

**STAFF ADVISORY COUNCIL**

**Meeting Minutes**

April 13, 2016 | 11:30AM-1:00PM

Anderson Academic Commons, Room 340 - Loft

**ATTENDANCE: 31 Members**

✓	Ahmad	Deana	Josef Korbel School of Int'l Studies
	Aliaga	Kathy	Facilities Planning and Management
✓	Arnold	Marlene	Internationalization
✓	Belstock	Sarah	Health & Counseling Center
REP'D	Bernstein	Sam	Arts, Humanities, and Social Sciences
✓	Bokenkamp	Gloria	Daniels College of Business
✓	Brown	Mary Sue	University Technology Services
✓	Buckley	Jon	Engineering and Computer Science
✓	Carlson	Tamra	Internationalization
	Cederberg	Emily	Sturm College of Law
	Coccia	Kristina	Morgridge College of Education
✓	Colburn	Renee	Campus Safety
✓	Drafton	Martin	Center for Multicultural Excellence
✓	Escobar	Karen	Natural Sciences and Mathematics
✓	Feldman	Amy	University College
✓	Field	Angel	Athletics & Recreation
✓	Giesen	Greg	Human Resources
✓	Glasgow	Greg	Marketing and Communications
	Grimm	Kendra	Josef Korbel School of Int'l Studies
✓	Harris	Amy	Student Financial Services
✓	Hernandez	Theresa	University Libraries
	Hill	Amy	Morgridge College of Education
✓	Ingarfield	Lisa	Graduate School of Social Work
✓	Jackson	Cheryl	Office of Teaching and Learning
✓	Jahn	Shannon	Special Programs and Interterm
✓	Kahl	Brittany	Grad School of Professional Psychology
✓	Kaufman	Cathy	Newman Center
	Kitta	Jan	Marketing and Communications
✓	Le	Linda	English Language Center
✓	Martella	Jessica	University Advancement
✓	Michel	Richard	Conferencing & Event Services
✓	Milnes Chester	Elise	Student Life
✓	Nierling	Ulli	Shared Services

✓	Ramirez	Liza	Registrar
✓	Ryan	Joe	Research and Sponsored Programs
✓	Schellman	Julie	Grad School of Professional Psychology
✓	Shaheen	Margaret	Arts, Humanities, and Social Sciences
	Smith	Molly	University College
✓	Steele	Leann	Sturm College of Law
✓	Supplee	Lydia	Colorado Women's College
	Tankersley	Rebecca	Fisher Early Learning Center
✓	Westendorf	Lisa	Financial Assistance

### Administrative Updates

- ♦ Co-Secretary Election
  - Sam Bernstein unanimously voted in as new SAC Co-Secretary
- ♦ Discussion of Bylaw revision
  - Joe Ryan, SAC Vice President, made them less specific and less lengthy with the goal of making them help SAC be more responsive
  - Please review the updated by-laws and if you have questions, email Joe Ryan. We will vote on them in June, which gives you time to look over them or change them.
- ♦ Updates
  - The June meeting will be a BBQ style meeting on the patio at Craig Hall
  - Between now and next meeting, HR might have info on the compensation study and their roll out method. They will call a special meeting just for getting the information to the SAC reps, hopefully by the end of this month. The Sibson consultants will be at that meeting as well.
- ♦ Committees
  - Outreach:
    - Got a cool new sign to use for tabling events. Marcomm did the artwork for it.
    - They are also working on desk signs and need to know what variation of sign we need. You can pick from one that pins into fabric cube or attaches to outside of office sign or one that sits on the desk (passed around signup sheet). It will just say “SAC Representative”, so you can pass it on/
  - Springfest:
    - Had a snowy morning and moved to into the library. They had about 200 people attend. Next year they will need more volunteers. They just had 2 to 3 people at the event volunteering this year.
  - STAR
    - Working on the Veteran project and will hopefully send the survey out at the end of this month through IR department
  - Childcare taskforce:
    - They didn’t meet this month but are going to contact other institutions to research benchmarks

