

Classified Personnel Council Meeting

Thursday September, 2020 1:00pm-3:00pm

FY21 Regular Monthly Meeting

Microsoft Teams - to watch recording, please click [here](#)



**CLASSIFIED
PERSONNEL COUNCIL**
COLORADO STATE UNIVERSITY

Agenda

- | | |
|--|---|
| <input checked="" type="checkbox"/> Jim Abraham, Environmental Health Services | <input checked="" type="checkbox"/> Julia Innes, Facilities Management |
| <input checked="" type="checkbox"/> Stacey Baumgarn, Facilities Management | <input type="checkbox"/> Chuck Johnson, Facilities Management |
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| | <input checked="" type="checkbox"/> Alisha Zmuda, Student Disability Services |

Ex-Officio Members, CPC Volunteers and Guests

- Tori Anderson
- Catherine Douras, APC Chair
- Sue Doe, Faculty Council Chair
- Farrah Bustamante
- Shannon Boepple, APC Representative
- Rbryn Fergus, Human Resources
- Eric Gardner, volunteer
- Teresa Krueger, guest
- Robert Schur, Policy and Compliance
- Maria Zavala, volunteer

Attendance recorded via Poly Poll. Please reach out the cpc_secretary@mail.colostate.edu for corrections.

Call-to-Order

- Approval of CPC 8.20.2020 Meeting Minutes
 - Jim moves to approve, Stacey seconds - Approved
- Approval of Rachel McKinney as new CPC Secretary for remainder of FY21 year
 - Nancy moves to approve, Jim seconds - Approved

CPC Announcements and Updates

- Employee Appreciation – Meg
 - This year is odd with not being able to have events, but this year CSU is showing employee appreciation at all Human Bean locations. Employees can show their ID and get a free 20 oz beverage. That is through 9/19/20.
- Financial Update – Adrian
 - Not much of an update, just getting the \$250 payment for Victor ready. The CPC Executive Committee mentioned at the beginning of this FY that if various CPC committees needed any funding to come to them with that, and there have been more brainstorms on that. There's a desire for CPC to find innovative ways to use this year's budget since things are a bit different. Meg's chair report has more details.
 - Meg: Looking to speak with Lynn about what CPC has the authority to spend it's money on, while thinking about innovative ways to assist employees during COVID-19. Lots of ideas on how this could go, from masks to technology purchases to Rams Against Hunger donation.
- Survey for CPC Members – Meg
 - Executive Committee is working on updating the survey that was originally created back in May about how employees are feeling right now and how CPC can use their budget. This will be sent to CPC members only in the next couple of days, from Rachel. If we find something interesting from our CPC members, we can provide feedback to the President's Office. Survey will be completely anonymous.
- CPC Membership roster – Jim
 - (Screen sharing a spreadsheet) – Please find your name on this spreadsheet and make sure that the CPC committees you are on, are correct. Jim will put this in the files in the CPC Member General Chat so that everyone can look at it and update any errors. Please only edit your own information.
- Introduction of new APC representative, Shannon Boepple – Meg
- Request of new members – Rachel
 - New members, please provide photos so that we can get you added to the website! Meg and Rachel will send out a reminder email about this.
- HR Update – Robyn
 - Not much new on the HR front as of this week. One thing that did go out to faculty this week was an update about the Temporary Work Adjustment (TWA). The faculty put out a call for this b/c they are beginning to plan for next semester. If you are in need of a TWA then that process is available. The links for this are on both the OEO and HR websites. PSD and TSD have sent out changes coming for schooling in early October – so HR is aware that changes are coming, so if you have a need to submit a TWA request, that is available to you.
 - Questions:
 - Leah – On the CSU Covid website, there is a ticker of positive cases – is there going to be an area tracker to show where the cases are?
 - Robyn – The information is on that tracker is managed and handled by the Pandemic Preparedness Team (PPT) so I would need to check with them. They have a very robust contact tracing approach. The EHS team is contacting people who may have come in contact with positive cases.
 - Kelly: All of housing's cases are isolating in Corbett F &G wing, we have a few in Aggie Village & 1500

