

Classified Personnel Council Meeting
Tuesday November 19, 2019 10:00am-12:00pm
Regular Monthly Meeting
LSC 324



CLASSIFIED
PERSONNEL COUNCIL
COLORADO STATE UNIVERSITY

Agenda

Agenda

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| <input checked="" type="checkbox"/> Jim Abraham, Environmental Health Services | <input checked="" type="checkbox"/> Amber Lobato, Housing and Dining Services |
| <input checked="" type="checkbox"/> Stacey Baumgarn, Facilities Management | <input checked="" type="checkbox"/> Anselma Lopez, VP for Enrollment Acc. |
| <input checked="" type="checkbox"/> Leah Bosch, CVMBS | <input checked="" type="checkbox"/> Adrian Macdonald, Statistics |
| <input checked="" type="checkbox"/> Nancy Cowley, Lory Student Center | <input checked="" type="checkbox"/> Rachel McKinney, VP for Diversity |
| <input checked="" type="checkbox"/> Emily Farrenkopf, College of Liberal Arts | <input checked="" type="checkbox"/> Dustin Pothour, Facilities Management |
| <input checked="" type="checkbox"/> Joseph Gallegos, Facilities Management | <input type="checkbox"/> Chuck Richards, CSU Police Department |
| <input checked="" type="checkbox"/> Brian Gilbert, ACNS | <input checked="" type="checkbox"/> Meg Skeeahan, Dept of Accounting |
| <input checked="" type="checkbox"/> Magdeline Golnar, College of Liberal Arts | <input checked="" type="checkbox"/> Laura Snowwhite, Business and Financial Serv. |
| <input checked="" type="checkbox"/> Wayne Hall, ACNS | <input type="checkbox"/> Kristin Stephens, Statistics |
| <input type="checkbox"/> Kelly Hixson, Housing and Dining Serv. | <input checked="" type="checkbox"/> Kate Sherman, Political Science |
| <input checked="" type="checkbox"/> Randy Lamb, Housing and Dining Serv. | <input checked="" type="checkbox"/> Lourdes Zavala, The Access Center |
| <input checked="" type="checkbox"/> Valerie Lewis, Health Network | <input checked="" type="checkbox"/> Alisha Zmuda, Student Disability Services |

Ex-Officio Members & CPC Volunteers:

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

Guests:

Corey Martin
Jeff Cornelius
Rachel Barrett
Steve Ross
Katie Paeklar

Call-to-Order

- Approval of CPC 10.15.2019 Meeting Minutes
Stacey emailed his suggested changes to the minutes. *Motion to approve by Nancy. Second by Laura. Motion Carried.*

Guest Speaker

Aaron Fodge – President’s Safety Task Force

- The President’s Safety Task Force was formed after a student was struck at a crosswalk. It was the first student fatality in 20 years at CSU from a traffic incident.
- President McConnell requested a deep look into traffic and overall safety on campus.
- Aaron is here today to present results of the work thus far and asking for feedback from the CPC.
- Infrastructure is not the only component of safety. The deeper issue is how do we build a better culture of safety on campus.
- Safe travel benefits everyone and is the responsibility of all.
- The problem – existing conflicts between all modes of transportation requires both infrastructure and behavioral intervention.
- Task force Focus:
 - People (Enforcement)
 - Programs (Education and Outreach and Social Media campaign to influence culture)
 - Policy (Creating comprehensive policy addressing enforcement and traffic control systems.)
 - Projects (Infrastructure prioritized location improvements both short term and long term.)
- Early actions – In house inspection for safety has been completed. We hired a consultant to do an analysis of intersections for compliance with traffic control devices for signs, striping, sign distance, etc. We also updated a Cordon Study of key intersections looking at both volume and movements of all modes of transportation and compliance of users to traffic control devices. (Report due in November)
- We have examined intersection traffic counts. This includes the number of cars, bikes and pedestrians for a number of intersections and what are the peak numbers at specific times of the day. Where are the interior campus intersections that are the highest volumes and at what times? Intersections by the stadium are the highest. We figure 70% of our students live on the west side of campus. It is very to get into campus from the west side, but when you get to the core of the campus, that is where we see the conflicts.
- The perimeter of campus has much different counts and is comprised mostly of vehicles.
- Reported crashes on campus – 10% of all CSU reported crashes involve an injury; 3% of those crashes requires treatment. The vast majority of crashes are cars hitting other cars.
- Lake and Pitkin Street intersections have the highest number of intersection accidents.
- We have also examined CSU Bike trail traffic counts and by mode of transportation – Old University avenue between the library and the Student Recreation Center is where we see the largest issue with bicyclists.
- Intersections we are reviewing. We have money to address these sections – Plum and Meridian is our highest activity. Other intersections and areas are: the Library; Hughes Way and Meridian; Stadium Ave and Meridian; Lake and Meridian.
- New student housing will add 3000 student beds on Lake Street across from the Stadium.
- Potential Solutions – protected lanes with barriers, better design, separate designs.

