

Classified Personnel Council Meeting
Thursday August 9, 2018 1:00pm-3:00pm
Regular Monthly Meeting
LSC 304-306



**CLASSIFIED
PERSONNEL COUNCIL**
COLORADO STATE UNIVERSITY

Agenda

Call-to-Order

Announcements:

- *Happy Birthday* this month to: Nancy Cowley... It's actually today!

Special Guests:

- Debbie Mayer – Neighbor 2 Neighbor and Emma Chavez – CARE Program

Reports / Updates:

- Approval of CPC 6-8-18 and CPC 7-12-18 Meeting Minutes
- Treasurers Report – Nicole
- Review calendar items
- Campus Climate Survey update
- CPC member plaques – return old
- Employee Appreciation Event Sept 12 – Volunteers!
- Discussion on potential new fund for state classified employees – what are some needs that we can identify for supporting employees?
- First three football games tickets
 - Aug 25 vs Hawaii
 - Aug 31 vs CU (Denver – Rocky Mountain Showdown)
 - Sept 8 vs Arkansas
- CPC Bylaws proposed changes

CPC Committee Reports:

- Communications – Laura Snowwhite
- Employee Recognition – Nicole Johnson
- Legislative – Brian Gilbert
- Outreach Events – Will Schwab
 - CSU Employee Appreciation Event Volunteers needed Sept 12
- Work Life – Kelly Hixson
- Executive – Megan Skeeahan

Meeting adjourned – **Thank you!**

Dates to remember:

- Sept. 12th – CSU Employee Appreciation Event! 4pm-6:30 pm @ LSC Sculpture Garden
- Sept. 13th – next CPC regular meeting! Special guests: Aaron Fodge, Aaron Buckley, and Erika Benti to discuss 3 year alternative transportation plan
- Oct. 3rd – President's Address on the Oval 11:30am-1:00pm

AUGUST

- **COUNCIL** Participate in School is Cool
- **VICE CHAIR** Host committee chairs meeting
- **COMMITTEE CHAIRS** Attend committee chairs: discuss committee meeting schedule, committee goals and action plans, and member roles and responsibilities
- **OUTREACH** Starting finding volunteers for employee appreciation event Sept 12 4 pm-6 pm
- **RECOGNITION** Start planning the Fall Educational Assistance Award: update application and award guidelines, update information on website, form a review committee, draft correspondence templates, discuss solicitation and notification plan, etc.
- **RECOGNITION** Fall Educational Assistance Award: call for applications (CPC website, listserv, CPC Communicator, SOURCE, University calendar, etc.), confirm applications received, review applications, choose awardees, notify applicants, update website, etc.
- **RECOGNITION** Plan process for Everyday Hero Award: update application and award guidelines, update information on website, form a review process, draft correspondence templates, create advertising plan, and assign committee members to send notification letters, prepare certificates, interview heroes and take their picture, purchase frames, write stories, invite recipients to a CPC meeting, etc.
- **COMMUNICATIONS** CPC website review, updates and training
- **COMMUNICATIONS** Start planning CSU Life and SOURCE articles and CPC Communicator editions
- **WORK LIFE** Start researching and analyzing work life issues to address

SEPTEMBER

- **COUNCIL** Attend/volunteer at Annual Employee Appreciation Event
- **CHAIR / VICE CHAIR** Attend CSU Fall Leadership Forum Sept 6 & 7
- **LEGISLATIVE** Prepare summary for Council about preliminary DPA report
- **OUTREACH** Begin planning of a Fall Outreach Event
- **OUTREACH** Plan Homecoming float (?), and organize CPC volunteers
- **WORK LIFE** Report to the Council the issues the committee will pursue during the year

Classified Personnel Council Meeting

Meeting Minutes for June 14, 2018

Lory Student Center 304-306



**CLASSIFIED
PERSONNEL COUNCIL**
COLORADO STATE UNIVERSITY

Members present: Jim Abraham, Stacey Baumgarn, Sandy Dailey, Steven Dove (APC Rep.), Brian Gilbert, Wayne Hall, Kelly Hixson, Nicole Johnson, Dan Kelso, Diana Prieto (ex-officio), Bob Schur (ex-officio), Will Schwab, Megan Skeeahan, Laura Snowwhite, and Lourdes Zavala

Members absent: Leah Bosch (excused), Carol Carroll (excused), Randy Lamb (excused), and Ken Young (excused)

Meeting called to order 1:03 pm

Announcements:

- *Happy Birthday* this month to: Jim A., and Randy L.

