



**CLASSIFIED
PERSONNEL COUNCIL
COLORADO STATE UNIVERSITY**

**Classified Personnel Council Meeting Minutes
February 20, 2025
1:00pm – 3:00pm
LSC 300**

Attendance:

CPC Attendance					
	Name	Department		Name	Department
X	Jim Abraham	EHS		Amber Lobato	CSU PD
X	Dominic Anaya	HDS Facilities	X	Adrian MacDonald	Statistics
X	Danell Bartsch	College of Business	X	Corey Martin	Financial Aid
X	Nancy Cowley	LSC	X	Sammi Milyard	CSU PD
X	John Farnes	HDS Facilities	X	Diane Riggs	Student Disability Center
X	Julie Giron	Chemistry	X	Teresa Runge	Student Disability Center
X	Wayne Hall	Experience & Collaboration		Perry Todd	HDS Facilities
	Brian James	CSU PD	X	Amp Gonzalez	HDS Facilities
X	Renee Johnson	Financial Aid	X	Barret Winder	HDS Facilities
X	Kirsten Kraft	HDS Admin	X	Lourdes Zavala	Access Center
X	Millie Mitchell	Student Disability Center	X	Jillian Zucosky	Office of Registrar

Ex-Officio Members, CPC Volunteers, and Guests:

Ex-Officio and Guest Attendance		
X	Scott Michelena	Guest
	Jeff Dodge	SOURCE
X	Zoella Lane	Guest
X	Heather Bellotti	APC Rep; College of Liberal Arts
X	Eric Gardner	COWINS
	Tammy Hunt	Guest
X	Amy Barkley	Guest – Faculty Council

Agenda

Meeting Called to Order: 1:07 p.m.

Guests – 1:00PM – 1:30 PM

- Brendan Hanlon – VPUO – Budget Update

Vice President Brendan Hanlon: Stated that he was here on behalf of Eric Ray, Vice President of Human Resources, and Matthew Tillman, Chief of Staff for the Office of the President.

- The third version of the budget was presented to the Board of Governors two weeks ago. The budget still showed stress at the bottom line for both scenarios. The first scenario involves a 0% year-over-year growth in state support and an allowance of a 5% tuition increase. The second scenario has a 3% increase in state support and a 3% increase in tuition. Neither of these proposals have come from the Joint Budget Committee (JBC).
- There was a document sent to Chair Jim Abraham, which gives a framework of the state budget itself. This document is the structure of the state budget and how the state budget allocates money. There are items that are non-discretionary, such as K-12, Medicare, social services, federal programs, and items that are discretionary, which includes higher education.
- There is another document that is a Joint Budget Committee analysis of the budget deficit and how long it will persist. The issues with the state budget are structural, which indicates that it is a multi-year problem. There are two (2) factors here, which involve their expenditure profile exceeding the revenues they are collecting, but also exceeding the lower level, which are the TABOR revenues they actually keep. Even if they moderate expenditures down, they would still be in excess of the TABOR limitation. The long and short of it is that we are preparing ourselves for a more sustained state funding challenge in multiple years, not just fiscal year 2026.
- We are in the process of reviewing over five hundred (500) different budget reduction proposals that we have received from across campus to assist in balancing the budget. We are also having conversations similar to this one. The latest version of the budget still has a 3% compensation increase for administrative professionals and faculty, and we are asking what people consider as the trade-offs and the cuts required to maintain that increase.

Eric Gardiner (COWINS): Discussed COWINS and the budget. There are discussions about the Joint Budget Committee potentially voiding the agreement for this year given the budget constraints, but there may be a partnerships agreement dispute filed. Stated that he is unsure if this partnerships agreement dispute would be filed against the Joint Budget Committee or the state in general. It sounds like it would hurt the University to provide that 2% increase for state classified employees if it will have to be cut from somewhere else.

Vice President Hanlon: We have made our case to the state, and all the chief financial officers for institutions of higher education acknowledged the COWINS agreement., We are trying to make the case for all our other employees as well to see a consistent raise in pay. Those dollars that they send to campuses are not the equivalent to what other state agencies receive.

A member asked a question about those departments that are auxiliary and self-funded.

- If none of the state employees get the 2% raise, we will not get it either, correct? Would assume that the money would go back into our fund. Vice President Hanlon stated that if the agreement was modified and those costs were not incurred, the auxiliary funding would remain constant, and the money would not be allocated for those purposes.

CPC members discussed the budget constraints and the state budget, as well as the partnerships agreement for Colorado State University.

- Vice President Hanlon: We have the proposals that have been submitted, and proposals that were implemented last year. We have been using the annual budget process to make those decisions. We reserve the right to implement things in front of us earlier. We have to close our base profile of spending to match our base profile of revenues.
- It was indicated that payroll is one of the largest parts of the base, with some units having up to 90-96% personnel, which makes this challenging. There is not a lot of room left anymore for not impacting positions, vacant positions, and people.

CPC members discussed the levels of directors versus staff and wondered why there is so much management. Vice President Hanlon indicated that there are options for averaging this out. There might be reasons for different ratios across campus.