Meg – How are you addressing scooters? I’m watching people using them in bike lanes. How is that impacting your study?

Aaron – I was pretty adamant about not having scooters. However, it is an equity issue. It appeals to a lot of people and it is reducing vehicle traffic. It is another audience that we need to reach out to with training and they need to learn the rules of the road. We haven’t had too many complaints about scooters. The big issue is where they are parking the scooters. We started a campaign called “Rams Ride Right” by giving out cash to those who do the

right thing, and an officer writing tickets for those who don't follow traffic laws. Scooters are exploding in use way more than bike share companies. We have to figure out what our responsibility is in educating our students and staff about use.

Stacey – What are the recommendations coming out of the committee?

Aaron – Coming up with programs that provide life skills. Looking for a mandatory life skills class required for all incoming freshman. Some campus require driver safety class if you check out a fleet vehicle.

Katie – How much interaction are you having with the city of Fort Collins on these issues?

Aaron – A lot of interaction. It is in my job description to work with the city on transportation issues.

Nancy – How much collaboration is happening with the City? especially the signal at Rockwell where students can activate a signal to cross, but they don't seem to use it much.

Aaron – The city has looked at that intersection quite a bit. They've had 3 different solutions for the at intersection, but I can look further into that with the City.

Meg – Meldrum vs LSC Lot – People are going everywhere on bikes as well as pedestrians. Our Parking lots can get chaotic. I think those areas are pretty bad and I would recommend taking a look at that in your next round of reviews.

Glen – You're saying the study involved all of the modes of transportation?

Aaron – Yes. It's important to note that 70% of our students do not drive onto campus. We see a spike in hourly parking during cold weather.

Joseph – Are scooters limited to speed? I didn't know that scooters are programmed to slow down.

Aaron – Yes, all scooters are limited to 8 mph. All scooters are limited to 7PM for use. This is a pilot program that could change.

Joseph – Where is the best resource to see the bike and scooter policy.

Aaron – CSUPD has updated its policy on these issues. Only difference between city and CSU is that the city allows you to ride on the sidewalk. CSU does not.

Joseph – What about pedestrian overpasses?

Aaron – Two issues – one is expense. Two is cultural – people prefer to use an underpass than an overpass.

Leah – Have you looked at our other campuses, south and foothills?

Aaron – More for bike trails, the foothills is kind of a blank slate right now. The VTH is doing their own analysis, but I think you will see that campus become more restrictive. We don't have the volumes of people for us to focus on those issues.

Stacey – Want to express my broad general support for this issue and encourage my colleagues to get involved with this issue so that our employee voice is heard. We can help with promotion and I think it is very valuable for employees. I would like to be part of that help.

CPC Committee Breakouts (10 mins)

- Get into groups and catch up

CPC Committee Reports:

- Communications – *Leah Bosch* – We Did not meet this month. Rachel made some updates to the website. Please review and let us know what you think. We wrote an article for the *Source* that was not published yet. We are not sure how we want to advertise new awards.

Meg – We have a meeting next month to talk about communication of awards.

