**Staff Association Executive Board Meeting**

Agenda for 2/16/2022 (Rescheduled from 2/2/2022)

*Microsoft Teams*

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| **Name of member** | **Role** | **Attendance** | **Vote** |
| Sarah Long | President | Y |  |
| Missy Sernatinger | Vice President | Y |  |
| Anna Squires | Communications Manager | Y |  |
| Danny Pape | University Staff Member-At-Large | Y |  |
| Brad Bailey | Treasurer | Y |  |
| Valerie Carricato | Chair, University Staff Salary and Benefits Committee | Y |  |
| Martin Toetz | Chair, Classified Staff Salary and Benefits Committee | N |  |
| Lisa Potoka | University Staff Member-At-Large | N |  |
| Shonda Johnson | Member-At-Large, University Staff Pay and Benefits Committee | N |  |
| Laura Mancini |  | Y |  |
| Nicole Simmons-Rochon |  | Y |  |
| Molly Cammell |  | Y |  |
| Chrissie Bailey |  | Y |  |
| Liz Bunkers |  | Y |  |
| Beckie Pyles-Munoz |  | Y |  |
| Matthew Roesemann |  | Y |  |
| Deann Barrett |  | Y |  |
| Valerie McClinton |  | Y |  |
| Lily Cosgrave |  | Y |  |
| Alex Baker |  | Y |  |
| Lisa Jones |  | Y |  |
| Mikaela Toni |  | Y |  |
| Debi OConnor |  | Y |  |