Actions / Reports / Updates:

- Approval of CPC 5-10-18 Meeting Minutes
 - A request to edit the attendance record, Laura Snowwhite was an excused absence
 - A motion to approve the CPC 5-10-18 Meeting Minutes as amended was made by Kelly, seconded by Jim – motion carried
- Treasurers Report – Stacey
 - Anthony King accepted an AP position in HDS starting June 11th so, Stacey gave an abridged treasurers report for this final FY18 meeting
 - There is ~\$1,100 in the account at this time – these funds will cover expenses related to items we have ordered with our new branding: member nametags, a retractable stand-up banner, and table runners (for events). The retractable banner and table runners are ordered through Creative Services and Jim will be placing the order for new nametags
- PERA Bill, SB18-200 has been [signed](#) by the Governor – and, CSU is hosting an info session
 - CSU HR is hosting a PERA updates/info session on June 25th, 10:30-11:30 am, in the Lory Student Center Ballroom A. CPC members, please print out the email announcement and post for other state classified employees. In addition, there is a helpful [Impact of Changes](#) document and description about the [automatic adjustment provisions](#) built into this new legislation – both would be helpful to print and post. This PERA info session will be broadcast live (but also recorded and made available later) via BlueJeans. The email notice contains the link for the live broadcast
 - This may be a helpful session to answer some remaining questions about the implementation of these changes and the impact on employees and CSU
- Living Wage Initiative (\$30 x 20)
 - On Monday June 11th Stacey and Megan met with Lynn Johnson (and other CSU stakeholder groups) to hear about the implementation of a living wage (currently established as \$30,000/year for a full-time employee). Final figures are being calculated now to determine if we can go all the way to \$30,000 in FY19, or if a two-year implementation will be necessary. The 3% wage increase for FY19 has been taken into consideration, and that brought some employees up to/over the \$30,000 threshold

- The initiative will also seek to address wage compression in the job classifications that are affected by this living wage adjustment. There is more than one matrix being used to identify affected individuals and classifications
- The majority of employees that are impacted are in auxiliary and self-funded units on campus, Housing & Dining in particular
- An official announcement will come from Lynn Johnson in July/August, with the pay increase likely appearing in September. Lynn and her team are working closely with Emma Chavez in addressing the potential cliff affect some employees could experience. This is an effort to make sure a wage increase does not cause employees receiving federal/state assistance to lose a benefit that is currently greater than the amount of the raise they could receive from CSU
- The roll out would work like this: No change in July, this will allow employees to see the 3% wage increase from the state. CSU implementation of the living wage increase would appear in September so that there is a distinction between the two increases to wages for employees
- CPC representative plaques
 - Current members of CPC have a plaque that states they are a “CPC Representative” to display in their workplace. The existing plaques have our old branding
 - The intent of the plaque is to make CPC representatives more visible to colleagues
 - Do we feel that these plaques are a good thing to have displayed in our workspace?
 - Kelly thinks they are good, allowing for people to identify her as an access point for information and to ask questions
 - Jim thinks we should have something that identifies us as CPC representatives. But, the current plaque looks like an award, so people might look past it
 - Sandy shared that it was hard to hang in an obvious place (outside of the office), but a name placard or something would be worth while
 - Laura has hers in her cubicle and no one has said anything about it
 - Lourdes has hers in her office, but not many people in her area go into her office space. Consider the cost for having an additional name plate for your door (?)
 - Should we make a new item (?) and, consider the cost
 - Perhaps do something similar to the SafeZone recognition sticker. Heavy laminate, customized, something that does not look like an award
 - The Outreach Committee volunteered to discuss further provide alternatives
- The CPC Annual Retreat will be held on July 12th, 2018 at the Iris and Michael Smith Alumni Center from 8:30 am-3:30 pm – members, please contact Megan if you have a conflict
 - CPC committee Chairs – please keep an eye out for an email for planning your committee work session
 - CPC members – you can expect a retreat agenda about a week in advance. Megan will solicit your info on any dietary restrictions
- Evaluation of the FY18 CPC Executive Committee
 - APC members participated in a process to evaluate the APC Executive Committee
 - The CPC Executive Committee believes this would be good for us too! The CPC Executive Committee has prepared an evaluation and encourages and appreciates honesty and, for all CPC members to complete this
 - CPC members agreed to participate. Brian Gilbert will send out a link to the evaluation survey. Evaluation responses will be anonymous. The survey will be open until June 29th

- **Campus Climate Survey**

This important campus-wide bi-annual survey is coming in the fall of 2018. Coordinated by the Office of the Vice President for Diversity – the employee Councils have been given the opportunity to submit up to five questions to be included in the survey. Are there specific questions or themes CPC wants to be sure are included in the 2018 survey?

