

Classified Personnel Council Meeting
Thursday, March 8th, 2018 – 1-3 pm
Lory Student Center – rooms 304-306
Meeting Minutes



**CLASSIFIED
PERSONNEL COUNCIL**
COLORADO STATE UNIVERSITY

Members present: Jim Abraham, Stacey Baumgarn, Leah Bosch, Carol Carroll, Sandy Dailey, Brian Gilbert, Wayne Hall, Dan Kelso, Anthony King, Clint Kranz, Nicole Johnson, Will Schwab, Megan Skeehan, Laura Snowwhite, Jeb Stuart, Lourdes Zavala, Karl Bendix (APC), Diana Prieto (Ex-Officio), and Bob Schur (Ex-Officio)

Absent: Kelly Hixson (excused), Randy Lamb (excused), Kristin Stephens (excused), and Ken Young (excused)

Guests: Lynn Johnson – Vice President for University Operations, and Chuck Richards – CSUPD

Call-to-Order at 1:01 pm – by CPC Chair, Stacey Baumgarn

Announcements:

- *Happy Birthday* this month to: Brian Gilbert

Guest Speaker: Lynn Johnson – Vice President for University Operations

The CSU budget process and considerations, context for budgeting, and other updates. Starting with some context:

- What is going on with high school graduates over the next decade?
 - Around 2025 the US will see a peak of projected high school graduates, not necessarily all will be college ready graduates either
 - Universities from other US states are strongly recruiting in Colorado, Texas and California – because Colorado currently has a growing number of high school graduates
 - Demographics are changing – increased Chicana/Latina/Hispanic student populations – there is some cultural expectations to “stay home,” – making recruiting from/to further away colleges harder. There are also more first generation students in the future mix
 - This context impacts university operations because the way we are funding ourselves (on growth) and thus, our methods to recruit students will change, as well as the allocation of resources that we plan to use to support students (financial aid)
 - Division of Enrollment and Access are putting together a plan for improved recruiting – not just at the university level, but at the college level too
- FY19 CSU Budget planning and outlook:
 - Three budget scenarios for FY19 have been presented to the CSU Board of Governors – until the Long Bill (the State’s budget bill) is adopted by the legislature...
 - Two main considerations that influence our budgeting: 1) the State has suggested a cap on tuition increases for in-state undergraduate students 2) the Colorado Department of Higher Education (DHE) provides a recommendation for what the state should provide (financial support to institutions of higher ed.). There remains a lot of projecting what could happen with these two elements alone
 - Projected tuition increases are influenced by, and can vary between categories; rate increase (graduate and undergraduate – resident and non-resident), differential tuition (raise to same level for non-resident student tuition), and enrollment growth

- CSU has seen growth in the number of non-resident students, our resident student population is not growing. Most non-resident students are getting scholarships that help offset their tuition
 - Governor has requested \$10,000,000 in state funding for CSU, as well as nearly \$1,000,000 to support a Specialty Education Program
- Financial aid is a significant line item in the CSU budget, because without it, we would not have the same income from non-resident and resident students
- There is positive early indications for support for physical updates on campus – Shepardson Hall, a \$40 million dollar renovation is likely to receive State support
- Here at CSU, for every dollar our faculty receive in research grants and awards, \$0.51 comes back to the university to help cover the costs of utilities, library, facilities, etc.
- Donor gifts often cover the construction of a new building, but do not cover the costs of maintenance and staffing
- CSU is currently projecting State Classified raises of ~3%, and ~2.5% increases for AP's and faculty – these increases are a direct expense to CSU
- Living Wage Initiative – over the next 3 years it is the goal to have all full-time CSU employees earning at least \$30,000/year (30 x 20) – Lynn is assessing and working with Diana Prieto, Angie Nielson, and Emma Chavez. It is our desire to also protect employees from the “cliff effect” if/when there are increases to salary
- CSU is allocating more resources to address suicide and mental health issues on campus
- A large unknown item that may affect the CSU FY19 budget:
 - PERA bill introduced yesterday (March 7th) – employee and employer contributions may be impacted (?). Currently modeling 0% change for CSU (no additional employer contribution). If the PERA Board proposed recommendations would pass (3% increase in employer contribution) that would be an impact of \$4,000,000+ to CSU's budget. State Classified employees have the highest fringe rate (for benefits) of any employee group on campus
- 5-year forecast – planning/outlook for FY19-FY23:
 - Tuition is projected to increase 3-5% depending on student mix each year
 - Salaries are projected with increases 2.3-3% each year
 - Can't project enrollment growth or state funding accurately beyond FY19
 - The forecast is more of a blueprint to guide CSU moving forward
- Salary increases for State Classified employees:
 - The State sets ranges for each classification and determines annually whether or not to provide a salary increase (in order to remain competitive relative to the prevailing wage)
 - Changes in salary ranges also impacts the CSU budget, in addition to any annual salary increases

Many thanks to Lynn for a very informative presentation and helpful discussion.

