Staff Association Board Meeting

Wednesday, September 2, 2020

Virtual Teams Meeting

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

**Approval of August Meeting Minutes:**

* Some confusion on protocol occurred regarding the approval of the meeting minutes from August
  + Per Sarah Elsey, meeting minutes are to be emailed out for approval about a week before SA monthly meetings
  + Rachel will send out August meeting minutes for approval

**Chancellor and Cabinet Meeting Agenda Topics:**

* Alex seeks suggestions on what topics/questions we would like to see mentioned at these meetings. Please reach out to Alex if you have any other thoughts to share on this
  + Corrie recommends asking for budget updates, etc. or anything else they could share regarding that
  + Other suggested topics/questions
    - What impact will our reduced enrollment numbers have on campus/budget
    - How can we as SA support Chancellor and Cabinet
    - Updates regarding COVID and campus

**HR Meeting Agenda Topics:**

* Alex askes if anyone has anything to mention regarding the last meeting
  + Anna requests an update on how the meetings have been going
    - Alex says that the data from furloughs and layoffs as it relates to EDI has been pulled and is being reviewed
  + No other thoughts provided from those individuals that attended last meeting
* The importance of sticking to the meeting agenda was reinforced so that we can remain a unified front
  + Andrew Lane was able to participate in the last meeting and mentions that some paths were taken that were not necessarily helpful therefore he agrees that sticking to the agenda is paramount
* Alex would like to keep this partnership alive but once a month may be too often for these meetings
  + Proposal to have meeting every quarter or once every other month
  + Alex will connect with Laura regarding having less frequent meetings and will send out an email with any changes

**Treasurer’s Update:**

* Welcome Brad!
  + Brad shares that he has been with UCCS for thirteen years now. He was a member and treasurer of SA previously and is excited to serve and be apart of this group again

**UCSC Update:**

* Mark Means was unable to make the last meeting thus no updates to provide
* Congratulations to Heather Allen and Aaron Burton on their nomination for the Staff Excellence Award
* Shonda mentions that UCSC is in the finalization process of determining award recipients
* Missy Sernatinger was unable to attend this meeting but posted in the chat, “UCSC Update: We desperately need a classified staff member interested in becoming a UCCS rep. for UCSC. Message me for details. It’s an incredibly fulfilling role.”

**Provost Search Updates - Guest Vice Chancellor Administration & Finance, Chuck Litchfield**

* Aspects to consider during the search: Traits you are seeking in a Provost, style of the individual, and issues or priorities a Provost should take on in the next year
  + Please email any thoughts you may have to Alex and/or Chuck
  + Anna is a very appreciative to the embodied experiences Deans Karen Markle and Lynn Vidler bring to UCCS. They would love to see us paying strong attention to what a new Provost can bring to UCCS and seek someone who has those lived experiences that relate to diversity and inclusion
    - Chuck mentions that the job description is being restructured to move the EDI requirements to the top of job posting as they are of utmost importance here at UCCS
  + Sarah Long askes Chuck what qualities the search committee are looking for in the new Provost
    - Chuck would personally like a partner to collaborate with during the transition to the new budget model and someone with an understanding of how university finances function. He notes that fellow search committee members will have different qualities they are seeking in the new Provost so the answer to this question will vary. Chuck is hopeful that we will find someone who is willing to walk into a leadership team and confidently offer suggestions that can be worked through together – strong collaborative skills and a willingness to lead is a must
* Alex, much like everyone else, has not had experience with engaging with the Provost. He believes someone who is business and higher ed smart is needed especially with the move to the new budget model. He wants someone who will be a good fit with the Chancellor and Cabinet but someone that is also strong-willed and does not necessarily agree with everything – someone who can push our EDI goals forward with active changes and outcomes. EDI experience is of utmost importance
* Sarah Elsey would like the Provost to have a marketing background and someone who knows how to be competitive so we can increase enrollment
* Laura Chandler states in the chat, “In academic units, the College, Chairs & Directors, and Faculty primarily interact with the Provost. We can continue to support our staff colleagues – Sue and Sherly. However, our staff interaction with the Provost Office has been limited within LAS.”
* Brad Bailey has felt in the past that the Provost is more geared towards Faculty. He would feel more inclined to seek out the help of someone else before approaching the Provost
* Rose Johnson agrees as she has also never had any dealings with the Provost and would also not go to the Provost for staff issues. She would like to see a Provost that is more proficient at listening to staff issues – someone that can easily listen to different sides
* Chuck encourages everyone to think about how you would feel if a Provost from outside of UCCS was hired

**Grammar Correction in Values Statement:**

* Thank you to Anna for remedying the grammatical issues in our Value Statement
  + The following changes will be reflected on the October Agenda
    - Previous Value Statement - *We believe values and empoweredstaff who engage as their best self 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.*
    - Updated Value Statement - *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.*

**UCCS App:**

* SA opportunity
  + This is a great opportunity for SA to give some input on what we would like to see on the app
    - Please start thinking about ways we can propose some suggestions. Examples could include Clyde’s Kudos as an app feature