CPC Committee Reports:

- Communications – Leah Bosch
 - CPC is getting a Facebook Page! – hopefully going to roll it out at the beginning of October. Will try to fill up the page a bit before rolling it out. We want people to submit their ideas to the committee using a form on the CPC website. At this time we will only take submissions from CPC members. Planning on getting a CPC Communicator out at the beginning of October.
 - Questions:
 - Julia: Will you still be communicating through the other communication venues once the FB page is official?
 - Leah: Absolutely.
- Employee Recognition – Anselma Lopez
 - Met yesterday with the Employee Recognition Board about how we can collaborate. Also, 2 everyday hero awards will be written about soon and three of the five EAA have been awarded so far. Also working on writing articles that highlight different employee groups across campus that have really stepped up and done great things regarding COVID-19 and how we are adapting on campus.
 - Meg: EAB collaboration is still coming together, but we have some great ideas and a good start to begin! Stay tuned! I know EAB is looking for more unit/department recognition, go to <https://csueab.colostate.edu/> to nominate!
- Legislative – Adrian MacDonald
 - Legislative Committee Report out on State of Colorado Strategic Plan
 - Committee went through the strategic plan together. It was a bit vague as to how they gathered all of the information – there were some listening sessions, but it doesn't appear that CSU employees were invited? The group pulled out a few things that CPC may be interested in focusing on and has questions about.
 - 1) They said they were going to work on the 3 point scale for employee reviews – their timeline said it would take 3.5 years so we want to know why it would take that long?
 - 2) People were looking for opportunities for growth (promotion, job training, etc.) and the question would be what could CSU or the state do about this? Maybe an incentive for employers to hire from within rather than looking outside of the organization.
 - 3) A lot of the job classes currently requires supervision, and this is limiting for employees who are in smaller departments with no opportunities to supervise.
 - 4) People seemed interested in flex time and flex location – a lot of us have this now due to COVID-19, but we want to make sure this isn't taken away once things go back to normal.
 - 5) Annual leave and sick leave weren't at the top of the employee concerns, but we are wondering if that's because folks really don't understand the major discrepancies that this committee has been discussing.

- 6) Also wondering why we didn't get this report or why we weren't included in their tour around the state?
- Questions/Comments:
 - Robyn: Not sure why, a lot of times the DPA information has different distribution lists and aren't tied to the CSU HR Listserv. Not sure what the communication strategy was around the Listening Sessions.
 - Stacey: Is there an opportunity for more input? Or, is this your effort now... to try to influence an already published plan??
 - Meg: According to DPA, this plan is a "living document" and will be changing as we move forward I would encourage any input/feedback on the plan if anyone has time to review it so that when we meet with DPA again we can share feedback... which they asked for.
 - Leah: The covid leave pay ends at the end of January, has there been any more discussion on this at the state level?
 - Meg: Ramona has been helpful in understanding this more and it does seem like there has been more discussion about that. Ramona stated that CSU employees can currently go negative on sick leave balances b/c of COVID-19.
 - Nancy: Sorry I had to take a call and miss a minute or so of the conversation. I have heard through my department that hourly staff will begin to accumulate sick leave starting January. Any truth to that? Will that effect our campaign for upgrading the SC leave?
 - Meg: Nancy, I will earmark that and take that to my next meeting with Robyn.
- Employee Engagement & Experience – Meg Skeehan
 - We are going to connect with the recognition committee since there is similar work happening there. We can't do events so how can we reach out to areas and units about how we can support them? Hopefully have some bigger news to share in October.
- Executive – Meg Skeehan
 - All minutes from last meeting have been added to Chair report. We are looking at what we can do with our budget. Also talking about meeting topics. Looking to get info from the Pandemic Response Team. Annual Report was submitted last month – Lynn and Joyce were both really grateful and impressed by how much we got done and have gotten done since the pandemic. Talking about doing another meeting with Office of Personnel Administration. Asked the Legislative committee to do a first pass of the document that outlines the state of Colorado employee goals for the year so that we can ask some questions about it. Jack Wiley and Ramona Gamal have been great partners in this – they may be asked to come speak about collective bargaining in a future CPC meeting. Meg has heard from some folks that the Colorado Wins bandwidth is really stretched right now – mailboxes are full.

