



Classified Staff Council

August 2018

UPCOMING EVENTS

Purchasing & Contract Office Training **8/9/2018** **8:30 am—12:30 pm**
 New employee and refresher training as it relates to purchasing, accounts payable, travel, accounting, IMT, HR and other areas within the finance administration division

Location: University Center, signs to be posted on location. Email purchasing@unco.edu to register or obtain additional information.

Classified Staff Council Meeting **8/8/2018** **8:15 am—9:45 am**

We cordially invite anyone to attend our next scheduled CSC meeting. Our new president, Andy Feinstein, will be joining us on this day for a meet and greet. We are looking to fill out our team of council members and would love to have you join our Council.

Location: UC Council Room

Illusionist and Magician Mike Super **8/16/2018** **8:00 pm—9:30 pm**

We are hosting the finalist of America's Got Talent and winner of NBC's Phenomenon at UNC on move in day! Doors open at 7:30 pm.

Location: University Center Ballrooms. For more info, contact Sydney Crutchfield at Sydney.crutchfield@unco.edu

Blue and Gold Club Gold Tournament **8/17/2018** **8:00 am—1:00 pm**

Join us to kick off the 2018-2019 UNC sports season. This annual event raises funds for our student athletes and provides an opportunity for supporters to interact with UNC coaches, staff and fellow fans.

Location: Turner Green. For more info, contact Sydney Crutchfield at Sydney.crutchfield@unco.edu

Taste of UNC **8/17/2018** **5:00 pm—7:00 pm**

Come enjoy a variety of food from UNC's Dining Services while playing fun carnival games to earn prizes.

Location: Turner Green. For more info, contact dining.services@unco.edu.

Please check the UNC Calendar for more valuable training opportunities and events at <https://calendar.unco.edu/>

OUTDOOR PURSUITS PROGRAMS

EVENTS	DATE	FEE
FREE S'mores	8/22/2018	Free
Stand Up Paddleboarding	8/31/2018	\$15 fee
Whitewater Kayaking	9/1/2018	\$30 fee

For more information, contact Coordinator Whitney Dyer at 351-GEAR or email the department at outdoor.pursuits@unco.edu

***NOTE:** The Gear Shop is a great resource for all UNC outdoor enthusiasts with all sorts of equipment available for rent by the day, weekend, or week. The Gear Shop staff are also available to help you plan your trip.

All equipment rentals are free! Reservations can be made by using the online reservation form or just come by the Gear Shop.



Workplace Culture Corner



The Classified Staff Council (CSC) welcomes our next UNC President [Andy Feinstein](#). He has now joined the university as [President Kay Norton retires](#). We wish them both well! Andy plans to visit with our next Classified Staff Council meeting on August 8 in the UC Council Room! Plan to attend and learn some of his future visions for our university.

We welcome visitors at all our monthly meetings, which are held on the second Wednesday of each month from 8:15 to 9:45 a.m. Any Classified Staff who would like to join CSC should complete the [Nomination Form](#) and return it to Maggie.Kinney@unco.edu.

Article written by Maggie Kinney, CSC Chair

HR Directors Corner

PERA Changes-Plan Ahead

This spring the state legislature passed a comprehensive package of changes to PERA. Here is a link to the summary of changes <https://www.copera.org/sites/default/files/documents/impactofchanges-18.pdf>

Today I would like to draw your attention specifically to the changes in your employee contributions. Beginning on July 1, 2019 the amount of your check that you contribute to PERA will begin a three-year process of increasing from 8% to 10% of your pay. As part of the negotiation of this change, the legislature approved the 3% pay increase for classified employees that you will notice in your July paycheck. I wanted to make sure you are all aware of the upcoming changes that will partially offset the increase in your take home pay that you notice in July. Please feel free to call the Human Resources or Payroll offices if you have any questions.