- If you look at state classified employees, they cannot move anywhere unless they are a supervisor. At the administrative professional level, there are a lot of directors supervising one person. It makes sense to give people promotional opportunities as valued employees, but it starts creating these gaps underneath that are getting filled with other management positions, creating this upside-down pyramid.

Chair Abraham: Asked if there were any questions regarding the administrative alignment.

- Vice President Hanlon: We are attempting to have a standard job description and mimic the state classified structure. It is a goal to have more consistency across the University.
- Vice President Hanlon explained the process behind this decision regarding administrative alignment. With this realignment, we wanted to discuss how we can deploy these resources in a different structure over a longer period. We are not talking about reducing headcounts, but we might change deployment and spans of control and how we support different units.
- We will talk about the alignment and go through the assessment process through the end of 2026. We will engage with people across campus and have informed conversations about how we have different processes, systems, and resources across campus.

Members discussed the state budget and issues around ballots with funding attached.

- Vice President Hanlon: The current forecast for the state budget's revenues is growing. TABOR limits that growth and the matching programs consume a greater share of the overall financial profile of the state's budget. If these items are non-discretionary, that means cuts have to come from the discretionary items to balance, which includes ballot measures that have costs but no source of revenue.

Chair Jim Abraham: Discussed the executive orders coming from Washington and CSU's response. We are heavily leveraged for federal funding, and the "Dear Colleague" letter states strictly what can be allowable in everything from job descriptions to positions.

- Administration is trying to calibrate how we support students and not put people in the crosshairs. There is thoughtful deliberation happening daily, if not hourly, about how to best support students.
- Chair Jim Abraham encouraged members to reach out if they had anything they wanted to share with University leadership.

CPC Announcements and Updates 1:30PM – 2:45PM

- Review and Approval of January Minutes

Hearing no edits, a motion was requested to approve the CPC January meeting minutes.

- Dominic Anaya moved and Nancy Cowley seconded. Motion approved.

- COWINS Update – Eric Gardner

Gardner (COWINS): The labor management committee will be meeting on the 25th, first official meeting. There will be six COWINS members, six management members across the campus (Slice, Facilities, Housing & Dining, Human Resources, among others). Explained the potential agenda items, which include things from the original partnership agreement.

- A member requested that the discussion regarding the upside-down pyramid of staff to management be taken up at the meeting.

- New Member Application – Scott Michelena

Jillian Zucosky moved for approval of new member, Teresa Runge seconded. Motion approved.

- New secretarial duties – Amy Barkley – Faculty Council executive assistant.

Chair Abraham: Introduced Amy Barkley, from Faculty Council, who will be taking over doing the minutes for CPC, as well as some website duties. It sounds like there will be a group getting together to discuss the CPC website. The agendas and meeting packets will still come from Teresa Runge and we are not eliminating the CPC secretary position. This is just to create more consistency across the employee councils and assist with work.

- Committee report forms – Open discussion on recent meetings

Chair Abraham: Reported on recent Administrative Professional Council meeting. Research is going to hit CSU hard. With indirect costs, grants currently cover up to 54.5% and that is being taken down to 15% based on a recent executive order, but we will see how that plays out.

Barrett Winder: Discussed the possibility of setting up coffee hours for people to come discuss issues or concerns. We are also working on setting up a happy hour at the Ramskeller where state classified personnel can come together in a social setting.

Members were reminded to complete the state classified survey. An additional discussion was held on the Employee Climate Survey, which has been delayed, as well as the language in the state classified survey based on recent executive orders. A request was made for paper versions

of the survey and it was noted that there is a QR code for those who do not have access to a computer.

CPC Committee Reports:

- Communications – Teresa Runge

Teresa Runge: The next CPC Communicator will go out in April. This will include all the information about the awards banquet. There has also been a suggestion to interview someone who is state classified. We are also hoping to get a group together to discuss the website.

- Employee Engagement and Experience – Barrett Winder

Barrett Winder: This group met and touched base about the Career Fair table in May, as well as an event on Earth Day. We have also reserved a room for March 13 from 5-7pm for a happy hour for state classified staff at the Ramskeller. More information will be sent once details are finalized.

- Recognition – Jillian Zucosky – Nominations closed for Awards Banquet. Next steps

Jillian Zucosky: We received fifty-one (51) nominations between the two (2) awards. We need a volunteer to help with reviews for the Positive Action award, which we have fifteen (15) nominations for.

Members discussed the optics of the banquet, as well as some of the details around a room reservation and potential attendance.

- Legislative – Adrian Macdonald

Adrian Macdonald: Will be getting a meeting on the calendar to look at a potential trip to the state house. If any members are interested, encouraged them to reach out.

- Executive – Jim Abraham

Chair Abraham: A big focus was getting nominations for the banquet, which was successful. We also discussed Amy Barkley's position and getting her onboard.

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

Barrett motioned, Diane seconded.

Meeting adjourned at 3:03 p.m.

Dates to remember:

Too Many to list for these next few months.

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