Guest Presenter

- Emma Chavez – CARE Coordinator – Emma's slide deck is available [here](#).

- Meeting adjourned – **Thank you!**

Dates to remember:

- Sept 29 – Canvas Credit Union Money Challenges: Tactics for now & later (sign up on mylearning.colostate.edu)
- Oct 8 and 14 - Canvas Credit Union: Credit Scores: Boost your score & save money (sign up on mylearning.colostate.edu)
- Nov 10 and 12 - Canvas Credit Union Estate Planning Basics (sign up on mylearning.colostate.edu)

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CPC Announcements and Updates

- Adrian Financial Update
 - Victor Wooten Honorarium is \$250
 - Requests for funding can be sent to Adrian cpc_treasurer@colostate.edu and Meg cpc_chair@colostate.edu
- President's Office Survey
 - Would like survey results to be shared with campus community, not just leadership, transparency would be helpful
 - Sue Doe heard that IR intends to send a report on the survey out next week. Not sure how the results are being reported or to whom but believes the report may go out to the whole campus.
 - Overall, most people saw the survey
 - 88% (16 individuals) mentioned they had seen the survey
 - 11% (2 individuals) mentioned they had not seen the survey
 - Comments:
 - I completed the survey but wondered why she was asking those questions when we are being told to continue to work from home. It was confusing and a little irritating to me.
 - Felt the survey was a bit leading- as if they wanted answers to lead to a certain outcome
 - I did not complete the survey as I found the wording confusing, wasn't geared toward someone who is working partially remote and partially on campus
 - It seemed a little late in summer to prep for FA
 - Leadership of HDS encouraged us to participate
 - The survey was not constructed well. The questions were too vague, sent too late, and there were not avenues for folks to share their concerns or needs
 - Questions
 - What are they planning to do with the results?
- Employee Voice Survey- (2016-2017) APC, CPC, FC all collaborated to create this survey. Results shared in meeting.

Summary: Survey that the councils wanted to do to determine what topics and resources are needed on campus. "Are we actually representing the needs of our employees?" Offered listening session to present findings. Used survey to identify priorities for councils to work on in the upcoming years.

- General themes
 - Affordable housing
 - Salary/Cost of living
 - Credit Card/Student Loan Debt
 - Medical health care
 - Parking
 - Childcare/Eldercare
- Recommendations
 - Work on Living Wage challenges

