

Classified Personnel Council Meeting
Thursday November 19, 2020 1:00pm-3:00pm
FY21 Regular Monthly Meeting
Microsoft Teams



**CLASSIFIED
PERSONNEL COUNCIL**
COLORADO STATE UNIVERSITY

Agenda

Call-to-Order

- Approval of CPC 10.15.2020 Meeting Minutes

Guest Presenter

- Joyce McConnell, President of CSU

CPC Announcements and Updates

- CPC Membership – election for Abby Hanouw
 - Chuck Richards has left the university, his term ends June 2021.
 - Kathy Dahlin is stepping down to a volunteer roll effective immediately, she has a term that expires in 2023
 - General membership update
- Financial Update – Adrian
- HR Update - Robyn

CPC Committee Reports:

- Communications – Leah Bosch
- Employee Recognition – Anselma Lopez
- Legislative – Adrian MacDonald
- Employee Engagement & Experience – Meg Skeehan
- Executive – Meg Skeehan

Meeting adjourned – **Thank you!**

Dates to remember:

- Fall break November 23-27 – after fall break all academic functions will be virtual, however the campus will still be open
- November 23-25 are paid professional development days at CSU.

“We encourage all of you to use this time to explore strategies and resources that can help you maintain your own well-being and mental health. Please note that, due to the impact that COVID has had on the university’s budget, unfortunately, the university is not in position to fund professional development opportunities, but there are a number of existing university resources, including self-paced e-learning classes and focused reading lists that are included at the bottom of this message; these are by no means comprehensive or proscriptive. We encourage everyone to engage in whatever professional development activities feel most valuable to them.”

Q&A Topics for Joyce

- Can you give us more information about the Professional Development days you announced for November 23-25?
 - It's vague and open to interpretation and individuals are making their own conclusions to the rules, emailing them out to their units and later being told, their interpretation might not be right.
- What do you think are your three biggest wins so far at CSU? What are your three biggest areas of growth moving forward as President?
- Employee retention efforts; specifically young professionals
 - With many SC employees losing money (no raise, increased healthcare and pera costs) what is being done to support younger and mid-level professionals?
- With increased marketing from the new Communications Division does that include community engagement and outreach? Where does that lie and is there any focus to better engage? How are we supporting our community and strengthening the "pipeline" of community members to attend CSU
- Here at CSU, we have had a good history and practice of "shared governance." This has involved the three employee councils, as well as ASCSU, in concert with the Administration. Certainly there have been eras of more or less equity and access to administration from each of the councils through the years but recent history has served us well.
 - What is your perspective and outlook on shared governance at CSU? How do you see the employee councils, specifically CPC, engaged in and equitably engaged in your process of Strategic Transformation?
- What steps can we take administratively to reduce confusion on email announcements and policies, especially when there is a potential HR component?
 - *Some thoughts and context:*
 - At times broad emails go out to the CSU community with good intentions to provide relief or flexibility for employees comes at a cost. Emails can be vague which leads to individual units or colleges making decisions on the interpretation of the message. Then, after the fact, there may be policies or guidance from HR that is in opposition of those individually-made decisions.
 - A good example of this is the snow day change where now those that can work from home have to work virtually or take annual leave to care for children while on campus only workers get admin leave and can better take care of children/not be required to utilize their personal time. Two weeks after the fact we were told admin leave wouldn't be an option for remote workers.
 - When the communication is unclear it leads to people flexing to make it work as they interpret it. That's fine if we have the autonomy to do so, but often we find out after the fact that we did it wrong and need to fix it. That becomes a large administrative burden for some. Also, policies like must work virtual (for those that can) on snow days isn't inclusive and shows inequities between positions and situations. In this example, it would make sense to be able to utilize administrative leave for all (1st choice and consistent with the policy during non-COVID times) or allow people to take FFCRA as long as that is offered

because the reason they are working from home is COVID-related even if the closure of campus is weather-related.