



Staff Association Board Meeting

Minutes

4/17/19

1. Roll Call
 - a. Paul Mendoza, Alejandro DeJesus, Robin Bredl, Amandine H., Stephanie Smith, Nancy Moore, Alex Baker, Megann Murphey, Sarah Elsey, Rose Johnson, Heather Nicholson, Renee Rudolph, Shonda Johnson, Andrea Herrera, Sabrina Wienholtz, Stephan C. Missy Sertenger, Lauren Shakes, Corrie West
2. Approval of March Minutes
 - a. Paul Mendoza, Ryan Achor, Sarah Elsey
3. CU Presidential Candidate Search-
 - a. The regents have followed their process guidelines and have come up with one candidate
 - i. the conversation between campuses lasts at least 2 weeks
 - ii. saeb/ucsc opportunity to participate in discussion
 - iii. participating in the mechanism, faculty voices are more organized and 'louder' even though the access is the same
 - iv. area of concern- Missy reading about his tenure in ND, the charge does not really match the candidate
 - v. as staff how do we get justifications of the candidate
 - vi. advocating for in transparency in the search process
 - vii. poor ratings in the education system- politician
 - viii. Is it standard procedure to have one finalist
 - ix. Are we going to get reduced fund from the state- how big is money in this conversation?
 - x. formal presentation to 10 minutes
 - xi. all feedback is for public review
 - xii. Herrera- this is the moment for solidarity – connecting with faculty assembly
 - xiii. Changing the transparency for the next time
 - xiv. has the press been invited to this
 - b. Develop a question for the open forum-
 - c. UCSC is meeting with candidate on Monday
 - i. key question, why the shift, was it an authentic shift
 - ii.
 - d. Pros and Cons
 - i. Pros- connection to legislature, bringing more conservative to a liberal setting, Benson was a business man,
 - ii. Cons-feel like we have turned toward making a profit, he had a shift in his beliefs politically (why), political positions he has taken, he doesn't seem to have the ability to represent our population, he has not demonstrated the ability to represent his constituents, how are we to believe that he has the ability to do this, his role in academia is minimal, corporate mentality, his commitment to diversity is lacking in resume, search committee composition was not ideal,
 - iii. Concerns- jobs on campus that don't pertain to research, no consultation with chief diversity officers, he is not the person who the regents are selling us –it seems that he is not transparent or gets along with people, can we justify why the regents chose him, cu system office taking funds from higher ed and give to k-12, projection of funds for state of Colorado, he does not meet the balance, he lines up politically with Sue Sharkey (similar to DesBois) Demonstrating extreme political views that do not portray inclusion, he has demonstrated this pattern in every previous role,
 - iv. why was Dr. Allen not on the committee, no explanation why they rejected her
 - v. We have to provide a unified front- Questions:
 1. **We understand that there is a discrepancy between your political agenda and our community. How will you bridge the gap between how do you demonstrate**
 2. Discrepancies between what the charge was and the experience that he brings, how do you fit the charge



3. Transparency question- can you speak to diversity and inclusion in the CU system
 4. **How does he insure the students faculty and staff feel safe and included if you were to step into this role: what is his plan to continue to promote the CU student community**
 5. **Tell me about a time you had to break from a deeply held personal belief or conviction to represent a constituency that you did not agree with?**
 6. Define diversity and inclusion and define what they look like- Dr. Herrera will ask
 7. **In a time when we are concerned about reduced state funding, would you use techniques like reduction in staff and facilities to balance the books?**
4. As staff, what can we do and what can we say as staff and still feel protected/represented?
 - a. people in fear of retribution
 - b. ways that you can support and still be protected
 - c. Moving fourth about the process, should we continue to represent as one voice
 5. Elections Update
 6. Website Management Position
 7. Final Campaign Statement Review
 - i. The UCCS Staff Association recognizes and values the work that each of our members do to ensure the success of our students, and the need to invest in that success. That is why we fully support the university's philanthropic campaign, which will elevate opportunities for students. This is another opportunity for staff to participate at a level that is comfortable for them. Gifts of any size can make a difference. Staff Association is especially excited about the Bridge Forward Scholarship. This is a new scholarship supporting middle-income students who may not qualify for need-based financial aid and are often working multiple jobs to bridge that gap. As the campaign gets underway this spring, we hope you will contribute.
 8. Supervisor Training Pilot
 9. Treasurer Report
 10. Next Meeting with the Chancellor
 11. Update on Elections
 12. UCSC Update
 - a. April 26th – All Staff Council Professional Staff Development Day and Excellence Award Ceremony – CU South Denver Campus
 - b. Lynda.com is changing to LinkedIn Learning
 - i. Can earn your full program management certification
 - ii. Renee to look at other certifications available
 13. Work Group Updates – Action Items Only
 - a. Review goals of work groups
 - b. Increase Transparency and Outreach – Megann
 - i. Newsletter – any items for April/May
 1. elections, spring lunch, information blurb about UCSC nominations
 - c. New Staff Orientation – Stephen
 - d. Volunteer/Service Committees – Volunteer admin. report in saeb shared drive
 - e. What Does Staff Need – Nancy
 14. Committee Action Items – Action Items Only
 - a. PRIDE Committee
 - b. Welcome Committee-Baker, sustainability mugs, gift cards and brochures about Colorado Springs
 - c. SEEDs



- d. Holiday Service Project
- e. Employee of the Quarter
 - i. The appointment of Debi OConnor and Sarah Miller as co-chairs beginning 7-1-19
- f. Garrett Swasey Award
- g. Classified Pay & Benefits
- h. University Pay & Benefits
- i. Policy Review
- j. Spring Lunch
- k. Professional Development/Program
 - i. Update on Staff Enrichment
 - ii. Proposed 2019-2020 events
 - 1. Ice Cream Social – 8/7/19
 - 2. Fall Fun Festival – 10/3/19 – West Lawn with Berger as back up
 - 3. Winter Luncheon – 12/10/19 – no speaker, just games and fun
 - 4. Staff Enrichment – 3/19/20
 - 5. April 26th- all system staff associations in south Denver, more info to come

15. Upcoming Events

We believe values and empowered staff 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.