- Create opportunities for employees to strengthen their financial skills and gain assistance with home buying planning processes
- Educate employees about current resources that exist on campus to meet various needs
- Create a strategic, long-term plan regarding compensation increases to balance out cost of living expenses
- Continue looking at healthcare options including the creation of additional support resources for care givers
- Chancellor Frank in support of bringing the Employee Voice Survey back with minimal changes to get pulse on how things are progressing.
 - Change takes time
 - Affordable housing has been a discussion piece for a long time
 - Revitalize some committees that have fallen off radar a bit
 - Leah: Is there an update on the committees coming back online?
 - Meg: Has done an audit to determine what is active and what isn't. Has also reached out the President's Office. There is a lot on hold, but it is a good chance for things to get new life breathed into them.
 - APC and FC are also auditing their lists
 - Bob Schur- Dependent Care has not been meeting. You should see something from C2C soon about the new Sunshine House location at Lake and Shields that is now open and has capacity. CSU employees and students have priority placement at S.H.
 - Polly Poll: Should we conduct a new employee voice survey?
 - "Yes" 58% (10 individuals)
 - "No" 0%
 - "Maybe" 41% (7 individuals)
 - Comments:
 - Stacey B.- In full support of re-initiating the Employee Voice Survey but we need to be sure we have the support and bandwidth to take action with the findings. That may be the downfall of the last one. It took us too long to get results and a write-up. Then taking action was further delayed.
 - Rachel M.- I agree with Stacey re: bandwidth, but my largest concern is the president's office not letting us send it out like they mentioned with the survey we were crafting in April/May
 - Leah B.- Agreed, surveys only give a snapshot of someone's opinion at one point in time. Many times, the results are not relevant by the time something can be done with them.
 - Stacey B.- Exactly. It is tricky business. When we know (almost certainly) that we will not be getting a raise in a given year, to ask people how they feel about their pay is sort of a set-up. That can be true for any topic that may appear in the survey. Maybe it's a re-do of the President's survey and, as Rachael said - can we find out what people are most concerned with what they need?

- Meg- We need support and bandwidth
- Meg- Catherine, Sue, and Jim, did Nik Olsen and Ann Claycomb mention we can survey our employees at this point?
 - Catherine Douras (APC)- Understanding that we can survey our employees, but we can't do it through the main listservs, not without working with the President's Office
 - Sue Doe (FC)- Not sure.
 - Meg- Hesitant to send out a survey now. We will revisit this throughout the year after talking to the President's Office. Would IR assist with the data. A lot of bandwidth questions at this point in time. We should be doing pulse surveys throughout the semester
- Collective Bargaining Act – Many steps to come in the next year, more details will be available 2021 as things firm up. FAQ placed in chat. (DPA notes on page 7 of CPC Packet)
 - Last week Meg spoke with Ramona Gomoll and Jack Wiley with Adrian M. (Master of Coin, CPC) and Jim A. (Vice Chair, CPPC)
 - Meg- Collective Bargaining Act has passed and turned into a law. There is still a lot of work that needs to be done. There are a lot of questions surrounding dues to WINS. Only will pay into Colorado WINS if you opt to.
 - A few definitions- Broad definitions in FAQ
 - Covered Employee- non-dues paying member who would be represented in the bargaining efforts by Colorado WINS
 - Member- dues paying member who would be represented by Colorado WINS when they are doing negotiations with the State.
 - Non-Covered Employee- Depends on how many people you supervise.
 - Jim- distinction between being covered and non-covered or a member or non-member. Need to remain neutral in speaking on Colorado WINS.
 - There will be frameworks created and definitions tightened up. There is a lot of work that still needs to be done. We are unsure of the full details. At this point Colorado WINS doesn't have the staffing to keep up on the demand across the state. Over the next couple of years, they will need to expand employee roster to support all SC employees of Colorado.
 - Reminder- just because Collective Bargaining has passed, this does not mean we have all become dues paying members. It is your choice.
 - For now it is important to be as neutral as possible.
 - Please stay tuned, we will keep visiting. If you have any questions, please contact Meg Skeehan.
- Other items discussed during DPA meeting with Ramona Gomoll and Jack Wiley.
 - We asked in March if we could review their Strategic Plan
 - Ramona asked us to review Strategic Plan
 - Will be sent to the Legislative committee and CPC at large
 - Since Pandemic, State Classified employees have been given 40 hours negative for emergency sick leave

