



Academic Futures-- Comment from Boulder Campus Staff Council on Housing September 28, 2018

Perhaps we should note that ever-increasing enrollment (larger freshman classes, more transfer students, better retention) impacts housing for staff, as students occupy more and more of the available housing stock in Boulder and surrounding areas.

Data and mapping of where staff currently reside would help in understanding the full-picture of staff housing needs. Further, by reviewing data in this way, we can begin to identify gaps and areas of most need. Closely related, it will assist in understand the impact on transit and commuting generally in to Boulder by staff as a result of the lack of affordable housing options in close proximity to UC Boulder. Smiley Court was the last infrastructure build that assisted in staff housing.

As a point of reference, the average single-family home price in Boulder reached \$1,207,403.00 at the end of March 2018, which represents a 21 percent increase over the same period last year.¹

WHAT WE ENVISION

Creation of Staff Housing Assistance Program

(Mirror of current [Faculty Housing Assistance Program](#)²)

- Partnership between Colorado Foundation Elevations Credit Union to provide two types of low to: attract and retain faculty by improving the affordability of their primary residences;
- Provide support for staff who have very limited access to cost-effective financial capital resources;
- Offer financial Housing assistance to staff from all campuses of University of Colorado;
- TWO TYPES OF LOANS There are two types of FHAP down payment assistance loans available to qualified applicants selected by the University to participate in the FHAP;
- A loan provided by the Credit Union and guaranteed by the University of Colorado Foundation, (CU Foundation) secured by a second deed of trust, with a variable interest rate;
- A loan provided by the University of Colorado, secured by a second deed of trust, and where in lieu of interest being paid, the University is paid a share of any appreciation.

Rent Relief

In Boulder County, 39.4 percent of households who rent are severely burdened, which according to the Department of Housing and Urban Developments means they spent more than 50% of their income on the housing costs and utilities. Boulder County average monthly rents hit

¹ <https://bizwest.com/2018/05/02/boulders-average-single-family-home-price-surpasses-1-2m/>

² <https://www.colorado.edu/biofrontiers/faculty-housing-assistance-program>



an all-time high in 2017, with apartment dwellers paying more than \$1,600 a month, up nearly 5 percent from 2016.

In order to afford a one-bedroom apartment in Boulder, you would need \$64,000 a year in after-taxes income in order to be considered unburdened by rent costs.

Refundable Financial Credit

Made available to employees who lives in rental housing and paying more than 30% of their gross income for the taxable year on their rent including utilities. Eligible employees would apply by (1) determining the total amount spent yearly on rent; and (2) taking into account the family's annual income and a rate of the Colorado Department of Housing and Urban Development established fair market rent controls.

CU Boulder South Staff Housing

Commitment to building Affordable Staff housing as part of any plan for CU Boulder Staff and capping the rate of any rent at 30% of the employee's income.

Financial Barrier

Salaries have not kept pace with inflation and the middle class is disappearing. Review the map of where employees live. How many can afford to live in Boulder County, let alone the City of Boulder. By not matching industry rates for salaries, we risk losing quality employees to other organizations. As our staff moves further away from the office, traffic is adversely affected. Many staff are very satisfied working at CU Boulder, but the financial gap in what they could receive elsewhere is becoming a growing factor in the decision to remain employee at CUB.

Prepared by John Kelly and Liz Garfield BCSC 2018-19

Submitted by Jessica Gammey and Heather Martin,

Staff Council Co-chairs 2018-19 on behalf of Boulder Campus Staff Council

###



Academic Futures--

Comment from Boulder Campus Staff Council on Tuition Benefit and Professional Development
September 28, 2018

TUITION BENEFIT

Three areas of particular focus that could greatly increase utilization of tuition benefit are:

- 1. Equitable Staff Enrollment.** Removal of the wait until the first day of class to register barrier. When a staff member enrolls in a course where they are seeking credit, they should be afforded a seat and opportunity to register prior to the course beginning just as every other student.
- 2. Reciprocity with Peer Institutions.** Reciprocal agreements with the Colorado Community College System would address the current gap between those who want to use tuition benefit, but are unable to because they may not meet criteria to be accepted into a CU college. The reciprocal agreement would provide access to education to staff who are in need of furthering education the most. As a public University, we must examine access to education including from the staff lens.
- 3. Including Continuing Education** as part of employee tuition benefit. Currently continuing education is excluded from this benefit. Often CE is an avenue to keep up professional certifications or licensing. The University benefits directly from staff maintaining continued education and should make CE available under tuition benefit.
- 4. Return of GED Program Assistance for Staff.**

PROFESSIONAL DEVELOPMENT

Given the apparent desire for more professional develop, we propose that IDPs (Individual Development Plans) should be mandatory for every employee. An IDP can be used to help employees set goals and supervisors should know those goals. A motivated employee is more engaged. Employees and supervisors should be working towards those goals and review them as part of the mandatory annual review process.

Mentoring is another avenue of professional development that should be integrated in to our d

FINANCIAL

Salaries have not kept pace with inflation and the middle class is disappearing. Review the map of where employees live. How many can afford to live in Boulder County, let alone the City of Boulder. By not matching industry rates for salaries we risk losing quality employees to other organizations. As our staff moves further away from the office, traffic is adversely affected. Many staff are very satisfied working at CU Boulder, but the financial gap in what they could receive elsewhere is becoming a growing factor in the decision to remain employee at CUB.

*Submitted by Jessica Gammey and Heather Martin,
Staff Council Co-chairs 2018-19 on behalf of Boulder Campus Staff Council*



Staff Council
UNIVERSITY OF COLORADO **BOULDER**

Phone: 303-492-5473
Email: staffcouncil@colorado.edu
Web: colorado.edu/staffcouncil

Boulder Campus Staff Council
565 UCB
Administrative Resource Center
Boulder, CO 80309-0565

September 28, 2018



Academic Futures--
Comment from Boulder Campus Staff Council on Child Care
September 28, 2018

3. CHILD CARE

Current Realities: The current child care available to CU employees, students and faculty (<https://childcare.colorado.edu/>) is only available to parents of children over 15 months of age and under 6 years of age, yet FMLA and our current leave policies don't allow for greater than 6 months of parental leave, even if the family could afford it. That leaves 9 months (between 6 and 15 months) where parents of CU students and employees have no option available to them for childcare. Let alone the gap between possible starting of kindergarten and the child turning 6 years old. Further, they only allow new children at 3 times per year. When a parent needs to go back to work it isn't always at a predetermined time. Parents need flexibility regardless of their CU affiliation. Also, it is my understanding that the current child care center is run by housing and dining services.

Proposed Child Care Center: Would it not make sense to allow a contract for an entity with the education and care of early childhood at its core be brought in to the university instead of being self taught? The Anschutz campus (and most other University child care centers I have researched) has a child care center that is managed by Bright Horizons. There are certainly other options. CU Boulder should have something similar to that. The University has land on our South campus that city leaders have said cannot be used as classroom space so we do have the land for such a build and CU loves to spend funds on buildings. Many other Universities manage child care centers that are run by early childhood educators in training, while remaining accredited. I've looked into several other universities and it appears that the University has paid for the building where the fees and tuition cover the teachers and ongoing operating expenses. That is what CU employees and students deserve. This is a benefit to all CU personnel to know that our children are cared for and an option is available near us.

Proposed Subsidies: Lastly, the costs for the center could be prorated based upon student stipends/pay, and faculty or staff pay as well. It doesn't make financial sense for our employees to throw away over \$20,000 of their salary to support daycare for one child. That is an actual amount for an infant to receive 5 day a week care before tax at MANY Colorado Day Care Centers.

Cornell offers Child Care Grants to its students and employees to offset the high cost of daycare. This is another option to pursue as well via a separate Dependent Care Account (FSA). It covers up to 50% of the cost of daycare up to \$5,000. This is one such example that CU could emulate and set ourselves above our peers here in Colorado.