1. Approval of January Minutes
   1. Motion – Alex Baker motion and Anna Squires second, Vote to approve – Anna, Kayla, Bradley, Sarah
2. Approval of the agenda
   1. Motion – Kayla Gronseth Boyer, second Alex Baker , Vote to approve, Kayla, Anna, Bradley Bailey and Sarah
3. Return to Work Taskforce Update: Claire Ami, Stephen Cucchiara – no new updates
4. Updates from New Budget Model Work Group: Danny Pape – no new updates
5. UBAC Updates: Brad Bailey
   1. Brad – January 27th meeting with Chancellor updates
      1. Governor and the state have proposed support for higher ed at 11.5 million (UCCS’s share) and CU has the 53 million increases for salary increases
      2. 2.3% drop in enrollment announced in that meeting – down 143 new students in the spring
      3. Budget scenarios were discussed with different matrixes to go through scenario A, B, C etc to show different types of strategy
      4. It looks like it will be a 3% increase for classified staff effective in July and the university will then look at 3% increase for university staff and faculty
6. UCSC Updates: Missy Sernatinger
   1. Currently reviewing the climate survey results that they have been given
   2. Focusing on how to make these results actionable – what actions can we advocate for?
   3. Chair and vice chair will be stepping down and we will be looking for new leadership
   4. Met with reps for presidential search (they are from boulder) and want to make sure that UCCS is represented in this process – they are going to try to make it to our regular UCSC meetings and want to make sure they are representing all campuses
   5. Sarah – we want to make it an important focus to show the uniqueness of our staff and our campus so that we can ensure the committee will understand our needs. What unique things would you want the committee to know for the next CU president? If you want to provide feedback on this, please feel free.
      1. Anna - To know about UCCS staff: Student focus ("heart for students"), going the extra mile when understaffed/under-resourced, lots of CO and COS natives
7. Elections
   1. Lisa Jones has taken this over as the member-at-large and this is underway, and Danny might help in the process.
   2. Elections should start in April
8. “The Impact of Mental and Physical Health on Productivity and Performance: An Analysis for UCCS Faculty and Staff” (Christina Bailey and Mikaela Toni)
   1. Chrissie Bailey – Capstone project for MPA program looking at health and wellness needs for UCCS faculty and staff
      1. Main findings – anxiety and lack of quality sleep are the health issues most often experienced by both faculty and staff and having the greatest impact on productivity/performance
      2. Over 50-60% noted feeling overwhelmed and difficulty coping
      3. Over 80% noted feeling stress from COVID-19 impacts
      4. Resources seemed to be unknown or not realized by most of campus community
      5. Job responsibilities and time management seem to be the biggest barrier to campus wellness resources
   2. Recommending wellness breaks for campus community during the workday
      1. Chancellor and Cabinet supported the idea
   3. Mikaela Toni – case manager at the wellness center
      1. Open to fac/staff as well as students
      2. Main goal is to connect people to resources in the community or on campus
      3. Answer questions – most commonly helping navigate questions about insurance – how to get and what resources are accessible through your insurance for mental health services
   4. Maria O’Connell – how long are the wellness breaks and how do they fit into the daily schedule?
      1. Chrissie – every full-time employee gets 3 thirty-minute breaks per week. It’s important that employees and supervisors work together to figure out a schedule. For example, our front desk team adds an additional 30 minutes to their lunch hour three days a week. Setting up expectations in the beginning.
      2. Danny Pape – we do this in the Career Center. I’ve asked my team to include their wellness breaks on their outlook calendar for transparency. Some of the things we do are things like meditation, seeing a therapist during that time, going for a run. It’s great to have your team feel like they can take care of themselves while at work.
9. Opening Conversations around Campus Climate Survey
   1. Sarah – I have shared all of the survey results for all the demographics on campus. I want to spend the rest of the meeting discussing actionable items that could be presented to Cabinet. They would like our recommendations in about a month
   2. Alex – I will be honest, I was pleasantly surprised with the results. It’s pretty obvious that there is a pocket of the campus community that is feeling underserved and left out.
   3. Anna – Connections are great between Chrissie’s research and the climate survey results. People don’t know what the resources are and don’t know how they are supposed to fit in wellness in their day.
   4. Sarah – We can ask follow-up questions to Robyn about the data, I would just like to condense those questions before reporting back.
   5. Anna – One more observation, looking at the question about marked difference about overall campus culture from positive to kind of neutral which is indicative of people being wishy-washy about thinking the culture is positive. I know we are expected as a body to give actionable suggestions and I think this is a good one to focus on.
   6. Danny – the survey asked you to answer based on the department you’re in but not really a campus wide type of response
   7. Sarah – I agree. It seems like there are only a couple questions here and there about campus at-large
   8. Lily – page 176 incivility question showing that people think staff members are the ones with this type of behavior
   9. Sarah – I would challenge you to think about the implication of some of the responses – seeing/hearing discriminatory comments by other staff – thinking that through can also provide some insight etc.
   10. Anna – I am interested in seeing the disaggregated data showing classified and university staff. Do we know when we will have that?
   11. Debi – There’s so much information here, should we ask Robyn if there is a way she could run some data analysis to show statistically significant results throughout the survey?
   12. Sarah – I can ask – the raw data is a good overview and then we can go from there to narrow in on topic areas
   13. Lily – pg 186-194 for yes/no questions are revealing and easily distinguishable
   14. Kayla – How will cabinet/leadership respond to varying actionable items from faculty, staff and also students? If the main focus is improving the campus culture, leadership will need to look over everyone’s requests and see how they complement each other or not
   15. Sarah – That will depend on how aligned or misaligned the varying populations’ requests are, but I think that if we have a request that is vastly different from faculty, then I think we can work together to find what works best
   16. Lily – page 203 sexual harassment question about department most people said yes
   17. Brad Bailey – thinking about remote work or hybrid work options and whether they’re allowed or not – we know that some of the large departures are due to finding other positions that will be 100% remote. Is this a sustainability issue for campus? There are some dynamics that need to be addressed with retention and recruiting and what the world is like now in these times with remote work etc.
   18. Sarah – there isn’t really a warm conversation happening around remote work and what can be best for people but instead we just have the “cold” feeling form from HR
   19. Brad – I think some people are also intimidated to even ask their supervisor
   20. Chrissie – I think HR is going to be adding a remote/hybrid option to job descriptions
   21. Anna – are there more soft benefits that could be added to the package for employees to be more attractive? For example, auditing a class and other creative opportunities that can be offered beside dollars?
   22. Anna (in chat) - To summarize- more tangible and intangible benefits for staff, including wellness breaks, making it easier to audit classes, etc. The ask: Can we think creatively about how to add more incentives to the staff package?
   23. Alex – We must keep in mind that adding new services would also create more work for someone
   24. Sarah – Let’s take some time in the next week or two to highlight some exciting topics in the survey data that we find
10. HR /Cabinet Meeting Agenda Topics
11. Committee Significant Updates and Needs (all reports in designated Team’s folder)
12. Open Discussion

Messages within the meeting chat:

Chrissie Bailey’s presentation: <https://uccsoffice365-my.sharepoint.com/:p:/g/personal/cbailey2_uccs_edu/ESbX0EcnS8xJpEwQc3eBJBQBzRpht8Daw4wuljakq7WZWQ>

Survey discussion: (Next pages)

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