

Classified Staff Council

Tuesday, November 2, 2016
General Council Meeting & Hot Topics 3:30 pm
Tubac Room, Student Union

MINUTES

- I. Welcome and A Call to Order – Christina Rocha, CSC Chair**
- II. Roll Call - Attendance Sheet**
View sign-in sheet attached
- III. Approval of Minutes (October) – Christina**
There was a motion to approve and a second motion by another representative. The minutes were approved from the general council meeting on October 4, 2016.
- IV. Announcements – Christina**
 1. **Introduction of new members:** Michelle, Jana, Mitchell
 2. **Introduction of Andrea Holm, APAC representative**
- V. Treasurer’s Report – Sylvia**
- VI. Lynn Nadel - Regents' Professor & Chair of the Faculty, Office of the Provost**
Update on the search for a new UA President
 1. 8 committees are represented
 2. Only 1 meeting has been held so far
 - a. Private meeting, regarding: legal matters and the characteristics that they will be looking for
 - b. In the candidate search, they will be looking for someone who:
 1. Understands the University – what it is made up of/ culture
 2. Understands the academic side
 3. Innovative and unique
 - c. Would like to hire by July 1, 2017
 - d. We have hired a search firm to help select candidates and our Provost is one of the candidates
 - e. New president and new provost by July
 - f. The members of the group represent the university as an entirety, not their individual groups
- VII. HR Updates - Josie Kelly, HR Rep**
Josie was absent, however, many attended the Resource Expo!
 1. Festivus: November 10th – 40% off one item at the bookstore
 2. New/Upcoming professional development
 - a. Enroll directly from the HR website
 - b. Minimum of 10 people vs. being overbooked & waitlisted
- VIII. Topic ideas for the UAccess Speaker Series/Symposium - Catherine Zavala**
- IX. Performance Evaluations & Career Conversations – Marcie Krogstad & Thomas McDonald, HR**
The survey generated high numbers: 219 in less than 2-weeks!
 1. Overall, 87% of employees felt prepared for their evaluation/conversation and 90% of the discussions were with their direct supervisor
 2. Moving onward – this new format is short and sweet, there are no scores, it allows room for constructive criticism, and they are future oriented
 - a. A guide for supervisors on giving feedback
 - b. Allows the employee to give feedback on the supervisor
 - c. Performance issues can be timely addressed instead of once a year during this conversation
 - d. Loose tool; helps point you in the right direction for initiating those conversations



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3. Q&A

- a. Can we make it a requirement?
 1. HR is trying to make this the social norm
- b. Where can you find the template?
 1. Hr.arizona.edu → forms → career conversations → downloadable

X. Closing Comments, Ideas & Questions

XI. Wrap-Up – Chair, Christina Rocha

XII. Adjournment

UPCOMING PERSONAL & PROFESSIONAL GROWTH

- *UA Leadership on Demand: Social Justice Leadership w/ Zachary Brown & Devon Thomas – November 15, 2016 – Tubac Room, SU*

NEXT GENERAL MEETING & HOT TOPIC

- *Diversity & Inclusive Excellence w/ Jesús Treviño – December 6, 2016 – Ventana Room, SU*

COMMITTEE UPDATES:

Classified Staff Council Committees:

Communications & Marketing – Jeff/Diane

Crossroads Conference – Janet

Emily Krauz Staff Award – Janet

Membership – Angie/Jeff

Programming – Angie/Katie

Staff Appreciation – Gloria

Stuff the Cat Tran – Christina

University Committees:

Appointed Professional Advisory Council – liaison comes to us

Campus Emergency Response Team (CERT) – Richard/Diane

Campus Recreation – Katie/Jenny

Commission on the Status of Women (CSW) – Amy/Gloria

Emergency Employee Fund – Christina

Employee Recognition/ On Our Own Time – Christina/Grace

Faculty Senate – Amy/Kim – *see below*

Naming Committee – Christina

Parking and Transportation Advisory Board – Richard/Grace

President's Cabinet – Christina

Strategic Planning Budget Advisory Committee (SPBAC) – Christina/Diane

Tri-University Planning Committee – Executive Board

UA Retiree Association – Angie

University Hearing Board – Richard/Gloria

Special Committees:

Human Resources – liaison comes to us

Legislative AdvoCats – Diane – *see below*

Childcare RFI – Katie/Kim

10.3.16 | FACULTY SENATE

1. **The Presidential Search Committee – Update:**

- a. Two faculty members were appointed to the search committee (there were zero on the last presidential search committee). The two faculty members on the committee are Erica Corral and Lynn Nadal. This is a closed search. Lynn will request to the search firm to come to the campus and hold discussions with stakeholders. Lynn is open to any email input from faculty.