- Is this something that could be permanent for SC employees moving forward?
 - COVID-19 information and other questions or concerns – Meg. Take a moment to see if anyone has any questions or concerns. Happy to help folks navigate information.
 - Questions and Concerns
 - Leah B.- Childcare, I still don't know how I am going to teach my child and work at the same time.
 - Meg- Temporary work adjustment has been recommended, taking FML is a possibility
 - Robyn Fergus- Would like to echo what Meg mentioned. There is a form on OEO's website to apply for a temporary work adjustment, [click here](#).
 - The University's philosophy is that we need to apply maximum flexibility to support the work force. The HR community is trying to work with supervisors across campus to help them get creative to help folks while still ensuring work get done. This process can also be done informally.
 - Vulnerable individuals can also request modification to roles, that can be initiated through this same process. HR will help coordinate conversations with supervisors on campus.
 - HR has received around 95 work adjustment forms for childcare or dependent care. There are avenues to follow.
 - Leah- Know of parents who are holding their kids back a year because they can't manage. There are so few resources that will assist with education.
 - Meg- The Temporary Work Adjustment option is a huge help for dependent care in general. If you have any questions, the HR website has a great FAQ, [click here](#).
 - Meg- It takes time, and HR is doing a great job at addressing these issues.
 - Robyn F. – the CARE website also has a lot of wonderful resources, [click here](#). Emma is adding to the website every day. Trying to share resources, articles, and information from the community.
 - Meg- Emma will be at our September meeting to give us an update on CARE.
 - Meg- parking is being enforced again if you are on campus
 - Emily F.- We can only purchase spring parking passes starting on December 15th and you have to use the credit by Dec 30th, so make sure to set a reminder 12/15. Otherwise your credit will be forfeit.
 - Leah B.- when will we be asked to return to work on site?
 - Meg- It will depend on your role on campus, and your area/unit.
 - Amber L.- I have many staff members ask me if there is any possibility or talks about bringing back the critical service pay for front line employees.
 - Robyn F.- The Pandemic team has been monitoring the situation closely. Currently there is not a plan to offer critical service pay, but it may be an option depending on how things evolve. This issue is looked at weekly.

- Meg- We need to continue to be as flexible as possible. We will adjust appropriately as needed. Contact Meg with any questions.

CPC Committee Reports:

- Communications – Leah Bosch
 - Lean B.- No update. Committee has not met yet.
- Employee Recognition – Nancy Cowley – Meg subbing for Nancy
 - Recognition committee has approved 3 Educational Assistance awards for the semester. Technically 2 remaining for Fall, have switched to a rolling deadline. Encourage others to apply at this website, [click here](#).
 - Awardees are:
 - Stacey Baumgarn
 - Lonnie Williams
 - Sonya Graham
 - 2 everyday Hero nominees. Working on determining how to recognize these people.
 - Quarterly articles to SOURCE for award winner writeups, they will be grouped. Will work with the Communications team to get these published
 - Would like to work with the Communications team to highlight front-line State Classified employees such as individuals who work in Facilities and Housing and Dining. Way to recognize the hard work that is going on.
 - Updated automated email responses so that folks know general timeframe to eliminate questions
- Legislative – Adrian M.
 - Tackling the Collective Bargaining. Will try and reach out to Colorado WINS and meet with them to get an idea of how they view us, and if they would like to work with us (and vice versa).
 - Continue efforts toward increase Annual Leave.
 - Look at Strategic Plan from DPA and get back to Ramona with priorities
- Employee Engagement & Experience – Meg Skeehan
 - Continue working with Canvas Credit Union to provide online financial courses. Hopefully a schedule will be released soon
 - Working on highlighting some resources around campus. Get into meetings with different units to share information.
 - How can we recognize folks? Videos?
 - Highlight other resources that need support such as the food bank. The mobile food bank will be on campus.
 - The foodbank needs donations
 - Volunteering is encouraged, too
 - Events will not be in person this semester, brainstormed some other possibilities
 - Emma will share CARES resources and discuss what resources have been utilized over the past year.
- Executive – Meg Skeehan
 - Chair report has a lot of great information, found in CPC packet.
 - Discussion of future guest speakers
 - Possibility of having CO WINS attend a future CPC meeting
 - Chancellor Frank may come and speak to CPC
 - Generally discussed Collective Bargaining and remaining neutral at this time

- Open floor- Updates from others:
 - No discussion

Meeting adjourned – **Thank you!**

Dates to remember:

- Aug 24 – First day of Fall 2020 Semester

DRAFT

CPC Chair Report for September 2020

Oh Colorado weather... you never disappoint. 90+-degree weather, with apocalyptic skies from the smoke from the Cameron Peak wildfire one day, followed by a 70-degree temperature drop and snow the next day. Being from Colorado I am not too surprised by this late summer storm... I do hope it will help tame the fires that are raging in Colorado.



