



**Staff Association Board Meeting**

**Minutes**

**May 6, 2020**

1. Roll Call: Melissa Baglio, Claire Ami, Sarah Elsey, Alex Baker, Shonda Johnson, Laura Chandler, Molly Cammell, Megann Murphy, Stephen Cucchiara, Anna Squires, Corrie West, Missy Sernatinger, Robin Bredl, Lauren Shakes, Amandine Habben, Jacqueline Gatlin, Scott Smith, Rose Johnson, Debi OConnor, Mark Means, Ryan Achor, Chrissie Bailey, Brett Garman, Carol Pina, Wang Chao
2. Approval of March Meeting Minutes: Robin Motion, Rose Second
3. Guest: Scott Smith—Program Director of Emergency Management- Overview of the recover phase for campus. Been working since January with a team of over 100 to respond to the current pandemic. New recovery team working in parallel with response team on a flexible approach. El Paso county is stable which could change with things opening but keeping a close eye on the situation. The hope is to be very transparent with communication to faculty, staff, and students. Scott share a presentation that highlighted all the teams working on the recovery plan. Phased re-entry will be based on government and critical personnel. No hard date for return yet. Discussion on access for staff to communication who may not have internet access.
4. Clyde's Kudos Updates- will spend time on this at the retreat
5. Treasurer's Update and Campus Support Discussion- unsure if we will get to keep carry forward, will put on agenda for Cabinet meeting.
6. Staff Events Update and Communication
  - a. Spring Luncheon Update (Alex)
  - b. PDPC 20/21 Event Discussion
    - i. most likely no large gatherings in the fall. Focus on Spring Luncheon 2021 in person but fall events would be virtually. Find ways to support staff with enriching experience virtually. Will have longer discussion at retreat.
7. Staff Association Spring Elections (Stephen)- voting closes at 5pm
8. Guest Speaker (10am): Wang Chao—Propose new standing committee (Staff Women's Committee): PDPC has offered this group a virtual platform to host a session to gather interested and need for this committee. The group is busy at this time and will consider hosting a virtual session in mid-late summer.
9. Joint Board for AY21 Discussion- Faculty Assembly is keeping board through summer and transitioning to a new board later. Does Staff Association want to follow this model? Could add to bylaws next election to vote that board members can be ex-officio to advise but not vote. Missy motioned to vote to extend those positions who would be transitioning off the board to serve as ex-officio status due to the pandemic. Shonda second. All voted in favor.
10. Chancellor and Cabinet Meeting Agenda Topics
  - a. Budget scenarios
  - b. When furloughs happen or for people who are worried, where can staff go?
  - c. Next town hall just for staff and faculty?
11. Annual Retreat: June 17
12. UCSC Update (Shonda, Mark, Missy, Cameron)
  - a. Shonda shared the letter that CU Boulder sent to their leadership about furloughs:  
<https://www.colorado.edu/staffcouncil/2020/04/16/cu-boulder-staff-council-resolution-2020-01-covid-19-response>
13. Meeting ended at 10: 45am
14. Colorado Combined Campaign Final Update (Shonda)
15. Committee Highlights and needs, plus approval of remaining co-chairs (Reports sent in advance)- Reports attached
  - a. PRIDE Committee (Claire and Chris)
  - b. Professional Development/Program (Robin and Melissa)
  - c. Welcome Committee (Amandine and Molly)
  - d. SEEDs (Jacqueline)- Needs Co-Chair



- e. Winter Giving Project (Chrissy and Alison)
- f. Employee of the Quarter (Debi and Anna)
- g. Garrett Swasey Award (Laura C.) Co-chair?
- h. Classified Pay & Benefits (?) Co-chair?
- i. University Pay & Benefits (Shonda) Co-chair?
- j. Policy Review Committee (Missy) – Co-Chair?
- k. Promotions Committee (Sarah E. and Ryan A.)

*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.*

## **Committee Reports May 2020 SEAB Meeting**

### **PRIDE COMMITTEE REPORT**

**Chairs: Claire Ami and Chris Duval**

“Working with Andrea Herrera, Jesse Perez and the Faculty Pride Committee to send a message to campus during Pride month as well as perhaps do some sort of coordinated #uccspride photo campaign where students, staff and faculty could submit videos and photos. We were sad to learn that the Colorado Springs July Pridefest event was cancelled so we are brainstorming ways to celebrate this summer as a UCCS campus. Marching as a campus community is one of the highlights of the summer events. We also welcome any ideas staff have of how we could celebrate. The Denver Pridefest was moved to a digital format, more information to come on this in the future, CU system was working on a four campuses push at the event so there may be some involvement of us there, Jesse Perez, is our representative on their planning committee and their next meeting isn’t for a few weeks (<https://lgbtqcolorado.org/the-center-on-colfax-announces-virtual-pridefest-celebration-june-20-21-2020/>).

Upcoming meeting:

May 13<sup>th</sup> UCCS Staff and Faculty Pride Committee End of the Year Social via Zoom 4:00-6:00 pm



Join Zoom Meeting

<https://ucdenver.zoom.us/j/93945785127?pwd=blpTSXBnemF6ZG0rZGZOTnNqdkdaZz09>

Meeting ID: 939 4578 5127

Password: UCCSPRIDE

### **UCCS Outstanding Staff Award Committee**

**Chair: Laura Chandler**

As the committee chair, my role was to facilitate the process related to the selection of the outstanding staff member to include dissemination of information to the campus about the award, collection of the nominations, distribution of the nomination packets to the selection committee (five volunteers who were UCCS Alumni), and completion of the process by notifying the nominators and arranging the notification to the award winner.

#### **Tasks Accomplished:**

The first call for nominations was sent out to the staff-l and faculty-l email lists in January.

After verifying which nominees met the criteria to be eligible for the award, confirmations were sent to the nominators with deadlines and instructions for the remainder of the process. Nominators and supporters submitted additional letters of support for the nominees both in person and via email.

A total of eight individuals were nominated this year. However, letters of support were only collected for six individuals. Seven out of the eight met eligibility requirements. One staff member resigned from UCCS during the process. Overall, they were all very strong candidates.

After review by the selection committee members, **Stephanie Hanenberg**, Executive Director of Health and Wellness, was awarded the 2020 Garrett Swasey Outstanding Staff Award.

I will continue to chair the Committee next year.

*The work and dedication of the SAEB is appreciated. Thank you.*

### **Employee of the Quarter**

**Chairs: Anna Squires and Debi O.**

Announcing Jackie Crouch as EOQ!

### **PDPC Committee Update**

**Chairs: Melissa Baglio, Robin Bredl and Brett Garman**

- The Committee is holding off on actively planning for Fall events – anticipating a possible budget decrease and event regulations due to social distancing.
- Brainstorming ideas to host virtual professional development opportunities



- Jesse Perez and Jesie Steffes are hosting “Navigating the Wear Down of Our Bodies and Minds” as a virtual training in May, which PDPC is helping to plan. (This was originally scheduled to be a session during Spring Staff Enrichment.)

#### University Staff Pay and Benefits Committee Update

Chair: Shonda Johnson

- Continue to work on a design for a future PSLF info sheet for new employees
- Placed benefits highlight option on hold until further notice
- Continue the conversations around staff concerns with pay and benefits regarding the possible situations presented with our budget issues. The Pay and Benefits Committee would like to know if we can support the recommendations or write our own to leadership in regards to the letter sent out by BCSC. We are also researching about retention rights for the retirement of univ staff similar to classified staff retirement.
- Would like to report on findings from how other campuses deal with adding committees to their staff councils.