- ♦ Announcements
  - Daniels Fund Ethical Initiative is having a free lunch with a popular professor on campus, Kory, who will talk about leading an authentic life. He is worth listening to if you haven't heard him
  - Pioneer Award Ceremony is on May 19. It's an official ceremony for recognizing students, faculty and staff. More information can be found on the student life website. There are 4 main awards and the Pioneer Award is the highest award for students. If you have other awards in your department, they can be included in the ceremony.
  - The Internationalization Summit & Culture fest is happening on 4/15. There will be a lot of performances and food. It's free to attend and they are selling tickets for food.
  - Abrasive conduct task force brought their document to the Chancellor, Provost, and Vice Chancellor. It was reviewed and tweaks were made so when it goes out to the community, it will be a comprehensive document to answer everyone's questions. It also refers people to the Portfolio site with all documents they've referred to.
  - Impact 2025 teams: Theresa serves on direction #4, initiative 1: One DU – There are 40 different groups taking different parts of the strategic plan. Her group is looking at what traditions are already in place, thinking outside the box, what would make us “One DU”. They are looking at top 100 employers and trying to figure out how to cultivate a culture of respect & collaboration. They will have a white paper by May 1, then there will be a next step and they will divvy up future committees, hopefully getting more SAC members involved.
    - Student life also has a task force dedicated to One DU – hopefully there is collaboration between the two.
    - Who is the one selecting who is selected for committees? The list is pretty much the admin council, or senior level people from all our areas
    - Theresa got asked to chair the search for Director of Facilities. This is the first time this has probably ever happened. The team is heavily made up of staff and one faculty member
  - Liza Ramirez is organizing a shared calendar which will have a few owners, the chairs of the committees specifically.
- ♦ HR Presentation by Lloyd Moore & Amy King - FY2017 KP Medical Renewal Presentation
  - Lloyd is the Director of Benefits, he used to work on the Auraria campus
  - DU was given a 15% increase by Kaiser to health plans
    - Driving factors were as follows and not specific to DU:
      - Maternity cases higher than normal
      - In-patient and mental health & substance abuse volume
      - In-patient admits overall have increased 33%
      - Outpatient services have increased 8.1%
      - Prescription drug costs increased 17.5%
      - Large claims
  - HR looked at other providers and whatever it took to get the 15% down and now the net projected increase for DU employees is 5.7% (better than 15%)
  - We are still at a lower rate than others are experiencing (5-9%)
  - Here are some of the things that changed making us able to get the 5.7%:

- HMO – everything in house – no deductible – pay copay
  - High deductible plan – must meet the deductible first
  - Coinsurance was added to HMO
  - Rate concession for specialty medications
  - Brand name prescription drug copay increase
- An email will go out this week to employees with the rates & information on open enrollment, which has a new simplified process
- Someone asked if there projections for the next 3-5 years? And the answer was basically, no, anything can happen, the rates are not guaranteed
- Will we still qualify for the discount with wellness initiative? Yes, it is there and available. You must achieve gold level to receive the discount for the upcoming plan year. The wellness incentive has also increased slightly and will be \$325 for employee only and \$650 for family
- Someone asked, did you have change the coverage in order to get the premiums down? No, it was the coinsurance and the copays that helped bring the premium down to 5.7%
- There is no increase to vision rates
- Someone asked, has DU ever considered differentiating employees share based on employee pay?
  - Some institutions have considered it, but they've heard that it didn't go over very well; people didn't think it was fair.
  - The last time they looked at the tier program was 3 to 4 years ago, there was huge cost savings to family plans, but they haven't looked at thresholds
- Since the year is coming to close for the wellness program and since the position is vacant, can someone send out things that are happening to meet that goal?
  - They are focusing on mental health, physical health, financial health, etc.
  - There wasn't anything in WIP to take care of mental health through EAP
  - The new program manager will reach out to us to get our ideas about what can be added to WIP, when the position is filled
  - Wellness champions are still being implemented and applications are still on file but they will move forward when the new staff is in place
- Someone asked, can DU offer free gym membership for wellness?
  - They tried before and no one used it
- Someone asked, what happened to the weigh and win?
  - Contract expired and it was expensive with little usage
- Lloyd's extension is 4284 , call him with any questions
- Average increase in higher education in Colorado was 7%
- There are a lot of changes coming down the pipeline and we, SAC members, need to help mitigate the effects and be ambassadors for change
- Marcomm has been trying to help with wording to improve communications across campus
- FLSA will be coming from the government around the same time which could affect non-exempt vs. exempt employees