Reports / Updates:

- Approval of CPC 2-8-18 Meeting Minutes
 - A motion to approve the 2-8-18 CPC Meeting Minutes as presented in the meeting packet was made by Will, seconded by Laura – motion carried

- Treasurers Report – Anthony King
 - \$5,577.88 available
 - Recent spending: letterhead/stationary, CSU football season tickets (\$400 this year), printing for bookmarks and recruiting posters
- CPC 2018 Recognition Luncheon – April 26th
 - Planning committee needs to get gifts from bookstore – Megan will communicate additional updates to committee. Still looking for a guest speaker. Ideas?
- Time to recruit new members – new representative nominations DUE March 27th
 - Be sure to encourage candidates to review the nomination and election process for new CPC representatives – election for new representatives, whose terms will be from July 1, 2018-June 30, 2021, will be held on April 12th, 2018
 - Discussion of the process for electing the FY19 Executive Committee
 - On April 12th the Council will elect a Chair, Vice Chair, Secretary, & Treasurer
 - Brian Gilbert is serving as the election coordinator
 - Current members, if you have been on the council for one year, you are eligible to serve! Send a letter of interest to Brian by April 5th – express the office that you are interested in serving in your letter of intent
 - We will also take nominations from the floor on the day of the election. The order of the voting will proceed as follows – Chair, Vice Chair, Secretary, Treasurer
 - Note that the CPC Chair and Vice Chair receive a stipend – \$6,000 for Chair, \$3,000 for Vice Chair. (Compensation for the anticipated extra time you are likely to work)
- President’s Commission for Diversity & Inclusion – update from Megan
 - Strategic Diversity Plans are being written across campus right now. Megan will send out a list with the names of reps for each unit/college/division as well as the initial blueprint materials
 - CPC could be/will be helping with outreach and communication

CPC Committee Reports:

- Communications – Will Schwab & Megan Skeeahan
 - Leah’s article “[Performance evaluations: The truth behind the myths](#)” appeared in both *CSU Life* and *SOURCE*. We also had a *SOURCE* article highlighting [Everyday Hero’s!](#)
 - The committee is thinking about an April article on PERA in *CSU Life* and *SOURCE*
 - May articles to focus on awards and recognition as well as resources on campus
- Employee Recognition – Carol Carroll
 - Selected five Outstanding Achievement Award winners – Erika Borges moving forward with behind the scenes details. Recipients will be announced April 11th at Celebrate! CSU (and then recognized again at the CPC Recognition Luncheon April 26th)
 - Positive Action nominees and Educational Assistance Award submittals will be reviewed later this month
 - The committee asked if we should update the website to allow for all submissions (for all awards) to be done directly through the website? Would allow for better tracking
- Legislative – Brian Gilbert
 - Official PERA bill ([SB 18-200](#)) was introduced into the Senate 3/7/2018. The PERA Board has been and remains actively engaged in lobbying, hearings, and providing testimony. Numerous amendments are likely in play before the bill passes out of the Senate and onto the House. The weekly CSU Legislative Updates list notes for the bill as “has

concerns". The passage of this bill remains a very dynamic process. It is a complex bill with many considerations – effecting current employees (new and long-term), future employees, and retirees – all differently. The CPC Legislative Committee will be watching and tracking the progress and evolution of this bill

- Outreach Events – Kristin Stephens
 - New member recruitment event on March 7th went well – had six guests (and six current members) in attendance
 - Will begin planning (and looking for volunteers) for the Benefits Fair, May 2nd
- Work Life – Kelly Hixson
 - Leah has reached out to Colorado WINS, looking for up to date information
- Executive – Stacey Baumgarn
 - March 29th – CSUnite – No Place for Hate Rally, 3pm-5pm. Please keep an eye out for an announcement with more details! Stacey hope's you will be able to participate in this important event
- Update from Diana Prieto – Amy Plotner, recently selected to become the Director of HR, will not be joining CSU due to personal issues. A private search firm will be used to re-initiate the search process

Meeting adjourned 2:57 pm – **Thank you** – see you next month