



Staff Association Board Meeting

Agenda

November 2019

1. **Roll Call:** Sarah Miller, Debbi O'Connor, Stephanie Smith, Corrie West, Megann Murphy, Alejandro DeJesus, Stephen Cucchiara, Alex Baker, Molly Cammell, Amandine Habben, Cameron McCluggage, Robin Bredl, Mark Means, Ryan Achor, Shonda Johnson, Lauren Shakes
2. **Approval of Sept. Meeting Minutes**
  - a. October Minutes- Megann move, Robin Second-Approved
3. **Treasurer Report (Robin)**
  - a. on track with budget
  - b. t-shirt order waiting to hear back-should we pursue the order
    - i. Amandine will order the shirts-Robin will send the info
  - c. ice cream social have numbers- starting to purchase things for the winter lunch
  - d. Robin will be out, but committee is on top of the winter lunch
  - e. Corrie- appreciative inquiry sessions a thank you for Sabrina
    - i. gift card, Debbi and Sarah will get the Gift Card \$50 and give to Corrie
    - ii. vote- in favor
  - f.
4. **Work Group Updates -**
  - a. Appreciative Inquiry Update -Alex and Corrie
  - b. Alex will work in data during winter break
    - i. Megan, Corrie and Lauren will help work on report
  - c. Staff association bought sticky notes- at Alex's desk, Robin has things too, she will consolidate
    - i. Amandine may be able to store in her area
    - ii. We would like to take an inventory and buy a tub
      1. Robin will inventory after the 1st of the year
      2. Amandine will order the tub/Megan will be a central point to bring things
      3. Keeping track of what we purchase and increasing clarity around SA items
  - d. Appreciative Inquiry (AI) Themes- Communication, supervisors being trained/standardized process across university, caring staff association and staff, barriers- egos, attitude, closed minds, titles are not consistent, pay and equity, people feel not recognized for the work that they do- doing something at the Spring Lunch slide show- Debi: What about the people who do not get recognized
  - e. Alex- online web submission- send to our email!--Some of the things from AI (Appreciative Inquiry)
  - f. Visibility in the work that we do-Alejandro
  - g. recognizing other staff who were nominated for employee of the quarter
  - h. facilities/snow days
  - i. Staff Association/Thank you cards/Pam used to send out cards-Alex-we can use the information and use it as well
    - i. identifying people at our meetings signing cards- thanking staff each month- helping the action get completed-taking the cards to the cabinet meeting, presenting and asking cabinet to sign
5. **WINTER CLOSURE- Megann**
  - i. the governor granted the additional hours so staff does not take 2 vacation days
  - ii. there will be 3.5 hours left over
    1. should we apply the 3.5 hours to the chancellors day that he granted- for our budget
    2. We should consider people who have to work 4 10's -Police Officers-SHOULD BE ON THE AGENDA FOR CABINET
    3. Asking Chuck to clarify
    4. How and should we be transparent to the university of the 3.5 hours



**6. Employee of the Quarter**

- a. Debi and Sarah- Notifying nominees that they have been nominated and that nomination lasts for 3 quarters
- b. may carry over to employee of the year
- c. Faculty nominations- can there be a faculty award?

**7. Updates from SAEB/Cabinet Meeting**

- a. last meeting was cancelled

**8. Search Committee for VC of Student Success (Corrie)**

- a. talked with Cindy about Longevity Calculation process-Cindy will create
- b. We were asked to change our March meeting-President Kennedy will attend
- c. IT would like SA to come to IT to see how they can participate in SA
- d. Representative in selection committee for Sentwali's replacement
  - i. starts in spring 2020 – Volunteered
    1. Alex, Megan and Amandine

**9. Agenda Items for Chancellor/Cabinet Meeting**

- a. Corrie gave brief outline on appreciative inquiry to Chancellor
- b. Alex prepare overview of AI
- c. Stephani Smith- Would like to talk about the lack of staff parking next year
  - i. large amount of staff (custodial, grounds) who use the lots heavily because they get less pay
  - ii. would like to recognize the logistics of the free lots and the population that they serve
  - iii. Stephani will review the discussions that people have had with her
  - iv. Can exceptions be made for these folks-could they pay the student transportation fee
  - v. Should we invite Jim Spice to one of the meetings-Stephan C.
    1. parking conversation came up in each AI about awareness and pay-Alex
- d. Ask where things are at with the system wide wellness survey
- e. Winter Closure/Governor's hours (extra 3.5)/positions like Police Officer and vacation time (item #5)

**10. UCSC Update (Alejandro, Mark, Missy, Cameron)**

- a. Strategic Plan & Diversity, Equity and Inclusion- Alejandro
  - i. Staff participation
  - ii. deadlines coming up in November
  - iii. maximizing opportunities for feedback
- b. UCSC Meeting regarding the CU Strat Plan
  - i. Added area to focus on diversity and inclusion
  - ii. Parental leave- update there have been challenges
  - iii. Three at large vacancies- 2 voted in Shonda and CU Denver rep. "Linda"
  - iv. Alejandro resigned last week and last day is 11/22/19
  - v. Open meeting 11/14/19
  - vi. Accepted position in CU Denver

**11. Colorado Combined Campaign Update (Shonda)**

**12. Committee Highlights and needs, plus approval of remaining co-chairs**

- a. PRIDE Committee (Claire and Chris)
- b. Professional Development/Program
  - i. Any lessons learned from Fall Fun Fest
  - ii. December Event
- c. Welcome Committee (Amandine and Molly)
  - i. Have 100 bags from ENT/Theatre Works to use instead of the plastic bags
  - ii. should send them a thank you card
- d. SEEDs (Jacqueline)- Needs Co-Chair



- e. Winter Giving Project (Chrissy and Alison)
  - f. Employee of the Quarter (Debi and Sarah M.)
  - g. Garrett Swasey Award (Laura C.) Co-chair?
  - h. Classified Pay & Benefits (Stephanie) Co-chair?
  - i. University Pay & Benefits (Shonda) Co-chair?
  - j. Policy Review Committee (Missy) – Co-Chair?
  - k. Spring Luncheon (Alex)
  - l. Promotions Committee (Sarah E. and Ryan A.)
    - i. Newsletter- put in the website and staff association email- Cori and Alejandro
    - ii. Wellness/Mental health and sub group coming out-Megan If you are interested in joining campus work group reach out to Stephani Hanenberg
13. Linked in Learning-presentation- Annie Melzer

*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.*