Emergency back-up care: Another benefit provided by Bright Horizons is their Employee sponsored back up care solution <https://www.brighthorizons.com/programs/back-up-care>. I had this available to me at a prior institution where I paid \$3-\$6/hr co-pay for back up care needs for both Elder and Child care. This cost will balance itself out in employee retention alone <https://solutionsatwork.brighthorizons.com/employer-back-up-child-care/roi-employer-backup-care>. Be sure to look at the array of featured clients at the bottom. They are mostly non-profits in



the government, hospital, non-profit area who pride themselves on being amongst the best places to work.

Non-Standard Work Hours/Flexibility: My last suggestion is to loosen the hold on the traditional work schedule for both classes and work hours. So long as people can get their work done, whether an employee works on campus for 40+ hours each week or on campus 2 days a week and remote the other 3, should be embraced more widely and officially. CU staff work with less paper today than we ever have, it is imperative that we keep flexible work arrangements in mind when our employees are competing to just get here via already stretched transportation options, office space is sparse on campus, and child school schedules aren't going to change just because of your employer. Employees whose work is primarily computer related could easily share an office with someone who works opposing schedules with them and get their work done more efficiently offsite. Working remote isn't a privilege in 2018 it's a necessity for many families to make schedules work for all.

Lactation Support: Each and every building on campus should have a designated, clean, lockable, non-restroom space for nursing mothers to use as needed for pumping or nursing. When new buildings are proposed for construction on campus Lactation Rooms should be included in every single architectural design proposed for acceptance. Employees wishing to pump at work should be given accomodation not just in space but by allowing them the time to do so as well.

To summarize: Page 15 currently states: *Childcare/Eldercare: The campus must create an affordable child care and elder care program. We need to provide lactation spaces for nursing mothers across the campus. We need to discuss possibilities for work-hour flexibility for working parents.*

We would like to propose the following revision:

(p.15) Childcare/Eldercare/Family Support: The campus must create both affordable long term and short term emergency child care and elder care programs for students, staff, and faculty. Perhaps, financial subsidies to support child care costs for lower income students, staff, or faculty may be an option worthy of further future research as one such option available to the campus.

Lactation facilities should be made available in all campus buildings to nursing mothers in clean, safe, lockable, non-restroom spaces. Further accommodation should be made for employees to be allowed to make the time to pump at work.

Flexible work arrangements must be embraced as a priority for employees and faculty who are charged with the care of children and elderly adults in support of the whole employee whenever possible.

4. OTHER/S?

5. I (Liz) sent this in already: "On page 66 under the heading Childcare/Eldercare you state: "CU Boulder should be at the forefront of the nation when it comes to flexible and compassionate work environments." Why limit it to child and elder care? Given the lack of office space, transportation issues, housing difficulties, etc., why not focus on "flexible and



compassionate work environments" that include four day work weeks, telecommuting, flexible hours, job sharing, etc.? If more of us could work from home, for example, there would be less traffic, lower consumption of CU resources (water, electricity, heat/air conditioning), and potentially greater job satisfaction overall. Staff have various needs and duties that extend beyond caring for children and elders. Flexible work environments could be a great benefit that might keep talented staff at CU. Technology is impressive; let's become a leader in making it work for us all."

6.

PROFESSIONAL DEVELOPMENT

Given the apparent desire for more professional develop, we propose that IDPs (Individual Development Plans) should be mandatory for every employee. An IDP can be used to help employees set goals and supervisors should know those goals. A motivated employee is more engaged. Employees and supervisors should be working towards those goals and review them as part of the mandatory annual review process.

FINANCIAL

Salaries have not kept pace with inflation and the middle class is disappearing. Review the map of where employees live. How many can afford to live in Boulder County, let alone the City of Boulder. By not matching industry rates for salaries we risk losing quality employees to other organizations. As our staff moves further away from the office, traffic is adversely affected. Many staff are very satisfied working at CU Boulder, but the financial gap in what they could receive elsewhere is becoming a growing factor in the decision to remain employee at CUB.

*Submitted by Jessica Gammey and Heather Martin, Staff Council co-chairs 2018-19
on behalf of Boulder Campus Staff Council*