- One intention/hope of the 2018 survey is to obtain more unit level data. To focus outreach, education, and new initiatives – it would be helpful to administration (and even campus committees like CPC) to have more granular data, at the unit level – however, what is the (smallest) sample size that still protects anonymity?
- Council members had numerous concerns, not necessarily related to adding additional questions but related to protecting and ensuring anonymity for respondents. Depending upon the design of the survey the types of demographics questions – concerns varied
- If asked to select “department”, employees in small units may not feel their anonymity is safe. Will employees be able to check “other” for department level?
- Can the survey be designed to allow employees to opt out of answering particular demographic questions? (Understanding, this is a trade-off – if enough people opt out of certain questions or, choose “other” for their unit – the survey results may not allow for specific follow-up in units that may really need some improvements to climate)
- CPC members were concerned that employees will not participate if department heads send out the link to participate. Department heads should certainly email support and encouragement to discuss the importance of the survey, but not send the link. Who should send the link? Maybe it is sent several times from various parties – the department (?), the Vice President for Diversity, and/or the employee councils (?)
- CPC has a role to play in encouraging participation in this survey
- Perhaps Jennifer Schneider could attend a CPC meeting in July/August or September to talk about confidentiality in the Campus Climate Survey
- Megan and Wayne will discuss with APC and Faculty Council leadership about adding questions specific from the employee councils. Megan can get existing survey questions from Jennifer Schneider for review. If any, CPC would want to create questions that are actionable, so that it is possible to formulate goals in response. Megan will send any draft questions out to CPC before submitting them to the Campus Climate Survey committee. Possible question themes might be:
 - Do you understand the level of advocacy your share governance group gives to you?
 - Are you aware of these resources (list specific resources)?
- Megan will email the Campus Climate Survey committee about the CPC concerns and questions discussed at this meeting

Election of CPC Treasurer for FY19

Following the recent resignation of CPC Treasurer, Anthony King, nominations for a FY19 Treasurer were sought via email from the current membership. Nicole Johnson self nominated and provided a statement of interest contained in the meeting packet

- A motion was made by Wayne to elect Nicole Johnson as FY19 CPC Treasurer, Kelly seconded – motion carried

Congratulations – and thank you – to Nicole

Approval of CPC FY18 Annual Report

A draft of the CPC FY18 Annual Report, prepared for Dr. Tony Frank and Vice President Lynn John was included in the meeting packet along with a request for review and suggestions for any changes or updates

- Bob Schur provided some minor edits (correcting capitalizations and titles) via email
- Megan suggested the number of CPC Communicator's sent be updated from six to seven (to include the one to be sent next week)
- Stacey will spell out "SB-200" to "Senate Bill 200"
- Kelly made a motion to approve the CPC FY18 Annual Report inclusive of the revisions noted here being completed, seconded by Laura – motion carried
- Stacey will complete these edits and send to President Frank and Vice President Johnson

CPC Committee Reports:

- Communications – Will Schwab & Megan Skeehan
 - The committee needs a new Chair (or Co-Chairs) for FY19. As Megan will be CPC Chair, and Will is going to be Chair of Outreach Events! (Megan will still be active and engaged with the committee)
 - The next *CPC Communicator* will be sent out on Monday June 18th
- Employee Recognition – Carol Carroll
 - For FY19, the new chair will be Nicole Johnson
 - The committee recognized five Everyday Hero Awardees in the last three weeks, two more to be awarded in next two weeks – information will be sent to Laura to publish an article in SOURCE. Altogether, there were 12 Everyday Heroes recognized in FY18!
- Legislative – Brian Gilbert
 - No report – as the 2018 Legislative session has concluded
- Outreach Events – Kristin Stephens
 - Will Schwab will be the new chair in FY19
 - Summer dates for the Mobile Food Pantry include: June 28th and July 19th. If you are interested in volunteering, please contact Will. To volunteer, please be available from 3:15-3:30 pm for training and then, on the distribution line from 4-6 pm
 - The Mobile Food Pantry will return in the fall – [dates](#) are available now
 - [School is Cool](#) – is currently seeking donations of materials. Will can reach out to schedule CPC as a group to volunteer for the backpack preparations and delivery if we are interested – more info to follow
 - The 9th Annual Employee Appreciation Event will be held on Wednesday, Sept. 12th, CPC will need all hands. Mark your calendars – plan to attend, and volunteer!
 - If anyone wants or need information about Colorado WINS, Will has a current contact and can put you in touch
- Work Life – Kelly Hixson
 - Looking to FY19 and the coming Campus Climate Survey – reviewing results can be a useful mechanism to identify topics for Work Life to focus on
- Executive – Stacey Baumgarn
 - Wayne will be sending out an email to all CPC members seeking volunteers and interest for service on our CPC committees for FY19

