



Classified Personnel Council Meeting
Thursday, October 16th, 2025. 1:00pm - 3:00pm
Regular Monthly Meeting LSC Room 308-310

Agenda

Call-to-Order -- Vice Chair Sammi Milyard called the meeting to order at 1:01 p.m.

Guests, 1:00PM-1:45 PM – University Updates

- President Parsons and Provost Underwood, CFO Hanlon – University Update
 - The Board of Governors meeting was last week, which included lunch between board members and the shared governance leaders.
 - October is the time that the least is known about the budget, because there is no direction yet from the Joint Budget Committee or the Governor’s office. This information will be provided soon and the budget will start to refine.
 - President Amy Parsons highlighted some positive items happening:
 - CSU had record enrollment this year, which indicates that people value what CSU provides.
 - Last year, we set a record in philanthropy, which is a vote of confidence from our alumni base.
 - CSU also had record research expenditures. Awards are still being won, and faculty are still competing, so there is still money coming in from the federal research side despite the federal landscape.
 - Retention and graduation rates continue to go up.
 - Vice President Eric Ray acknowledged that there are questions regarding the hiring chill process. We are continuing to work through this and will look at these every week.
 - One of the concerns that was brought forward was the transition to Workday with regard to hiring, and we will have pauses of some of those processes as we transition.
 - Vice Chair Milyard read out questions from CPC members:
 - What is the University doing to attract and retain specialized employees such as police officers and skilled tradespeople and facilities management?
 - Vice Chair Milyard indicated the issues within the Police Department as an example, and that some decisions can push people out, as well as create a loss of institutional knowledge.

- Issues around the lack of exit interviews, as well as the cost of replacing staff versus retention, were brought up as part of the discussion.
 - Additional concerns were expressed regarding issues that may arise due to understaffing in various areas.
- An additional question was asked around the downsizing concerns in Housing and Dining, and whether this was limited to that area as well as an expected timeline and support for employees through the process.
 - It was indicated that there is no downsizing planned for Housing and Dining. The guidance in the hiring chill process is to prioritize and look at opportunities to repurpose for other priority areas as part of the review process.
 - Vice President Ray indicated that there are resources available in Human Resources for individuals to come discuss their career visions and provide counseling through the process. Indicated that any talks about reductions or reassignments are determined by the partnership agreement and the processes, should there be any need for that.
- An additional question was asked around the Human Resources and Finance realignment process and whether employees would have clear reporting lines and defined responsibilities.
 - Vice President Ray indicated that they are working to preserve reporting lines and responsibilities with any changes made and to maintain connections to departments. There are conversations happening on what those structures look like.
- A question was asked about how many state classified employees were participating in the Ram Leadership Collaborative.
 - There were 189 applicants, and space was made for 28 people. There are 15 administrative professional staff and 13 faculty. Employee classification was not asked on the application.
 - An overview was provided on the program and what topics are being covered.
- An emphasis on leadership training was discussed and how to scale this up. President Parsons indicated that this is one of their priorities and is on the radar of the Cabinet for the spring.
- CPC members were additionally asked how they would like to participate in the budget conversations as we move through the budget year, besides the open forums.

CPC Announcements and Updates, 1:50 PM-2:30PM

- Review and Approval of September Meeting Minutes
 - Brian James moved, Tyler Heyne seconded. Motion passed.
- ASCSU Update
 - No update at this time.
- COWINS Update
 - No update at this time.
- Election of New Member David Hendrix
 - Nancy Cowley moved, Zoelle Lane seconded. Motion passed.
- Council ‘Meet and Greet’ event Feedback
 - Dates for upcoming events were provided to members.
 - The next Q&A session will be on December 11 in Lory Student Center Room 312 from 10:30am to 12:00pm.
- New CPC Book club – Leadership books given out at retreat
 - Nancy Cowley gave an overview of where the book club is in “Leaders Eat Last” and discussions at the recent book club meetings.
 - The Book Club was challenged to come up with some curriculum for the leadership certification.
- Free Speech Policy Rescinded
- Committee Budgets
 - An overview of the budgets was provided to members, as well as what items are being requested within those budgets.
- Jim appointed Interim Director of EHS – starting November 11th. Staying on as Chair
- November Speakers ideas?
 - PERA Representative, Matt Ricke
 - Members were encouraged to send any other speaker ideas to Chair Jim Abraham and Vice Chair Milyard.
- Board of Governors meeting this week.
- Resource Fair November 11th – HDS Be Well.
- Name tags to be ordered – Any others need added to this list?
 - Email secretary@colostate.edu by EOD October 23rd
 - Amy Barkley
 - Tyler Heyne
 - Zoelle Lane
 - Scott Michelena
 - Millie Mitchell
 - Lesia Wronski
 - Evan Horn
 - David Hendrix

CPC Committee Reports, 2:30-2:45

- Communications

- The next CPC Communicator is being sent out soon.
- The website is going to move forward with a redesign.
- Employee Engagement and Experience
 - The committee met last Friday. There is work being done to get some updated event materials and plan future events.
 - A suggestion was made to create information cards similar to Faculty Council. Amy Barkley offered to potentially repurpose the template for CPC information.
- Recognition
 - We are working with APC this year. They have sent some marketing material, and we need to lock in deadlines to provide to them.
 - Two nominations have come in for Everyday Heroes.
 - The committee will meet to discuss the deadlines for cohesive information coming out from APC and CPC.
 - A faculty member was requested for representation on the Outstanding Achievement Award committee.
- Legislative
 - No report at this time.
- CPC Subcommittee on HR and Business Operations and Consolidation
 - Exit interviews have been discussed. There is a range of what people and divisions do across campus.
 - A suggestion was made for some sort of exit interview panel.
 - The subcommittee discussed the transition to Workday and the trainings happening for that transition.
 - Phase 2 of the alignment is starting soon and groups of people will be getting together to discuss certain subsections. People have been nominated to the groups for CPC representation.
- Book Club on Leadership

Council and Committee Budget

	Budget	Spent	Remaining
Executive	734.83	310.59	424.24
Retreat	1,515.17	1,515.17	-
Legislative	500.00	-	500.00
Communications	500.00	180.00	320.00
Recognition	7,000.00	-	7,000.00

EEE	750.00	98.77	651.23
TOTAL	11,000.00	2,104.53	8,895.47

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

Meeting adjourned at 3:03 p.m – Thank you!