2. **ABOR Member Visit:**

- a. The UA will host members of ABOR November 16-18. Members will have an interactive breakfast meeting November 18. Faculty are expected to present research and discuss its impact on student success.

3. **Interactive dashboard of the census for the general faculty:**

- a. An interactive dashboard of the general faculty census is being developed in UAccess and will be publically available.

4. **Integration of classified and appointed staff designations:**

- a. Allison Vaillancourt stated that the integration of the classified and appointed staff designations has been delayed due to the implementation of the Fair Labor Standards Act. After the implementation, they will take the integration up again. It will be a year before there will be anything significant to report.

5. **Report from the President:**

- a. The President discussed the USS Arizona Memorial, and the balance between expanding the memorial with the need to leave the UA Mall as usable space. The memorial was paid for entirely with private donations, including the UA Football team's shirt sales. The memorial will be an outlined track, same color as the red concrete and bricks, with medallions listing the names of those who died on the ship.
- b. UA will host the ABOR meeting November 16-18, and it's our turn for the annual operational and financial review. That report and update of the strategic plan will be on the schedule.

6. Q and A with the President:

- a. Q: Did ABOR approve the UA's state budget request?
 - i. A: Yes, the request was the same as last year. This year, the state is doing very well financially. We proposed a timeline for the 50/50 funding model. Arizona cannot take 10 years to implement. The funding model requests \$78M per year plus growth for 3 years to get to 50/50 match, plus ongoing increases for growth. The plan is perceived by the political as extremely aggressive, but they already adopted the model, now the funding is needed. The plan is supported by all three Arizona campus Presidents. The plan was designed and adopted on the Governor's request. The legislators have already adopted it in principle, however we are hoping the funding will come soon as we do not want to drag this out and wait for a lengthy period of time. We all have to start adoption of Technology and Research Initiative Fund (TRIF). There will be battles ahead.

10.12.16 | **ADVOCATS** | The Steering committee is made up of 3 Alum representatives, 2 ASUA representatives, a current UA parent, and one member each from the following: UA Retiree's Association, Student Affairs, CSC, CALS and GPSC.

1. Purpose/Goals:

- a. The AdvoCats are made up of many different coalitions from within the UA community (students, parents, alumni, etc). Most advocacy activities have been focused on one group at a time, with little interaction between them, with the exception of Cats at the Capitol, our kick-off event at the legislature. This steering committee is being brought together in the hope of all groups working jointly to drive advocacy activities and assist UA Government & Community Relations in planning for those activities.
- b. AdvoCats will be involved in other government advocacy activities other than the state legislature as opportunities present themselves. Federal legislation will be considered as needed, and local government engagement, especially in the Phoenix-area, will be too.
- c. Goals for 2017: In 2016, we had over 100 AdvoCats present at the capitol throughout the legislative session, dedicating over 500 volunteer hours. Additionally, we sent over 1,100 advocacy e-mails to all but 3 of the 90 members of the legislature. For a university and support base of our size, we can easily be doing more. The goal for 2017 is to double everything – 200 AdvoCats at the capitol, 1,000 volunteer hours, and 2,500 e-mails.

2. Planned Events:

- a. We currently have eight advocacy days planned for the 2017 legislative session with the following in the works:
- b. Undergrad Days (potential weekly commitment)
- c. Graduate student Days (plan at least 1/month)
- d. Community Days (various community support groups interested in being involved)
- e. Southern Arizona Day (working with TEP staff to plan a Tucson-based business/education/nonprofit day at the capitol to jointly advocate)
- f. UA Ag Day (work with CALS staff to plan an advocacy day focused on cooperative extension)
- g. Graduate Medical Education Days (working with Tucson/Phoenix College of Medicine students to plan an advocacy event)

3. 2017 Legislative Agenda – two main issues we will be supporting:

- b. Ask the state to fund 50 percent of the cost to educate Arizona resident students by the year 2020. Currently, the state commits to approximately 34% of this cost. Using a three-year "phase-in" process, the universities are asking the state to increase investment by roughly \$77.8 million per year to fully establish the new model.
- c. The State of Arizona, through the Department of Administration (ADOA) currently provides health benefits for state employees. ASU and the UA are required to participate. ADOA and the universities commissioned a report last February on the costs of university participation. The report determined ASU and the UA could save approximately \$30 million per year by separating from the state plan. The 2017 higher education agenda will request that the legislature allow the universities to withdraw from the state plan by the end of 2019 and enter into a tri-university health insurance plan, or individual plans by each university. When fulfilled, these costs will be significantly cut, allowing our universities to spend less on overhead and invest more in our students.