Marshall Parks, Director of Human Resources



Upcoming Colorado PERA Meetings Schedule

September 2018

Colorado PERA offers a variety of meetings to members at various stages in their careers. It's your chance to hear about your benefits from those who know PERA best. Information about the different local meetings PERA offers is listed below:

***NO LOCAL MEETINGS FOR AUG 2018**

FORT COLLIINS

Hilton, 425 W. Prospect Road

Bene Info Mtg: September 4, 5:00 pm

PERAPlus Mtg: September 4, 7:30 pm

Retire Process Mtg: September 17, 4:30 pm

PERACare Info: September 17, 6:30 pm

GREELEY

UC, 20145 10th Avenue

Group Wkshp: September 10, 4:30 pm

Bene Info Mtg: September 10, 6:30 pm

LOVELAND

Thompson School District Boardroom

800 S Taft Ave., Room 128

Retire Process Mtg: September 13, 4:30 pm

PERACare Info: September 13, 6:30 pm

Check out the PERA on the issues blog for articles on recent topics, including: Governance, Innovation, Retirement Landscape at www.peraontheissues.com.

CLASSIFIED COUNCIL SPOTLIGHT

Introducing this year's Classified Staff Council's newly appointed Secretary:



HEIDI ROMERO

Administrative Assistant with Hispanic Studies

I will have completed three years at UNC in August! I have been married for 20 years with a 19 year old son and a 15 year old daughter that will be a sophomore at Greeley West High School. We also have two furry members of our family: Marley, who is now three that we adopted from a rescue and our one year old brown Labrador Retriever, Summit, that we corralled from a farm last July. My hobbies include: Anything in the mountains, shopping, HGTV, family time, trying new recipes, health awareness and biking/walking the Poudre Trail

I am excited to serve as Secretary for the Classified Staff Council. I joined the council in July of 2016 and have met some wonderful people that work hard for a common cause here at UNC and I am excited to continue my involvement and new role with the council.

Culture is the character and personality of your organization. It's what makes your organization unique and is the sum of its values, traditions, beliefs, interactions, behaviors, and attitudes. Here's an overview of why workplace culture is important, what affects it, and how to define it.

Why is workplace culture important?

Culture is as important, if not more important, than your business strategy because it either strengthens or undermines your business and the objectives it is trying to achieve. Culture is significant, especially because...

It attracts talent. Potential job applicants evaluate your organization and its climate. A strong, positive, clearly defined and well-communicated culture attracts the right fit and talent.

It drives engagement and retention. It creates a work environment that either strengthens or weakens employee engagement and retention.

It impacts happiness and satisfaction. Research shows that employee happiness and satisfaction is linked to a strong workplace culture (Source: Deloitte).

What affects culture in the workplace?

The short answer is: everything. A multitude of different factors in the workplace play a role in developing a workplace culture, including:

Leadership: the way your leaders communicate and interact with employees, what they communicate and emphasize, their vision for the future, what they celebrate and recognize, what they expect, the stories they tell, how they make decisions, the extent to which they are trusted, and the beliefs and perceptions they reinforce

Management: how your organization is managed - its systems, procedures, structure, hierarchy, controls, and goals/objectives; degree to which managers empower employees to make decisions support and interact with them, and act consistently

Workplace practices: practices related to recruiting, selection, on-boarding, compensation, benefits, rewards and recognition, training and development, advancement/promotion, performance management, wellness, work/life balance (paid time off, leave, etc.), as well as workplace traditions

Policies and philosophies: employment policies including, but not limited to, attendance, dress code, code of conduct, and scheduling; organizational philosophies such as hiring, compensation, pay for performance, and internal transfer and promotion

People: the people you hire - their personalities, beliefs, values, diverse skills and experiences, and everyday behaviors; the types of interactions that occur between employees (collaborative vs. confrontational, supportive vs. non-supportive, social vs. task-oriented, etc.)

Mission, vision, and values: clarity of mission, vision and values and whether they honestly reflect the beliefs and philosophies of your organization; how inspiring they are to your employees; extent to which the mission, vision, and values are stable, widely communicated, and continuously emphasized

Work environment: objects, artifacts, and other physical signs in your workplace; what people place on their desks, what the organization hangs on its walls, how it allocates space and offices, what those offices look like (color, furniture, etc.), and how common areas are used

Communications: the manner in which communication occurs in your workplace; degree, type, and frequency of interaction and communication between leaders and employees and managers and employees; extent of transparency in sharing information and making decisions

Keep in mind that culture is always a work in progress. It can and will change and evolve over time. Make culture as important of an objective as your business strategy... it's too significant to ignore and shaping it is one of your most important responsibilities as employees, leaders, and HR professionals.