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Like the weather, I am amazed by how you (CPC members/CSU employees generally) have all showed up and accomplished so much – this is no ordinary fall semester. We are having to innovate every day, dig through mountains of information, learn new processes and methods... but maybe, after all of this and we make it through to the other side... Our community will be better than it was before COVID-19. We still have a way to go on this journey, and there is no map to read, no crystal ball to help with predicting what might happen... But, I know that at the end of this year I will be proud of everything this council and our CSU community will have accomplished.

One more note – shout out to all the parents and dependent care providers on the council – I don't know how you all do it, and honestly, I am amazed by the stories I am hearing from various folks that are on committees I sit on. You are all crushing it, even if it doesn't feel like it.

– Meg Skeehan, CPC Chair for FY21.

Where has Meg been?

Meetings and activity:

- Aug 21 – Workforce Support – COVID Recovery
 - This was a group that originally was meeting in April/May discussing the impacts of the budget on employees (talking through possible pay cuts or furloughs). The purpose of this group is not to continue that specific conversation but to keep talking about workforce needs as we move forward in the fall semester
 - Student employees was a big discussion point, reflecting on what went well in the spring, and what communication should happen regarding these employees for the fall semester (especially if we must go virtual before fall break)
 - Discussion on childcare/dependent care issues – an email that was sent to supervisors about this can be found at <https://hr.colostate.edu/covid-19-human-resources-faqs/child-and-dependent-care-guidance-for-supervisors/>
- Aug 27 – APC/CPC/FC Chair and Vice Chair Monthly Meeting
 - We talked about continuing the meetings with the President's office. Catherine from APC will work on scheduling our next meeting
 - We talked about the president's office COVID-19 survey, as we have been invited to have a meeting to review the report before it is sent out and provide some feedback moving forward

- Discussed the employee climate survey, if we bring it back we all agree that we don't have the capacity to address everything, that we would need institutional support (even for conducting and analyzing the data). It was proposed we possibly do the survey if we can get the support we need, and asking some more individualized questions of specific employee groups to aid our councils.
- Sept 3 – Presidents Office COVID-19 Survey De-Brief w/ Ann Claycomb
 - We had a chance to review draft findings and provide feedback on the report that will be released to the campus community
 - Discussion on pulse surveys, and possibly partnering with employee councils
- Sept 8 – CPC Executive Committee Meeting
 - Welcome Rachel!
 - CPC Membership update
 - One partial term (Magdelines...), and two full terms (I recently updated our membership list and realized I was wrong in thinking we had a full council)
 - CPC Innovation/Budget Request items
 - Survey of CPC members – what are you hearing from colleagues about what folks are needing?
 - We will add a question asking CPC to rank issues from the strategic plan page 6
 - I want to think this out more clearly and share with CPC – lets ask Lynn
 - Technology access/low income parent support
 - Educational Assistance Awards from our general fund?
 - Food/housing
 - Can we do mini-grants? (some departments might match)
 - Childcare
 - Technology
 - Donation to the food pantry/Rams Against Hunger?
 - Bookstore “gift basket” give away once a month
 - Big event in the spring?
 - Pre-buying items
 - Recognition – mailing items/gifts
 - External mailer?
 - I survived COVID-19 swag item (mug/water bottle)
 - Jim – this might be a good thing for us to brainstorm more detailed after this initial convo in the CPC committee chair/vice chair meeting that needs to be scheduled
 - FY21 meeting planning – guest speakers/topics
 - Tony Frank offered to speak on affordable housing, I would like to wait until some things are more settled, but we will keep this as a future option
 - DPA – come present in October on the strategic plan.
 - Emma Chavez and the CARE program – at our September meeting
 - PERA
 - Joyce McConnell (email request is out)
 - Robyn Fergus – HR update, COVID updates, etc
 - Have CPC send questions ahead of time
 - HR minute to update us each meeting – chance to clarify items from her office and also from our meeting
 - Aaron Fodge and Buckley on tele-working policy update