- New email addresses have been created for Executive Committee members! Please use these email addresses whenever you need to contact one of the Executive Committee members. These email addresses will follow the officer and not the individual – allowing for continuity and easier record keeping of the work of the Council
 - cpc_chair@mail.colostate.edu
 - cpc_vicechair@mail.colostate.edu
 - cpc_treasurer@mail.colostate.edu
 - cpc_secretary@mail.colostate.edu
- The decision to create these email accounts builds on the development of the CPC shared network drive, helping us keep historical records and archive information in an ongoing manner
- Leah Bosch will be serving as the CPC webmaster for FY19 and Megan will guide as needed. If you notice any website updates – please share with Leah
- At the May CPC meeting, the Council voted to submit a letter of support to create CSU as a mid-term polling location. On June 1, 2018, Shannon Wagner (Chair of APC) and Stacey prepared and sent a joint letter of support
- Thank you from Stacey – Stacey is grateful for the opportunity to participate in and contribute to CPC as the Chair for the last three years – and suggested the Council should be proud of its accomplishments and value its role on campus – and, continue to work to represent State Classified employees through active participation in shared governance here at CSU

Meeting adjourned at 2:45 pm **Thank you!**

Classified Personnel Council Meeting

Meeting Minutes for July 9, 2018

Stadium Alumni Center Conference Room



**CLASSIFIED
PERSONNEL COUNCIL**
COLORADO STATE UNIVERSITY

Members attending:

- Jim Abraham, Environmental Health Services
- Stacey Baumgarn, Facilities Management
- Leah Bosch, CVMBS
- Carol Carroll, Facilities Management
- Nancy Cowley, Lory Student Center
- Lourdes Zavala, The Access Center
- Joseph Gallegos, Facilities Management
- Brian Gilbert, ACNS
- Wayne Hall, ACNS
- Kelly Hixson, Housing and Dining Serv.
- Dan Kelso, Central Receiving
- Clint Kranz, Housing and Dining Serv.
- Randy Lamb, Housing and Dining Serv.
- Anselma Lopez, VP for Enrollment Acc.
- Nicole Johnson, GSSE and Grad Programs
- Adrian Macdonald, Statistics
- Dustin Pothour, Facilities Management
- Chuck Richards, CSU Police Department
- Will Schwab, Facilities Management
- Megan Skeeahan, Dept of Accounting
- Laura Snowwhite, Business and Financial Serv.
- Kristen Stephens, Statistics

Ex-Officio Members & CPC Volunteers:

- Steven Dove, APC Representative
- Paige Flores, Department of Biology
- Eric Gardner, Housing and Dining Serv.
- Diana Prieto, Human Resources
- Robert Schur, Policy and Compliance

Members excused: Leah Bosch, Carol Carroll, Randy Lamb

Meeting called to order 1:03 pm

Announcements:

- *None*

Actions / Reports / Updates:

- Budget spreadsheet was presented by Nicole. It will be provided to all CPC members. The CPC budget is \$11K total for the fiscal year. A motion to approve the budget was made by Kelly, second by Anselma – motion carried.
- Stacey presented changes to the bylaws for the CPC after a review of the document this past month. The CPC authority rests on the constitution of the committee as the bylaws governing our operation. Changes have not been made in the past 3 years, so Stacey felt it was time to review and offer updates based on his experience as chair of the committee. Bob Schur assisted Stacey with the language and review of the document. A proposal for changes to the bylaws requires a 30 day waiting period so that everyone may have a chance to review and offer comments. The following is a summary of changes proposed. The edited document will be sent to all members for review.
 - Language moved from Article one to Article II
 - Nominations and Elections should be a single section, not two sections.

