Staff Association Board Meeting  
Agenda  
December 13, 2017

I. Call to Order  
a. Stephen – 9:35 am

II. Roll Call  
a. Alex Baker  
b. Krystal Schiffelbein  
c. Stephen Cucchiara  
d. Sarah Elsey  
e. Shonda Johnson  
f. Sabrina Wienholtz  
g. Heather Nicholson  
h. Mallory Barger  
i. Paul Mendoza  
j. Mark Means  
k. Robin Bredl  
l. Cynthia Norton  
m. Shannon Cable

III. Approval of Minutes – will be done via email  
a. SA Board Meeting- 11/15/2017  
   i. Sent for approval 12/12/2017  
   ii. Motion to approve- Mallory  
   iii. Second- Heather  
   iv. All in favor- approved

IV. Committee Updates  
a. Reminder: Transition reports are due by 12/18  
   i. Policy Committee  
      1. Where are we on this committee and review/participation on policies  
   b. CCC  
      i. 2.5 weeks left ends 12/31- so far raised $13,000  
   c. Pay & Benefits-University Staff  
      i. Sarah Mensch contacted Kathe Nesbit who connected her to Felicity O’Herron for more information on benefits and how staff can use them  
      ii. Michelle Ward will offer the first onboarding event on 1/24  
         1. 15 mins for SA  
         2. 15 mins for Welcome committee  
         3. What do we want for programming—ideas needed  
   d. EOQ  
      i. Q-3 winner- Jevita Rogers  
      ii. Q-4 emails for nominations went out  
      iii. Met with Debbie O’Connor to talk about role of ethics in nominations  
         1. Maybe a rubric to call out ethical behaviors  
         2. Write-up in the communiquè  
   e. Programming  
      i. Winter Luncheon
1. Speaker - David Lee
2. Topic - Creativity
3. Theme - Snowflakes
4. Games and prizes
   ii. Idea to combine programming and development committees
   iii. Idea to use Lion One Card for events to track RSVPs
f. Welcome Committee
   i. Almost caught up on past months hires
   ii. Found lots of swag donations

V. Treasurer’s Report
   i. Increased cost of the Winter Luncheon - 281 RSVPs
   ii. Impact to June Event

VI. Monthly Newsletter
   a. There will be no December newsletter

VII. Partnership with Leadership Academy Update
   a. Will get a focus group of supervisors together to target specific needs

VIII. Staff Association & LT Meeting Highlights - full minutes attachment #1
   a. Update on timeline for Significant Hires
      i. Are there any updates or timelines for significant campus hires
      ii. CFO - start date - interviews this week, how they connect with campus. Start date is hopefully sooner rather than later.
         1. Get as much knowledge as possible
         2. Collaborate
         3. Meet with different groups on campus
      iii. 2 Dean searches
          1. EAS - last candidate next week
          2. COB - hope to announce before the end of the year
      iv. Interim AVC Academic Affairs - Susan Taylor - doing a great job
      v. AVC for Diversity & Inclusion - offer has been made, hoping to announce next week
   b. Capital Improvements updates
      i. Are there any capital improvement updates
      ii. Ent Center
      iii. Continued fundraising efforts
      iv. Feb 3 - Gala
      v. Moving people in after mid-December
      vi. Baseball Field and Indoor Practice Facility
      vii. Hoping to increase endowment to $100 million - increasing fundraising efforts across the board
      viii. William J. Hybl building - still in negotiations with Centura Health
      ix. Done by December 2019
      x. $65M building
xi. Memorial Hospital
xii. Scholarships for our nursing students
xiii. Need to start behaving like a big campus, sophisticated, worth investing in
c. Update on Chancellor’s Trip
   i. Traveled with the Governor to India to discuss Colorado’s role in technology and cybersecurity; STEM education (2 contracts already in place)
   ii. Colorado is a place people should come
   iii. India is booming – 1.2 billion people
   iv. Those companies have the resources to invest in the US
   v. Great opportunity to build a closer relationship with the Governor
d. Other
   i. Discussion of quartile advancement for classified staff
   ii. The 4 years that there were no classified staff raises has compounded the compression issue
   iii. HR will be moving over to University Office Park
   iv. Looking at traffic patterns on Austin Bluffs for increased safety
   v. Didn’t meet our targets for enrollment. Fall to spring retention has hurt our budget
   vi. UBAC PowerPoint as to what to expect budget wise – VCAF website
      1. Working on being more transparent
      2. Making difficult choices

IX. Upcoming events
   a. Winter Luncheon- Thursday, December 14 (11:30am; Berger Hall)
   b. So far over 260 RSVPs
   c. Do you need more volunteers?

X. UCSC Updates
   a. None

XI. Open Discussions
   a. SA website has moved to Droople and looks a bit odd- Cynthia will check this out
   b. Want welcome presentation to be “Welcome to the Mt Lion Family”

XII. Close- 10:38 am
   a. Motion: Cynthia
   b. Second: Heather

Attachments:
I. On-Boarding for New Employees
   a. Pay & Benefits Committees working with HR
      i. Michelle Ward is heading this up from HR
      ii. Meeting with system Pay and Benefits
      iii. Looking for LT support the message to supervisors that this is important
      iv. Options for those that don’t elect our benefits – how can we still participate
   b. Social and cultural side of on-boarding
   c. Failed search vs process failure
      i. Hire right the first time. Spend more time on the process and don’t settle. This is what builds a strong organization.

II. PERA Proposed Changes
   a. See attachment
   b. Are other campus representatives engaging in this outside of Staff Association/Pay and Benefits Committees
   c. Multiple proposals, state treasurer looking at a more stringent proposal. Chancellor reports many states are struggling with this.

III. 2 subcommittee additions
   a. Program and Policy committees up and running

IV. Committee Transition Plans and overlapping leadership
   a. All committees are set to have transition and leadership plan into Staff Association by 12/18/2017

V. Partnership updates with leadership academy
   a. Focus group of supervisors
   b. Ideas for training new/inexperienced supervisors
   c. How to supervise full time staff and students

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   b. Susan’s celebration for her retirement – 12/11
   c. Commencement – 12/15