

Classified Personnel Council Meeting
Thursday April 17th, 2025. 1pm - 3:00pm
Regular Monthly Meeting LSC Room 300



**CLASSIFIED
PERSONNEL COUNCIL**
COLORADO STATE UNIVERSITY

Agenda

Call-to-Order -- Chair Jim Abraham called the meeting to order at 1:00 p.m.

Guests – 1:00PM – 1:35 PM - University Updates

- **President Amy Parsons**

- Multiple forums have been held on the budget, the budget remodel, federal impacts, and the strategic roadmap. We want to be transparent on all these issues and what is happening.
- Much of the semester has been focused on the federal impacts, some of which impact students directly. Others affect academic programs, research, and our budget.
 - With the budget, the state numbers are locked in, but there is a lot of uncertainty at the federal level with the stock market fluctuations and what the federal agencies will do next with the indirect cost caps and research funding. It is an unusual budget cycle and set of circumstances.
 - We have created two websites this semester, one to cover federal updates and the other to track research impacts. Questions can be submitted on the website. If there are many questions on the same topic, a new section will be added, and new resources will be put there as they come out.
 - The Incident Management Team (IMT) meets every day, as well as with employee council leadership on Friday mornings.
- This semester we have implemented the Strategic Roadmap. The roadmap will take the University's priorities and map them to all the existing strategic plans and set goals and metrics to track. We are getting this ready to be presented to the Board of Governors.
- Another focus has been on the budget model redesign. Coming into this next year, we will be running the new budget model along with the existing budget model. We will run them side by side, see how it goes, and make any tweaks to it as we go into next year.
- We have some new facilities coming up. We are making progress on the Veterinary Health and Education complex on South Campus, as well as on the Clark Building. We will also be building the new engineering building on the Plaza where Glover currently is located.
- Our first University-wide commencement is on May 16th. Volunteers are needed for the big commencement ceremony, as well as for the smaller ceremonies that will be held.
- We are doing our first major concert in Canvas Stadium this summer on July 21st and 22nd.

- **Vice President Brendan Hanlon** discussed the budget. This year, the state capped what we can increase for our tuition rate but gave us more money directly. This is why we ended up at the compensation model we did, with a 1% compensation increase for faculty and administrative professionals, with only the bottom 75% receiving the increase.

- There is always a delicate balance between how much we increase our tuition rates without harming our enrollment. We are hoping this composition change will help us remain competitive.
 - We are finalizing the budget materials for presentation at the Board of Governors.
 - Believe we have been able to mitigate some of the most consequential reductions, and understand that all reductions are consequential, but we have been able to move through them thoughtfully.
- CPC members discussed the concerts coming up in July and the partnerships involved. A member suggested opening one of the dining halls closest to the stadium to provide additional lunch and dinner options on campus.
 - Questions were raised about parking and campus logistics on those days for the concerts. It was indicated that this is being worked out.
- A question was raised about the increase of administrative professional positions over the last four (4 years) with a loss of 335 state classified positions over the same period, and how we justify the increase of administrative professional positions, when faculty has only increased a small amount, as well as enrollment, and our raises have trailed far behind in inflation.
 - It was indicated that most of the administrative professional positions are research positions, which are funded by grants. There are also auxiliary groups and roles.
 - CPC members discussed the transition of some people from state classified to administrative professional positions. Additional discussion was held around frustrations on the promotion limitations for state classified and that only a move to an administrative professional position allows this opportunity.
 - Members asked for clarification on why certain positions are considered state classified and others are administrative professional.
 - **Vice President Eric Ray** clarified that any positions that are gift-funded are administrative professionals, which also include auxiliary positions. Would be happy to provide additional resources and materials to explain this.
- A question was asked about whether there was any further movement on subsidized housing for employees.
 - The housing programs on campus were discussed, as well as the increased funding for the mortgage insurance program.
 - Additional comments were made about parking subsidies, as well as cheaper options for lunch for employees on campus.
- CPC members and guests discussed movement by CSU and other universities in response to the federal impacts. The APLU filed suit over the weekend about capping the indirect cost recovery rate and the State of Colorado has brought forward multiple lawsuits.
 - Members were directed to the federal updates website, where information is being updated around lawsuits and declarations made, as well as other federal updates.
 - Members additionally discussed the issues regarding international students.

CPC Announcements and Updates 1:35PM – 2:20PM

- Review and Approval of February Minutes.
 - Approved.
- COWINS Update – Eric Gardner if available
 - Nothing to update. The next meeting is on Thursday, April 24th.
- Resource Fair and Earth Day Volunteers – Bear and Julie
 - Volunteers are being sought out for this event.
- More Council communication updates planned for all staff
 - **Chair Jim Abraham** discussed the IMT and communications that will go out following those meetings.
- Banquet Feedback – Postmortem meeting should be conducted
 - We had around 140 people attend, and the space was great. There were a lot of compliments with how the event was coordinated.
 - A request was made to have the scripts for the awards so the individual statements could be sent to each award recipient.
 - A meeting will be coordinated to discuss the banquet.
- Committee report forms – Open discussion on recent meetings
 - It was noted that the annual parking permit cost was going up 7.5%. Daily and hourly rates will not be affected.
- Council Executive Committee Elections in May. New Format to be followed.
 - We will follow the new format outlined in the bylaws that were approved in January. Encouraged members to reach out if they are interested in any of the leadership positions.

CPC Committee Reports:

- Communications – Teresa Runge
 - The CPC Communicator is scheduled to go out on April 30th. We have an article from Adrian Macdonald about the trip to the capitol, as well as a Day in the Life and awards. There will be other information on scholarships and introducing our new members.
 - Amy Barkley will handle some of the bigger picture updates for the website and we will handle the smaller updates. Most of the bigger updates will happen over the summer to ensure PDFs and other materials meet accessibility requirements.
 - It was suggested that a spreadsheet with phone numbers for members be created as a living document.
- Employee Engagement and Experience – Barrett Winder – EEE Survey follow up
 - Only item is survey follow-up. We will go through the survey responses and see if there are action items.
- Recognition – Jillian Zucosky – Banquet Feedback – Postmortem meeting should be conducted
 - Nothing further to report.
- Legislative – Adrian Macdonald

- Eight (8) members went down to the state capitol. Discussed some of the communication issues once we were down there. We were introduced to the Senate.
- Executive – Jim Abraham
 - One of the changes we have discussed is having our committees set in June so we can have goals outlined in July and be ready for the retreat in August.
 - We may reschedule our meetings for May and June, since they conflict with commencement and Juneteenth.

Open Discussion – Department Issues, Speaker Feedback – 2:45 - 3PM

Meeting adjourned at 3:08 p.m. – **Thank you!**

Dates to remember:

Too Many to list for these next few months.

Check out: <https://calendar.colostate.edu/facultystaff/>