- Clarification made that the membership year is the fiscal year, July 1 to June 30.
 - Defined March 10th to call for nominations to the CPC in line with the APC date for nomination. This provides for a joint call for membership to the councils and better advertising of shared governance to all CSU employees.
 - Clarification on the verification process to be done by the executive committee in determining eligibility of potential members of the council. The executive committee would work with Administration staff to do this.
 - Clarification on how ballots would be distributed by either paper or electronic, or both.
 - Clarification that ballots would be returned to the Vice President for University Operations.
 - Appointment of 3 Tellers (Election Officials) who are not running would be appointed by the executive committee. Could be State Classified employees not on the CPC
 - The last day of May was added as a deadline for an end of call to nominations.
 - Constitution states CPC can have 30 members. If more than 30 positions are requested, a new part now defines a clause that the CPC may hold a special election. This allows a separate call to fill council positions.
 - Vacancies addressed when a member resigns or terminates a term of membership on the council. A person filling out the vacancy would be serving out the term of the previous member.
 - Clarification made as to past chair shall be invited to serve as an ex-officio member of the council if the membership term of the chair has ended. Ex-officio is a non-voting member.
 - Clarification made that the chair and vice chair have expenditure authority for the council and that authority can be delegated to other members.
 - Clarification on CPC secretary duties.
 - Clarification made that council meetings do not need to be monthly, but nine meetings per year must be held.
 - Clarification made that a quorum involves a majority of voting members of council.
 - Clarification made on who can designate travel – it is now chair or vice chair.
- Megan spoke about possible guest speakers this year and informed the council that she intends to bring in more speakers this year. Some persons mentioned as possible speakers were:
 - Debbie ? from Neighbor to Neighbor would like to introduce herself and go through the program – Neighbor to Neighbor provides personalized advice on purchasing a home, renting, or financial advice and resources. The August or September meeting will be the goal to have her speak.
 - Strategic Diversity Plan (Shannon ?)
 - Lynn Johnson to talk about the living wage initiative and wage compression.
 - PERA Representatives to discuss the impacts of the newly passed PERA bill.
 - Campus Climate survey representative (Jennifer Schneider)
 - No committee reports were presented at the meeting.

With no other business, the meeting was adjourned at 1:40 PM. **Thank you!**

From: [CPC Website](#)
To: [cpc secretary](#); [cpc chair](#)
Subject: New submission from CPC Committee Report
Date: Tuesday, August 7, 2018 8:23:00 AM

CPC Committee

Communications Committee

Email:

leah.bosch@colostate.edu

Date of Meeting

08/02/2018

Time of Meeting:

10:00 am

Location of Meeting:

2537 Research Blvd

Members Present:

Laura Snowwhite
Dustin Pothour
Leah Bosch
Megan Skeehan

Topics/Issues Discussed:

- 1) Welcome
- 2) Meeting time and Place
- 3) Communicator
- 4) CSU Life/Source

Action Items:

- 1) The communications team will be meeting the 1st Wednesday of the month at 2:30pm in the Beaver Creek conference room at 2537 Research Blvd
- 2) We are planning to send out a new communicator the week of August 27th. Laura will have the draft ready around August 20th. Items highlighted: Cafe Well, Employee Appreciation Event, Community Welcome, Education Assistance Award, EveryDay hero revamp, Shared governance, and Presidents Fall address
- 3) We will continue to submit to CSU-Life (each issue), and Source (as needed). Megan will contact CSU-Life to find out what our submission deadlines are. Leah will provide rough draft for first article introducing the CPC. Who we are, what we accomplished last year, and what we hope to accomplish this year.

Do you wish to provide a verbal update at the next regular CPC meeting?

No

Next Meeting:

September 5, 2018 at 2:30pm - Winter Parking meeting room 2537 Research Blvd.

From: [CPC Website](#)
To: [cpc secretary](#); [cpc chair](#)
Subject: New submission from CPC Committee Report
Date: Wednesday, August 1, 2018 10:05:51 AM

CPC Committee

Employee Recognition Committee

Email:

nicole.johnson@colostate.edu

Date of Meeting

07/27/2018

Time of Meeting:

10:00 am

Location of Meeting:

LSC Room 303E

Members Present:

Nicole Johnson, Stacey Baumgarn, Anselma Lopez, Nancy Cowley, Megan Skeehan

Topics/Issues Discussed:

