

Classified Personnel Council Meeting
Thursday, September 18th, 2025. 1:00pm - 3:00pm
Regular Monthly Meeting College of Business
Rockwell East "Classic Rock" Room 119



**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

- Marsha Benedetti, Director of Talent Development. Update on Supervisor Training.
 - Marsha Benedetti provided an overview of the supervisor development training and the name change to "Supervisor Foundations".
 - Supervisor Foundations will include a few classes that are already required in the current class structure, including Mindset for Supervisors and Rules of the Road.
 - There are four (4) dimensions that we consider important for leadership and are outlined in the training: self-awareness, people-centric skills, team effectiveness, and systems thinking.
 - Benedetti discussed numbers around how many people have completed the training.
 - CPC members discussed accountability around completion of the training, as well as suggestions for recurring training or refresher courses.
 - The leadership certificate program was discussed, which requires taking more classes beyond the six (6) identified in the foundation series. This would be more individualized based on what the individual wants to focus on.
 - Some additional programs and initiatives were discussed:
 - Benedetti mentioned the practicum classes that allow people to reengage with the information.
 - Dialogue sessions are held for anyone who completes the certificate. Those are done twice a year and dig into questions about how people have been using these skills in their role and what barriers may still exist.
 - There is one-on-one coaching with one of three (3) facilitators, which allows people to do a deeper dive on things they may be struggling with on a one-on-one basis.
 - There are also customized workshops.
 - There has been a lot done regarding change management recently with all the changes occurring.
 - There is an emerging leaders program that we revived.
 - There is department and chair onboarding, where we talk about leadership skills and provide resources.
 - There is something being brainstormed around supervisor engagement, and a PDI session will be held in January.

- It was emphasized that the directive and emphasis on importance of these trainings needed to come from President Amy Parsons.

1. CPC Announcements and Updates, 1:40 PM-2:30PM

- Review and Approval of June Minutes
 - Tyler Heyne moved, Kirsten Kraft seconded. Motion passed.
- Introduction of ASCSU Representative and new Liaison to CPC – Ellie Lutz
 - Chair Abraham introduced Ellie Lutz, who will be serving as the ASCSU representative to CPC to strengthen that relationship.
- COWINS Update
 - Kirsten Kraft indicated that they were providing new employee orientation on campus. Things will likely ramp up starting next month. The group will meet every other Monday starting next week.
 - No further updates at this time.
- University Vehicles Policy
 - Feedback was received from campus about this policy, specifically regarding having to renew MVRs each year. That has been removed, and now employees will just need to sign a document each year indicating that there is nothing new on their record.
 - Tammy Hunt indicated that the new form is available as a link in the updated policy.
- Election of New Member Evan Horn
 - Tyler Heyne moved, Adrian Macdonald seconded. Motion passed.
- Approval of new terms for Amber Lobato, Adrian Macdonald and Jim Abraham
 - Nancy Crowley moved, Kristen Kraft seconded. Motion passed.
- Report of Shared Governance Chairs meeting with Chancellor Frank and President Parsons
 - The meeting was called to discuss a wide range of issues within higher education, as well as concerns around communication.
 - It was noted that there are several lines that the Board of Governors is standing behind, which includes a rigorous defense of academic freedom, defending the curriculum, hiring integrity, and ensuring a non-discriminatory environment.
 - Chair Abraham discussed Trio, which is a federal program to help underprivileged or minoritized groups gain access to college. The program is ending due to withheld funding, despite winning a lawsuit to release the funds.
 - CPC members discussed communication issues and how to ensure information is being shared.
- Council Chairs and Vice Chairs meeting with President Parsons, Provost Underwood, CFO Hanlon
 - Supervisor training was discussed, as well as potential development of a certificate program through CPC leadership.
- New Monthly Employee On-line Forums and 'Meet and Greet' events

- These will alternate between meet & greets and forums. The next meet & greet is on October 13th.
- The forums have an online option, and are an opportunity to engage around questions and concerns from employees.
- New CPC Book club – Leadership books given out at retreat
 - Chair Abraham encouraged members to reach out if they did not receive the books or journal that were provided at the retreat.
- Free Speech Policy
 - The process for the approval of the Free Speech and Peaceful Assembly policy revisions were discussed.
 - Chair Abraham indicated that he met with leadership regarding the revisions. It was pointed out that the revisions following established Supreme Court precedent and law. The major changes involved chalking and employee free speech.
 - There was discussion in this meeting about holding a training around First Amendment, as well as the creation of an FAQ regarding the revisions.
- Committee Budgets
 - Recognition Committee: roughly \$7,000 to help cover banquet costs.
 - Communications: about \$500 to help with website redesign and purchase Canva licenses for some of the CPC members.
 - Legislative: \$500 to cover costs of going down to Denver.
 - EEE: \$750 to cover costs of getting new swag.
 - Tyler Heyne moved, Corey Martin seconded. Motion passed.

2. **CPC Committee Reports, 2:30-2:45**

Elections of Chairs and Co- Chairs. Goals and Discussions

- Communications
 - There is an initiative to get the website revamped to more closely match Faculty Council, as well as potentially APC if they go the same route.
- Employee Engagement and Experience – Ice Cream Social and Feedback
 - About 140 people came to the ice cream social, including President Parsons.
- Recognition
 - The committee met this past Monday, September 15th, and will meet again in a few weeks. A shared inbox has been developed where nominations can be sent.
- Legislative
 - The committee met a few weeks ago and is discussion the shift differentials issue brought forward by Sammi Milyard.
 - Waiting on more information following the special session regarding the budget.
 - The committee is tracking the potential movement on increasing sick leave.
- CPC Subcommittee on HR and Business Operations and Consolidation
 - The first meeting of this group was on September 10th. We discussed what some of the members experienced with regards to HR.

- There was discussion about getting involved in the HR budget realignment and then focusing on onboarding and standardization of onboarding across campus.

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

Meeting adjourned at 3:02 p.m – **Thank you!**

Events:

- 4. President’s Fall Address – October 8th**
Homecoming and Family Weekend – October 16th – 18th