**COVID19 Testing on Campus:**

* Email from David Weiss to Alex – According to David there are several faculty members who are concerned about COVID-19 testing or lack thereof. David was curious to know if staff members have voiced any concerns
  + Melissa on the experiences of ENT Center staff – On Wednesdays they have about 12 classes back-to-back and concern has arisen there. They are not opposed to hosting fall events when capacity will be set at 50% but concerns with having enough revenue with reduced numbers are being voiced. Several staff members are nervous about visitors (i.e. actors, etc.) and possible contamination and are alarmed that only students can be tested
    - Alex understands that the campus testing is for students only because it is being conducting through the Wellness Center
    - Deborah states that the Wellness Center cannot test faculty and staff because the issue is with HIPAA but mentions that having testing kiosks on campus is in progress. She mentions that there is free testing at the Citadel Mall
    - Alex mentions that Stephanie Hanenberg has been invited to listening sessions and that he will request some sort of support for faculty and staff
* Sarah Long presents the question concerning, as we have our first cases, how we can have productive conversations when faced with questions of the unknown. She believes some sort of uniform message would be beneficial – not necessarily concerns about testing but that we are collectively providing the same support to everyone
* Alex – this may be a good topic to ask the Chancellor to speak on at the next Town Hall

**Upcoming Listening Session:**

* Background – Andrea Herrera and David Weiss approached SA and brought up the need for faculty to voice concerns, etc.
  + Per Alex, these sessions are not for critiques or criticisms nor or they intended to focus on past complaints. The purpose is to bring to light the obstacles we are all facing in our own roles, our ability to overcome unique challenges, etc.
    - He would love to see SA participate! Corrie and Anna will be there representing SA, there will be notetakers, moderators, etc. Be on the lookout for updates

**Town Hall Remarks:**

* Alex will be speaking at the next Town Hall. Please send him any requests on topics that you would like to hear mentioned. Alex hopes to talk about the idea of collaboration across campus, supporting one another during this time, and Clyde’s Kudos

**New Hire Orientation Replacements:**

* Anna is the only person that volunteered to help. Please let Alex know if you are interested in volunteering

**Website Redesign Updates:**

* Anna is currently working on the new wireframe (sketching out what the new website will look like). Mark Belcher will be sent the sketches and they will work on building the new website. Content is being sourced. Things are “moving and shaking!” Updates are coming along.

**Temporary Committee Updates:**

* Women’s Committee - No updates provided
* Diversity Committee - Missy Sernatinger mentions in chat, “Will have a charter posted soon. If you are interested in joining, message me.”
* “Policy Committee Refurb: Message me if interested,” stated in chat by Missy

**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 (Mathew Roesemann) – The Fall Blood Drive will not be occurring due to lack of space. We will try for the spring. We should think on ways to bring support/focus to gay males who are unable to donate blood and possible integrate that in even if it is educational, etc. Brad Bailey would not mind co-chairing this effort. We will plan on voting on that during the next meeting.
6. Winter Giving Project (Chrissy Bailey and Alison Milan)
7. Employee of the Quarter (Debi O’Connor and Anna Squires)
   1. Budget – Debi and Anna’s question is with all the funding challenges with parking they were unsure if we would still be able to offer the free parking space. With campus budget challenges it has become difficult. They worked with Scott previously but will need help from Brad about how we can supplement funds and still offer the free parking space. Debi/Anna will work with Brad on this.
8. Garrett Swasey Award (Laura Chandler)
9. Classified Pay & Benefits (Martin Toetz) – Rose asks if Martin is still the chair. Per by-laws if a person misses more than two meetings it can be sent to vote to have them removed. If anyone has any concerns regarding this please send them to Alex.
10. University Pay & Benefits (Shonda Johnson)
11. Policy Review Committee (Vacant)

**Open Discussion:**

* No comments

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Committee Reports – September 2020

* 1. PRIDE Committee (Claire Ami & Chris Duval)
     1. Meeting fully with faculty, meetings for 20-21 will be held fully together with staff/faculty Pride committess
     2. Meeting schedule for fall - second Tuesday of the month
     3. Additional goals and action items will be decided at September meeting
  2. Professional Development/Program (Melissa Baglio & Brett Garman)
     1. No current update, waiting to see if larger events can happen in spring
  3. Welcome Committee (Amandine Habben & Molly Cammell)
     1. Monthly bag pick up on-campus for new staff
  4. SEEDs (Jacqi Gatlin)-
     1. No update received
  5. Blood Drive (Matthew Rodenberg)
     1. No update received
  6. Winter Giving Project (Chrissy Bailey and Alison Milan)
     1. No update received
  7. Employee of the Quarter (Debi O’Connor and Anna Squires)
     1. Looking to schedule a time with this quarter’s winner, Corrie West (yay Corrie!)
  8. Garrett Swasey Award (Laura Chandler)
     1. No new updates
  9. Classified Pay & Benefits (Martin Toetz)
     1. No update received
  10. University Pay & Benefits (Shonda Johnson)
      1. Determining what benefits are available to help staff at this time
      2. Reaching out to HR/others to see what new resources are available/which insurance companies are offering additional benefits
      3. Paying close attention to policy changes coming down the pipeline
  11. Policy Review Committee (Vacant)
      1. No update received