- Employee Recognition – *Nancy Cowley* – We have 2-3 applications for the employee recognition award, and it closes on December 4th. The Positive Action Award is posted on our website. Please encourage people to apply. We are starting to look at our recognition luncheon, and due to expense, we will look to hold the event in the LSC if we can. We are planning for April 30th for the luncheon, but we will be looking into beginning of May if necessary.
- Legislative – *Brian Gilbert* – We haven't met this past month. We've discussed sick leave in our breakout session. General Council has denied our request to front load sick leave for new employees. A DPA rule states that an employee must earn sick leave. We're looking to see if it's possible to get the rule changed. We are going to reach out to Ramona Gomoll – Chief HR officer for the State Department of Personnel Administration. Ramona would be the person to figure out how we could look to change the rule.

Stacey – When we have a clear message on this issue, we should reach out to the State Wide Liaison Council to get their support as well.

Steve Ross – In dining services, we sign a waiver saying that we will stay home if we get sick. But we don't have sick leave. Front loading 3-5 days would be a big help.

Nancy – I believe there is a policy in our manual that you cannot forcibly require an employee to take Leave Without Pay.

- Employee Engagement & Experience – *Kelly Hixson* – Lourdes presented – We didn't meet this month, but we're looking to create an action plan to identify departments around campus where SC employees are located and then asking for time to present CPC goals. Gaining feedback from departments around campus would be helpful in ensuring we are moving in the direction our colleagues are expecting.
- Executive – *Meg Skeehan* – I will be speaking at 4 different admin meeting groups about CPC and what we're doing. I am looking to present at the CSU PDIs in January and will be looking for volunteers as well for to present. This semester, CPC and APC partnered with Canvas Credit Union to provide financial literacy sessions for employees. Canvas provided 2 separate classes on two different days for employees. Looking to schedule more of these sessions for the next semester. University Policy Committee – two representatives from the CPC are requested to participate in the committee. Adrian and Jim have volunteered to be on the committee.

Reports / Updates:

- Adrian Financial Update – not much spending going on this time of year. We have our lunch next month which will be our next big expense.
Meg – we will have reps coming and possibly Lynn Johnson.
- Spring meetings – discussion about scheduling etc. Committee decided 2nd Thursday from 1-3 PM. *Motion to approve by Leah. Second by Brian. Motion Carried.*
- Letter to the Governor/Governors Budget Proposal. Letter has been sent to Governor Polis. Meg adjusted the letter to address the new budget proposal by the Governor. The governor's office is proposing an 8 week paid family medical leave. State of Colorado is providing an additional 1-week leave up to 13 weeks. Current modeling for our budget is a loss of \$1.7M in budget for this next year. This will impact AP and faculty raises.
- Race, Bias, and Equity Initiative Proposal – Living Wage submitted by Stacey Baumgarn. Stacey wrote a letter of support for the CPC supporting the Race Bias and Equity Initiative.

Stacey – The intent of the initiative is establish a mechanism or process where CSU evaluates annually the local cost of living for all employees. All campus stake holders have a way to

provide input. I was able to get a letter of support from Mary Ontiveros (VP for Diversity). There is no current process for this issue – the reason being is that in 2016 we were looking to get all employees up to 30k salary by 2020. Because we were able to get there early in 2018, the annual review was never examined, hence the reason for the letter requesting an annual review process for the Living Wage Initiative.

- Spring election process for FY21 CPC membership
 - We are proposing to open nominations at the end of January/beginning of February, hold elections in March 2020. We have been holding elections in April and with the Luncheon, that does not give us a lot of time to get this done in a thoughtful manner. APC holds elections in March. We Would like to open self-nominations earlier in January. That would allow us to start the process earlier and have enough time to recruit new council members. We currently have 3 openings and 2 open terms. We would also have two partial terms that need to be fulfilled. There are a handful of people who would have to run for re-elections.

Meeting adjourned – **Thank you!**

Dates to remember:

- University holidays: Nov 28 and 29
- Dec 4. – Deadline for Educational Assistance Award