- How to update the Everyday Hero Award Process
 - o Need a new “look” for the certificate, but keep it fairly casual in keeping with the style of the award
 - o Start sending letters to supervisors when their employees win the award, with employee permission
 - o Invite winners to join a CPC meeting
 - o Submit articles to Source once per month (if there were winners that month)
 - o Update the questions asked during the interview to help interviewees feel comfortable answering and get some interesting tidbits for the article
 - o Winners will be notified that they will be entered into a raffle for a prize at the end of the year (athletic tickets or swag from the bookstore)
- Educational Assistance Award
 - o Decided on dates for this year and a schedule going forward for when applications will open, close, and when the committee will review:
 - Fall 2018: Applications due August 31st
 - Spring 2018: Applications open October 1st, due November 30th, committee to review 1st week of December
 - o Going forward:
 - Fall applications open March, close end of April, committee reviews 1st week of May, notify winners end of May
 - Spring applications open October, close end of November, committee reviews 1st week of December, notify winners end of December
- Outstanding Achievement Award
 - o Discussion about making the application for this award the same as for the AP award for ease of nominator not knowing if employee is SC or AP
 - o Committee could reach out to nominators of Everyday Hero winners to suggest that they nominate for this award as well

Action Items:

- Stacey to contact Erika Borges to ask what certificate templates she uses
- Nicole to contact Kelly Hixson to ask when certificate templates are used in Housing
- Nicole to contact Shannon Wagner to align applications for the Outstanding Achievement Award
- Megan to update the Educational Assistance Award to be fully online, applicants to apply through the CPC website (done!)

Do you wish to provide a verbal update at the next regular CPC meeting?

Yes

Next Meeting:

September 5, 11am, LSC Room 303E

Sent From: Classified Personnel Council - <https://cpc.colostate.edu>

From: [CPC Website](#)
To: [cpc secretary](#); [cpc chair](#)
Subject: New submission from CPC Committee Report
Date: Tuesday, July 17, 2018 11:12:49 AM

CPC Committee
Outreach & Events Committee
Email:
will.schwab@colostate.edu
Date of Meeting
07/17/2018
Time of Meeting:
10:00 am
Location of Meeting:
GSB 303
Members Present:
Lourdes Zavala, Carol Carroll, Brian Gilbert, Joseph Gallegos, Will Schwab
Topics/Issues Discussed:
Reminder about School is Cool and the Mobile Food Pantry Talked about a new idea from the CPC placards "ASK ME" slogan Discussed plans for the employee appreciation event and the homecoming parade. Talked about a CPC Fall or Holiday Event
Action Items:
*Schedule Outreach Monthly Meeting for 3rd Tuesday of the month 10 am *Will Schwab to attend Employee Appreciation Event Committee Meetings
Do you wish to provide a verbal update at the next regular CPC meeting?
No
Next Meeting:
Tuesday August 21st

Sent From: Classified Personnel Council - <https://cpc.colostate.edu>

From: [CPC Website](#)
To: [cpc secretary](#); [cpc chair](#)
Subject: New submission from CPC Committee Report
Date: Wednesday, August 8, 2018 10:38:12 AM

CPC Committee

Work Life Committee

Email:

Kelly.Hixson@colostate.edu

Date of Meeting

08/07/2018

Time of Meeting:

02:30 pm

Location of Meeting:

LSC Commons

Members Present:

Kelly & Lourdes

Absent:

Bob

Emma

Leah

Randy

Joe

Topics/Issues Discussed:

1st meeting of the new year:

Write up TIPS for Work/Life Balance to add to the Communicator or create flyers to put in mail boxes

TIPS on "How can I improve my Work/Life balance"

TIPS: How to unwind at night; Turning off the electronics

TIPS: Healthy Boundaries

Day Care Benefit-parents can drop off their kids 20 days/year in a pinch/bind or be allowed to bring your kids to work

Professional Development: How do I go about this-what are the steps-what is the cost-is there grants/scholarships available-how do I find them/out-how do I apply; fees for books-is there funding? how do I find them/out; rent the books-C2C fund the rental or can the rental fee be waived for Classified?

Bring back Brown Bag Lunches: New topics; motivational speakers; guest speakers that will help navigate through the processes; ex housing, financial aid, continuing education, grievance process; so you had your eval & you don't agree: How can I LEAP, etc.

Brown Bag Walks-stress reliever work/life balance

Action Items:

Kelly will contact Will about putting in some TIPS in the Communicator; guidelines; deadline etc

Do you wish to provide a verbal update at the next regular CPC meeting?

No

Next Meeting:

10-01-2018

Sent From: Classified Personnel Council - <https://cpc.colostate.edu>