Presenters:

Aaron Schneider, Korbel School of International Studies, Leo Block Associate Professor – American Academy of University Professors (AAUP) President

- Serves different needs depending on campus. At DU: Advocacy chapter – advocates for faculty/staff/students on campus (visit https://www.aaup.org/ for more info).
- Focuses on both casework for specific situations and general advocacy for shared governance
- Offered opportunity to join a mailing list for AAUP (2-3 emails per quarter) – Email aaron-schneider@hotmail.com if you’d like to be added. Meets once per term.
- Highlighted different cases around campus that AAUP is involved in.
- Organization doesn’t have control over making change, but does have ability to move swiftly and “make noise” to get attention for faculty/staff/student needing advocacy.
- AAUP is looking to connect and communicate with other advocacy organizations around campus...like SAC.

Laura Maresca, VC of Human Resources and Inclusive Community

- Conversations are happening to analyze how processes in general work at DU and whether they fit our current needs. We are preparing to consistently pivot to meet changing DU. Examples include adjusting performance to more consistent meetings/feedback and adjusting hiring process to better accommodate internal applicants.
- Title Alignment – Date goal was not met. Plan was to take a massive number of titles and condense them down to less than 1000 total staff titles. It is still moving forward, but is delayed due to University priorities and staffing on comp team.
- Market Adjustment 2.0 – About a million dollars left for salary market adjustments.
- Open Enrollment – May 1 -15, 2018. Benefits fair May 1. Full marketing plan will be utilized. No significant changes expected from last year for premiums/services
- Employee Engagement Survey – Modern Think vendor came and did a demo for key constitutions. Funding is being sought from IMPACT 2025 to move this forward. Would include benchmarking with peer institutions.
- Annual Legal Trends Update – watch The Bridge for dates/times in March.

Marcy Cozzens, marcy.cozzens@du.edu - Update on Applicant Tracking System Project

- Has reviewed the recruiting process for better efficiency, now is looking at system
- Three focus groups were held with three identified populations and they provided feedback, that feedback helped formalize needs
• RFP’s (request for proposal) have been sent out to four vendors, three vendors replied with proposals and demos will be held the week of Feb. 26. DU community is invited to attend, watch for details and registration requests in The Bridge next week.
• Looking Ahead: Roll-out will be communicated and training will be offered

Mia Elizardi, mia.elizardi@du.edu – Update on Performance Management project

• Currently reviewing performance process and software to ensure alignment with IMPACT 2025 – Contract with SilkRoad is up this year.
• Began information gathering from division performance contacts, three focus groups were help with three identified populations and they provided feedback, that feedback helped formalize needs and what to start, stop & continue
• RFP’s have been sent out to seven vendors, currently waiting on proposals. Demos will be held soon, aiming for first week of March. DU community is invited to attend, watch for details and registration requests in The Bridge.
• Looking ahead: Hoping to have new process and software in place by start of next cycle...October of 2018.
• Change coming this cycle: Competencies are going to be changed to align with five University values (https://www.du.edu/about/our-leadership/chancellor/university-vision/index.html). For details on old and new competencies: www.du.edu/performancemanagement.

Welcome New Members:
• David White, Facilities
• Adam Smith, Office of Teaching and Learning
• Megan Montelibano, University College
• Mo Lotif, Campus Life & Inclusive Excellence VC’s Office

Departing Member:
• Molly Smith, University College – Has served SAC for six years, has chaired several committees, THANK YOU for your service to SAC, Molly!!

Bylaws Change – APPROVED as amended:

Current bylaw: The Staff Advisory Council membership shall consist of a representative from each Division of the University. Each elected and appointed member shall serve a two-year term.
Proposed bylaw: The Staff Advisory Council membership shall consist of representatives from each Division of the University. Larger, segmented divisions may select multiple representatives aligned with their organizational structure, at the approval of the SAC Executive Committee. Each elected and appointed member shall serve a two-year term.
Recommended amendment: Sam Bernstein recommended to remove “larger, segmented” from proposed bylaw text.

Committee Updates:

- STAR:
- Coat Drive: Lillie Lamm, Today is last day of coat drive, boxes will be gathered today. Any additional donations in the next two days can be directed to Lillie. Thank you to everyone who helped!
- 26th Annual Spring Fest:
- Outreach:

President Updates:

- Freedom of Expression Committee: Announcement went out in The Bridge this week. Six standing members are on committee as well as five additional staff/faculty & students who interviewed to join the committee for one-year term. Goal is to be proactive in providing tools and resources to the University community. Also prepared to call on a team of ex-officio members when needed. Previous activity around Freedom of Speech wall highlighted need for this group. Question about reaching out to Federalist Society – they declined. FoE committee is advisory, not policy makers. Everyone should follow grievance processes first or parallel with speaking to FoE committee or AAUP.
- Fisher and Ricks Committee: Two meetings were held to address concerns made by parents of Ricks Center students. Handed off to HRIC.

Break: 1:09 pm