- Annual Report
 - This has been finalized and sent out
 - Let's get this on the website
- DPA Meeting
 - I would like to reach out and schedule another discussion with DPA soon. I would really like to have a detailed game plan, might be a good chance to share feedback/thoughts on the strategic plan
 - I have the strategic plan included in our "meeting packet" for exec team to start review
 - Legislative Committee items to focus on from the DPA Strategic Plan:
 - Address the 3-point scale – the timeline indicates 2.5 years to complete
 - People want more opportunities for growth – can the state do this? Or CSU? Incentive for employers to hire from within, to promote internal promotion
 - Promotion within job class requires being a supervisor and some departments/units are so small that this limits folks from being promoted
 - Drop this requirement from PDQs?
 - Flex-time, flex-location for work... make sure it isn't taken from folks once COVID is past, and also how can we support employees who can't access either of these options have other opportunities
 - Leave increases – not really a priority
- Sept 9 – APC/CPC Chair and Vice-Chair Monthly Meeting
 - Check in of CPC/APC leadership
 - Discussed the Taskforce that Jim is sitting on re: CSU PD Assessment
 - Follow up on meetings with Lynn Johnson and Robyn Fergus (Meg sent Tammy email)
 - Getting Joyce to our respective monthly group meetings
 - Catherine has also heard from Emily Lewis that they are looking to schedule regular meetings with Joyce and shared governance leadership
 - Discussed our budgets, and how to spend our money – both councils are feeling a bit lost on this. We will discuss with EAB to see what they are looking to do. APC liked some of the ideas from the CPC executive meeting discussion
 - Both councils will continue to work on our university committee list review/audit
- Sept 9 – Assessment Group for Diversity Issues
 - Intro of new and old members
 - Discussion on Shannon Archibeque-Engle now leading the committee, Mary O. will be retiring Dec 31
 - There will be a national search to replace Mary
 - Discussion on next survey – we plan on keeping it mostly the same (this will help with comparative data accumulation), perhaps adding a few questions in to gain some clarity... Committee will get the survey and review before our next meeting and then give any comments/suggestions/thoughts
 - Discussion on communication, making sure folks know what we do with the information from the survey, and how we use it to affect change. Also acknowledgement that there may need to be some damage control done after

the survey out of the President's Office on COVID-19 as there were concerns about privacy and it being truly anonymous.

Coming soon:

- Sept 14 – CPC Recognition Committee
- Sept 17 – HDS Supervisor Meeting – Present on CPC
- Sept 17 - CPC Regular Meeting
- Sept 17 – Trans and Non-Binary Support
- Sept 18 - Workforce Support – COVID Recovery
- Sept 21 – CPC Chair/Vice Chair with Robyn Fergus
- Sept 24 - APC/CPC/FC Chair and Vice Chair Monthly Meeting
- Oct 1 – CPC/APC with Lynn Johnson and Nik Olsen
- Oct 2 - Workforce Support – COVID Recovery

Reminders / Resources:

- For the most up to date information on the return to campus for Fall 2020 I encourage you all to reference the <https://covidrecovery.colostate.edu/> website
- Childcare guidance email and information sent to supervisors <https://hr.colostate.edu/covid-19-human-resources-faqs/child-and-dependent-care-guidance-for-supervisors/>

Any questions? Let me know! – thanks ☺ – Meg
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