**Staff Association Executive Board Meeting**

Agenda for 1/4/2023

1. Call to Order *Sarah Long* 9:02am
2. Establish Quorum/Attendance *Chelle Martinez*
* Sarah Long, Past President - Present
* Matthew Beckwith, Vice President - Present
* Chelle Martinez, Secretary - Present
* Mikayla Greenfield, Treasurer - Present
* Yvonne Weeres, Classified Staff Pay & Benefits Committee Chair - Present
* Valerie McClinton, Chair Women Identifying Staff Committee - Present
* Deann Barrett, Chair of University Staff Pay and Benefits Committee & UCSC Representative - Present
* Deborah OConnor – Policy Committee - Present
* Alexa Salstrand – Pride Committee - Present
* Cynthia Norton – SEEDS - Present
* Laura Chandler – UCSC Classified Staff & Staff Award Committee Chair - Present
* Mike Eivins – Classified Member at Large - Present
* Polly Knutson – Communications Director - Present
* Shonda Johnson – UCSC Representative - Present
* Sarah Hutton - Present
* Jesse Perez - Present
* Jill Beauregard - Present
* Vonda Weiss - Present
1. Approval of the Agenda
* Yvonne Weeres Motion
* Mikayla Greenfield Second
* Approved
1. Approval of Previous Minutes
* Mikayla Greenfield Motion
* Matthew Beckwith Second
* Approved, 9 ayes
1. General Check-in
2. Name one joy that happened to you in 2022
3. What do you want to see in 2023?
4. Event Updates
5. Great job on the happy hour! Heard wonderful things. 140 people went.
6. Spring Luncheon *Matt Beckwith*
* What to expect: We are copying what we did last year - it’ll be a resource fair with longevity awards. *(Cindy will reach out about longevity awards)*
* Where: Berger Hall
* When: Tuesday May 23rd from 9am – 4pm. Event 11am-3:30. Break from tabling for 12-1 for awards.
* Discussion on Spring Luncheon:
	+ Matt: Looking for 2-3 volunteers to set up a small committee to help with door prizes and to reach out to local businesses requesting donated prizes or prizes that we can purchase. Also looking for idea for games to have set out – giant tic tac toe, corn hole, giant connect 4 – do we have access? Would also like input on food and beverage ideas.
	+ Polly Knutson – Will help with food side. Student life has a lot of those games.
	+ Mikayla – I have a list of vendors in the past that have donated. Will send over to Matt. Knows that Rec center has giant Jenga.
	+ Cynthia – Have quite a few personally.
	+ Matt- What about food and beverage? Last year we did barbeque. Looking for suggestions.
	+ Yvonne – Did we use the caterer?
	+ Polly – We have documentation on food for this event. Barbeque worked well.
	+ Debbie – Is there a theme?
	+ Mikayla – Outer space theme was mentioned in the past.
	+ Cynthia – Pre-covid, event was always themed. There is a spreadsheet in teams dating back to 2012 themes. Keep it casual - Star trek, star wars.
	+ Mikayla – Could do best costume prize, group costume prizes. Aliens, astronauts, etc.
	+ Yvonne – Remember Alice in Wonderland?
	+ Deborah – Could have photo booth and mock tails.
	+ Vonda – Props were always fun.
	+ Matt – Need help with leads on prizes and decorating for theme.
	+ Cynthia - Happy to help decorate. Suggest you get committee together. Reach out to staff too. This is how people get connected.
	+ Matt – In a staff wide email?
	+ Sarah – Polly is in charge of Staff Association email. Matt can draft it and Polly can send it from the Staff Association.
* Committee Volunteers – Chelle, Polly, Cynthia, Mikayla
* Deborah – Is this event on Cabinet’s schedule?
* Sarah – Will let Venkat know today in our meeting.
* Matt – Will upload information into Spring Luncheon 2023 folder
* Cynthia – Can send save the date as well so people can add to their calendars.
* Mikayla – Maybe a monthly reminder email for people that might miss it.
* Sarah – Was last year a burden on food staff?
* Polly – We take time to celebrate our staff. They’re used to working events, it never feels like a burden. Last year we were outside barbequing – which was a fun event for our team.
1. Staff Olympics *Jon DeWitt* could not attend today, sent message via Teams –

Hello, UCCS Staff Association. I hope each of you had a good break!

