol Piña, Shonda Johnson, Rose Johnson, Missy Sernatinger, Bill Moorman, Andrew Lane, Valerie McClinton, Wang Chao, Maria O’Connell, Daniel Pape, Valerie Carricato, Kayla Gronseth Boyer, Lisa Potoka, and Barbara Keeney

**Approval of April Meeting Minutes:**

* Motioned, seconded, and approved

**Treasurer’s Update:**

* No update at this time

**UCSC Update:**

* The Professional Development Day was a wonderful success! Thanks to everyone who put in the work to make this great – the effort, creativity, and work ethic shown was exceptional!
* Commentary surrounding DEI issues was published in The Denver Post on 5/4

**Letter Supporting Vaccine Requirement:**

* Thanks to Alex and Sarah for this prompt letter/email
* From the faculty survey it was apparent that the majority support the COVID vaccine campus requirement and it was felt that the majority of staff would as well
* Clear and concise ways of exemption are desired in the near future
* More information on this campus requirement should be provided at the May 5th Town Hall

**Elections Update:**

* Results – Introductions of newly elected officials
* Transition Plan – Please plan independently to work with incoming folks to make sure their transition into the board is a smooth one

**Spring Engagement Plan:**

* Thanks to Alex and Ray – Bingo was awesome!
* On May 18th, 19th, and 20th we will be celebrating longevity awards from 12 pm - 1
* May 18th will be for 5 year awards, 19th for 10-15 year awards, and the 20th for 20+ year awards
* Virtual backgrounds for all staff are being generated (example – 1, 5, and 10 years at UCCS backgrounds)
* Thanks again to Anna and Kayla for helping on those last minute communications for these events

**Retreat:**

* Typically, we have a retreat to bring us all together that helps us to more easily identify goals for the upcoming year(s). Please reach out to Sarah with feedback/suggestions and think about whether this should be virtual or in-person
* Be on the lookout for an update from Sarah

**Voting:**

* Liz Bunkers, Co-Chair of the Welcome Committee – current co-chair Molly nominated Liz and would typically be present to attest to Liz’s qualities however, they are currently out of the country. Liz has been with the Welcome Committee from the start of their employment and thanks everyone for this opportunity
  + Motioned, seconded, and approved to have Liz serve as Co-Chair of the Welcome Committee – Congrats!
* Laura Mancini, Classified Member At Large – We did not have any classified staff run for member at large so we solicited independent nominations. Laura would be willing to serve. Typically, this position would be on the ballot for vote but since Laura was independently nominated we will treat it like a co-chair vote
  + Motioned, seconded, and approved to have Laura serve as the Classified Member at Large – Congrats!
  + This will be a two-year term that will start today

**Staff Association Creek Cleanup:**

* Mid-July, two mornings – We will be partnering with the Office of Sustainability to clean up UCCS’ adopted waterway
* Dates/times will be coming soon so please be on the lookout

**New Budget Model Work Group Representative:**

* What SA and the person who would represent staff in this particular governance working group needs to be aware of is that this will be an in-the-weeds kind of role with proposed weekly meetings
* It was suggested that the person who is the chair of the University Pay and Benefits Committee should potentially be in this space and serve longer than one year
* This is going to be a very involved role and this person needs to have a solid understanding of budget (current/future) – do we feel that a SAEB member will be able to commit the time and attention to this group of work experts?
  + Corrie adds that this group is going to be the working expert of the new budget model. The recommendation that this representative be from the University Pay and Benefits Committee because a similar person from Faculty Association was chosen. With the time commitment for this role we are not sure a staff person can fulfill this but we also don’t want to be excluded
  + Stephen recommends this role should not go to the past, present, or future vice president since they already have a large amount of duties –perhaps look at Member At Large or Pay and Benefits co-chair to fulfill this role. If any Member At Large or Pay and Benefits co-chairs are interested please reach out to Alex and Sarah
* BAMWE (Budget Allocation Model Working Experts) may also have six operational groups along with two other committees – one will cover support units (student success, etc.) and the other will be strictly academic success. Both of these committees will be made up of about 80% staff so know that advocacy for staff will be happening
  + Is staff representation on these committees from various departments across campus or from a single area? Is it a fair dispersal of staff representation?
    - Corrie will try and find an overview and provide that in the Teams channel. Corrie will also get a commitment that someone from this group comes back to SA to provide updates

**EDI Task Force Update:**

* Only a couple of meetings remain and nearly all of the charges from the Chancellor have been completed
* 51 grant proposals received – recipients will be notified mid-May
* An anonymous survey will be coming out from this group soon
* If you would like to provide feedback to this group please join the last listening session on May 18th, 2021 at 3 pm

**Temporary Committee Updates:**

1. Diversity Committee – Sam/Shonda/Missy – no updates provided

**Committee Significant Updates and Needs – Reports not requested this month:**

1. PRIDE Committee (Claire Ami & Chris Duval) – Recently had meeting with HR concerning adding gender x as an option for staff. They have ran into some technical issues in trying to add this option but foresee within a year or two this could be a reality. Additionally, a resolution was passed by the Student Diversity Assembly seeking support for more gender neutral bathrooms on campus.
2. Professional Development/Program (Melissa Baglio & Brett Garman) – Brett is looking for a co-chair with Melissa’s resignation – they are not to the point of nominating an individual but will hopefully have one in mind for next meeting.
3. Welcome Committee (Amandine Habben & Molly Cammell)
4. Women Identifying Staff Committee (Valerie McClinton & Maria O’Connell) – They are very excited to get started! They are seeking recommendations on best practices for recruiting individuals and how to send those requests out. Recommendations include making flyers, identifying dates for meetings, “meet and greet” events (making sure to keep events accessible to those on and off campus) and using Doodle Poll to see who is legitimately interested as to minimize the amount of schedules you would have to coordinate.
5. SEEDs (Jacqui Gatlin)
6. Blood Drive Committee (Matthew Roesemann & Brad Bailey)
7. Winter Giving Project (Chrissy Bailey and Alison Milan)
8. Employee of the Quarter (Debi O’Connor and Anna Squires)
9. Garrett Swasey Award (Laura Chandler) – Will have nomination for new co-chair to vote on hopefully by next meeting.
10. Classified Pay & Benefits (Martin Toetz)
11. University Pay & Benefits (Shonda Johnson) – Waiting on update from system to see if extension on Anthem 100% free telehealth will be occurring.
12. Policy Review Committee (Vacant)

**Chancellor and Cabinet Meeting Agenda Topics:**

* Request for more information on what in-person events are going to look like going forward. Will they be limited?
* Sharing our concerns and input we have heard regarding the vaccine requirement
* Address the quick turnaround of vital information and how we could improve timing
* Vaccine requirement exemption information

**Return to Work Taskforce:**

* The first charge meeting was recently held
* The following groups have been formed: Academic Services Group, Support Services Group (Stephen and Claire are on), Essential Services Group, and Cross-Sectional Experts
* There is a small group meeting next week and then Stephen may want to speak to Alex, Sarah, and Missy about a potential survey going out to staff

**HR Meeting Agenda Topics:**

* Andrew has resigned and their last day will be May 19th – Good Luck, Andrew!

**Open Discussion:**

* Recommendation of sending out synopsis of our meeting to the staff listserv was made with more discussion needed
  + Concern was in making sure staff are getting the same messages as faculty and how a more coordinated approach to disseminating information could be made

*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.*