

Classified Personnel Council Meeting
Thursday March 13th, 2025. 1pm - 3:00pm
Regular Monthly Meeting
LSC Room 300

Agenda

Call-to-Order - Chair Jim Abraham called the meeting to order at 1:06 p.m.

Guests – 1:00PM – 1:35 PM - Strategic Roadmap for CSU

- Matt Tillman, Chief of Staff for President Parsons
- Kim Miloch, Chief of Staff for Provost Underwood

Chair Abraham introduced Matt Tillman and Kim Miloch, who will be going over the Strategic Roadmap.

- Matt Tillman: Emphasized the use of the word “roadmap” as this is not a new strategic plan.
- Kim Miloch: The President’s priorities are heavily relied on in this document. Discussed the major priorities outlined in the document, which include student success, institutional competitiveness, and academic and research excellence. Directed members’ attention to the democracy initiative as part of the land-grant mission.

Jillian Zucosky: Asked about some of the words in the roadmap that have been indicated as questionable in the current climate.

- Miloch: When the bulk of this started, we did anticipate that there might be changes that the current administration. Emphasized that this does not change our mission.
- Zucosky: Wondered if this could be considered more of a living document that can be edited as we go along.
- Tillman: Expressed agreement that it was a living document and will be edited as we go along. A redraft of this has not been made, but we have survey pieces and we want to see everything before making changes.

Lourdes Zavala: When describing this, recruitment and retention was mentioned. Asked if retention was included in this document. There are often not just challenges, but external restraints such as housing.

- Tillman: Not affordable housing specifically, but we are aware that it is an issue.
- Miloch: This is a little higher level, because it will be more specific at the unit and division level. Within Student Affairs and Faculty Affairs and Student Success, as well as Advising, these aspects are integrated with understanding the challenges that students face. Employee success is also student success, so they are not mutually exclusive.

Chair Abraham: Asked for a deeper dive into the discussion around employee success, specifically state classified, since a lot of our work is support for faculty, research, facilities.

- Miloch: We don't have a benchmark or baseline data to establish a metric around this but we are working on gathering that. Will also say that some of this should play out in a large version of this plan in terms of tactics and strategies not just for employee retention but employee career advancement. Mentioned exit interviews. Indicated that the environment matters and it is important that employees feel they can come here and want to come here.
- Nancy Cowley: We do exit interviews here at the Lory Student Center, students or otherwise. The issue we see with the exit interviews is that we see there is no consistency, and if there were, we might see more success.
 - Clarification was requested on what was meant by "no consistency" regarding the exit interviews.
 - Wayne Hall: Asked where the data goes and if each department keeps their own data. It was stated that WorkDay would likely help with this.

Chair Abraham: Asked about growth and administrative support. There has not seemed to be consideration for the support that new buildings require, once we receive the capital funds or donations for building it. Those buildings need administrative support, facilities, etc.

- Tillman: The roadmap includes a 10-year campus and capital plan.
- Zucosky: The capital plan was supposed to be worked on about two (2) years ago, wondering where the progress is with that.

Zavala: In terms of state classified and opportunity, it feels we may have less opportunity due to a smaller amount of funding. Asked about the metrics around opportunity gaps for first-generation students.

- Miloch: Opportunity gaps would refer how prepared students are to enter colleges, as well as socioeconomic status. The number one predictor of graduation rates in the nation is the socioeconomic status of the student the day they enroll in college. The short answer is that we want socioeconomic neutral outcomes. How are we addressing the different challenges and the different experiences that students bring to this campus once they're here?

Tillman: The next steps for this would be to send out the Qualtrics survey through CPC leadership, which will be open through mid-April. There will also be open forums in April as well.

Chair Abraham: Asked for a brief overview of the Incident Management Team.

- Tillman: Explained the structure of the Incident Management Team (IMT) and the working groups attached. This group meets every day, as well as a longer meeting on Mondays, Wednesdays, and Fridays to tackle larger problems.

- Zucosky: Asked about the “Dear Colleague” letter. Haven’t seen anything else since then.
 - Tillman: Suggested that members go to the federal updates website. There is an FAQ that was developed based on the letter. The FAQ helped to guide us, but it came a week after the “Dear Colleague” letter. Noted that 60 colleges have been named as part of an investigation, and we have seen \$600 million pulled from Columbia University.
 - Miloch: All these measures are an opportunity to be proactive.

John Farnes: Asked about the state budget, as well as the hiring chill. Asked if there were any questions about buyouts.

- Tillman: The Joint Budget Committee, or state legislature, is in committee today. There was discussion that these buyouts were not cost-effective.

Amp Gonzalez: Asked how the group is navigating the more challenging aspects going on right now, especially following the directives from the current administration and the legality of following through on them.

- Miloch: Described some examples from previous institution. Reminded members that executive orders are not law, and this does not mean we will be targeted, and we should lean into our mission. Our policies are good.

Additional questions were asked by members around website edits, issues with TA oversight in the classrooms and requests from students to be taught by professors, as well as standards for the use of AI.

Chair Abraham: Asked if there was any feedback to take back to the IMT.

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

- Review and Approval of February Minutes.
 - Zucosky moved, Kirsten Kraft seconded. Motion approved.
- COWINS Update – Eric Gardner if available
 - COWINS is getting ready to meet regarding issues at the state level.
- New Member Application – Zoelle Lane
 - Cowley moved, Diane Riggs seconded. Motion approved.
- Council Chairs and Vice Chairs to receive regular updates from President’s IMT.
- All Councils Meeting – March 31st – Never No Summer Room or On-line.
 - All staff are invited.
- Meeting on Federal initiatives and budgets – President Parsons
- Committee report forms – Open discussion on recent meetings

CPC Committee Reports:

- Communications – Teresa Runge
 - Will meet in April and get things together for the next CPC Communicator for the end of April. Submissions are due by the week before.

- Will get a group together to discuss updating the website.
 - There was a discussion about the listservs and potentially updating these.
- Employee Engagement and Experience – Barrett Winder – EEE Survey out
 - CPC happy hour is tonight at the Ramskeller.
 - Discussed the survey that was sent out and response demographics.
 - A request was made to set up meeting with Jim, Bear, Wayne, & Amber
- Recognition – Jillian Zucosky – Status of Awards Banquet
 - The budget was discussed for the event and where costs currently are. A suggestion was made to get party trays as a cost-saving measure.
 - The event was moved from the Never No Summer ballroom to a larger ballroom to have more space.
- Legislative – Adrian Macdonald – Trip to State Capitol
 - The trip to the State Capitol is next Thursday. The logistics of the trip were discussed.
- Executive – Jim Abraham
 - There are discussions about having President Parsons attend CPC, potentially in a hybrid format.

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

Meeting adjourned at 3:00 p.m.

Dates to remember:

Too Many to list for these next few months.

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