I will not be at the meeting tomorrow so I wanted to give a quick update about Staff Olympics. Thanks to some great feedback in the last meeting we have some exciting options for activities for this year's Staff Olympics. I would like to set up a meeting later this week or early next week for all who are interested in helping with this event. During the meeting we will go over a game plan for what this will look like. Please teams me if you are interested and I will make sure you are on that invite  Thank you!

* Discussion Staff Olympics:
	+ Cynthia – What day?
	+ Sarah – Sometime during Spring Break.
	+ Matt- Will send upcoming events email with both Staff Olympics and Spring Luncheon information.
1. Parking Conversation  *Matt Beckwith*
* Discussion Parking:
	+ Matt - Thank you for the leads, I reached out to everyone. Someone said they could get me information on what percentage of staff fall into certain ranges, essentially a financial analysis for impact on the parking dept. We really need to know how many people are going to be in each category. We are waiting on that right now so presenting to Cabinet this month is not going to work. My hope is by March. I want research various plans we’ve put together to make sure they are financially tenable and present a few options to the Staff Association in our meeting in March and hopefully present to Cabinet after.
	+ Sarah – The Provost is interested in this. Rami is super interested in this. I bet we could get Jose Cantu on board.
	+ Matt - Parking is self-regulated so any discount we are giving, we will have to make up money somewhere else which comes into the calculus of what is actually feasible. The free parking for staff this year was for 1 year only and was being paid for by another department above us, elsewhere.
	+ Cynthia – When we approached this previously, we were told that state compensation rules wouldn’t permit this. Have we investigated this as well?
	+ Matt – Yes, general funds cannot be used for parking. As long as we self-fund it, I don’t believe there are any rules about tiering.
	+ Sarah – Tthe timing is now.
	+ Chelle – Do we pay parking in one lump sum?
	+ Matt – Currently it’s about $702 a year, about $58 a month. We got audited and it will affect departments and events and guests coming onto campus. Is there room to talk about this in February?
	+ Sarah – Harper is coming in February.
	+ Matt – No problem, will invite Jim Spice to March meeting.
	+ Yvonne – UCCS staff pay more than students.
	+ Chelle – What do other CU colleges do?
	+ Matt - CU Boulder has a $60/mo across the board for 1 parking lot.
1. Specific questions for HR
2. Harper coming to 2/1/2023 meeting
* Discussion of HR Visit:
	+ Sarah – Before break, emailed Haper and he will be coming to our February meeting. Harper is done in his position on Feb 1st, but it is important to ask our questions to him and the new person.
	+ Yvonne – Invite her.
	+ Sarah – It might be a lot for her. So let’s invite her in April or May. That way she gets a lay of the land first.
	+ Sarah – There’s been concerns for equal pay for equal work act State legislation and what that is compared to the compression analysis on salaries.
	+ Chelle – What is the compression problem?
	+ Sarah - People are coming in at salaries that match people who have been here for 15 years. Whereas equal pay for equal work is in regards to historically underrepresented populations and having your salary reexamined. The way Harper put it to me – if we have 5 white men in a room and did the exact same job and they had different salaries – we would never look at it. We are looking at women and people of color and people of marginalized populations. But no timeline was given. All we know is there was a 3rd party analysis. Last time I met with Cabinet I asked what is going on with this. Chancellor replied that we are waiting for it. Harper said we just got it back.
	+ Mikayla – Both came out around the same time. Confusion was created between the compression issue and this new State Statute that we have to follow. The State Statute requires transparency in pay ranges and in job descriptions. Its intent is that a job won’t be posted and then changed later on to adapt to a certain person. The Statute is supposed to create transparency in pay - equal work for equal pay.
	+ Mikayla – This all impacts hiring campus-wide. The University has traditionally offered the minimum of range while the private industry is paying more. It’s causing trouble bringing in talent.
	+ Sarah – Yes, many times too someone is leaving and the posting comes out at a rate that would’ve kept them. This is part of retention issue with staff.
	+ Polly – What are we doing about the hiring process in general to make it more fluid? Right now I have to have 3 interviews for someone who makes minimum age. It’s ridiculous. What are we doing about onboarding? We have to wait for all of these steps for someone to have their ID ready and email. If not all of that is set up right away, it feels like we are not professionals. Makes onboarding process really bad.
	+ Mikayla – HR doesn’t like it. We can set them up without employee record ready as a Person of Interest. But it requires people to work before their start date.
	+ Yvonne – I give deadlines in the offer letter. Can you do I9 by this date? Which is about a week or 2 weeks prior. Then employee ID is usually created the week before start.
	+ Polly – The issue is that these people need jobs now. They’ll move on quickly.
	+ Mikayla – Agreed, if we take 1 month to onboard and they need work now…
	+ Deann – Federally by law, they have 3 days from start date to get it done. But without access, they don’t work the first week. I think Harper knows there is a disconnect.
	+ Mikayla – Harper is currently over OIT and HR and HR has a lot of turn over.
	+ Polly – Do we have access to recruiters? We are hiring from temp agencies paying $20 something and then they have to be temp for a certain amount of time. Once hired on in permanent position, it’s for less pay. They don’t care about benefits either as lots of lower positions use State benefits.
	+ Mikayla – We do for higher level positions but I’ve been repeatedly told no to lower level positions.
	+ Mikayla – Is HR looking at standardizing hiring processes across campus? Employees get a very different experience. Some get interviewed 3x, some only once. What level requires panels vs one on one with hiring authority?
	+ Cynthia – New hires are coming in at salaries above mine. How do you plan to address the compression issue? How are we dealing with it? It’s a retention issue.
	+ Sarah – What are the tentative timelines?
	+ Mikayla – The compression analysis has been going on for a long time.
	+ Yvonne – The cost of living is so high here, yet we can move to east coast and have more money and a lower cost of living.
	+ Mikayla – What is the next step for looking at retention of staff? It’s always student retention.
	+ Sarah – That’s an easily dodged question.
	+ Sarah – Who has the data on turnover that has been requested in several meetings?
	+ Cynthia – We run a meeting monthly and go over the results quarterly.
	+ Sarah - Is there a reason this hasn’t been shared?
* Sarah – Any questions for Venkat?

Discussion:

* Cynthia – What about funding for seeds? Seeds used to get a percentage of faculty scholar fund and vending revenues. However vending revenues have decreased significantly from $11k to $2k. As soon as we took bottled water off campus, numbers went way down. We offer this for professional development for staff, but we aren’t funding it anymore.
* Valerie – Would like an update on the President’s Initiative funds – we got two hires concerned about job security that were funded for 3 years.
* Mikayla – Will there be more hiring freezes or a slowdown of being able to hire until budgets are figured out? What budget cuts will we see with impact of presidential funds?
1. Executive Board Reports
2. *What is needed from the Executive Board to support you all?*
3. PRIDE Committee
4. Professional Development/Programming
5. Welcome Committee
6. Women Identifying Staff Committee
7. SEEDs
8. Blood Drive Committee
9. Winter Giving Project
10. Employee of the Quarter
11. Garrett Swasey Award
12. Classified Pay & Benefits
13. University Pay & Benefits
14. Policy Review Committee
15. Open Discussion
* Meeting adjourned 10:34am