

New Employee Introduction

Speaker: Laura Scheiber



**COLORADO
COLLEGE**

WELCOME TO IN THE LOOP - BLOCK 7

**PLEASE WELCOME OUR NEW EMPLOYEES
HIRED 02/14/2025 – 04/07/2025**





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Sarah Abney – Children's Center

Derek Bell – Res Hall Bldg Maintenance

Mason Day – Robson Arena

Hannah Dearman – Conferences & Events

**PLEASE WELCOME OUR NEW EMPLOYEES
HIRED 02/14/2025 – 04/07/2025**



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Gisele Dogon – Campus Safety

Jeremiah Hackett – Olin Hall Shop

Eric Ingram – Competitive Comm

Jesse Keith – Robson Arena

**PLEASE WELCOME OUR NEW EMPLOYEES
HIRED 02/14/2025 – 04/07/2025**



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Randy Kinder – Annual Fund

Shaffer Kirschenmann – Competitive Comm

Daylen McKinney – Campus Safety

Katie Noah – Division Office of Student Life

**PLEASE WELCOME OUR NEW EMPLOYEES
HIRED 02/14/2025 – 04/07/2025**



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Destiny Pena – Chemistry and Biochemistry

**Christopher Sewell – Institutional Equity &
Belonging**

Becca Sweezey – Campus Safety

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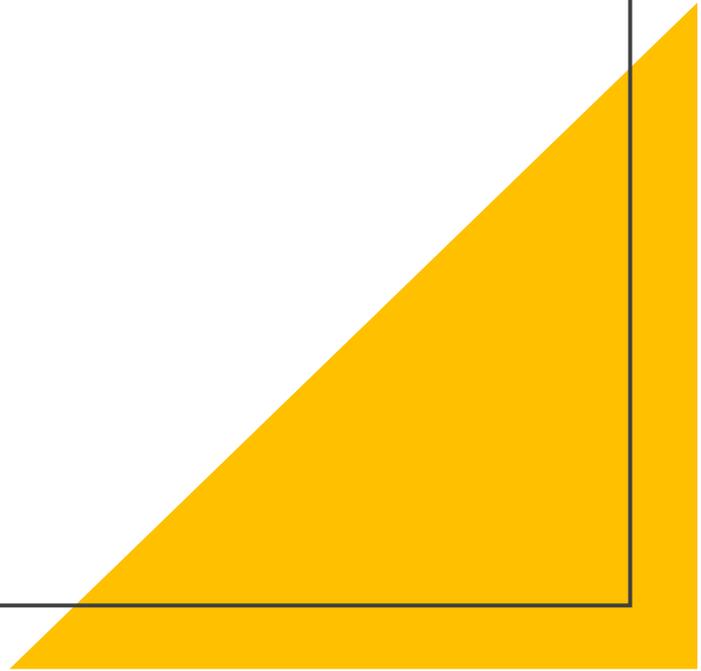
Shelby Tibuni – Collaborative for Comm Engmt

Victoria Turner – Robson Arena

Shogo Wieneck – Solutions Center

**PLEASE WELCOME OUR NEW EMPLOYEES
HIRED 02/14/2025 – 04/07/2025**

Staff AI Group QR Code
Speaker: Laura Scheiber



Welcoming Remarks & Updates

Speaker: Manya Whitaker



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In the Loop

Interim President Manya Whitaker | April 17, 2025





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Higher Education Landscape

- *U.S. News & World Report* rankings
- Federal legislation





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Roles of a Fiduciary

- “Duty of...”
 - Care
 - Loyalty
 - Obedience
 - Confidentiality
 - Prudence
 - Disclosure





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Mark Your Calendars

- *Sister Act* at the FAC, May 1-25
- Summer Music Festival, June 7-27
- Department of Defense Warrior Games, July 18-26
- Fall Conference 2025, Aug. 15



Benefits Update

Speaker: Cameron Martin

Benefits Update

- Benefits are a vital part of our strategy to ensure all employees thrive at CC.
- They make up 30% of your "Total Rewards," reflecting our commitment to providing diverse benefits for our employees' well-being and needs.



Benefits overview

- Significant benefits include
 - Medical
 - Dental
 - Retirement
 - Education assistance
- But there's so much more - come to our Benefits fair this afternoon to learn more





2025-2026 Benefits Updates





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Dental Renewal Rates

| <u>Coverage Tier</u> | <u>24 - 25 EE Rates</u> | <u>25 - 26 EE Rates</u> | <u>Difference</u> | <u>Employer Portion</u> |
|-----------------------|-----------------------------|-----------------------------|-------------------|-----------------------------|
| Employee | \$0.00 | \$0.00 | \$0.00 | \$42.28 |
| Employee + Spouse | \$26.24 | \$27.55 | \$1.31 | \$42.28 |
| Employee + Child(ren) | \$24.51 | \$25.74 | \$1.23 | \$42.28 |
| Employee + Family | \$40.27 | \$42.28 | \$2.01 | \$42.28 |



Medical - New High-Deductible Health Plan

- New option, in addition to existing PPO (Low-Deductible Health Plan)
- Allows for saving in tax-protected Health Savings Account
- Has lower premiums
- More initial out-of-pocket expenses

Some helpful terminology

| Term | Definition |
|-----------------------|--|
| Premium | Your portion of the monthly insurance payment (CC pays 80% of premiums for employees). |
| Deductible | The amount that you pay out of pocket before insurance begins to covers costs. |
| Copay | A set amount of money you pay for a particular service, such as \$40 each time you see a specialist. These do not accrue against your deductible, but do count for your out-of-pocket max. |
| Coinsurance | Payments you make for medical services after you've hit the deductible. Coinsurance is a percentage of the approved service cost, such as 20% of the cost of an office visit. |
| Out-of-pocket Maximum | How much you spend in a year before 100% of costs are covered by the plan. |



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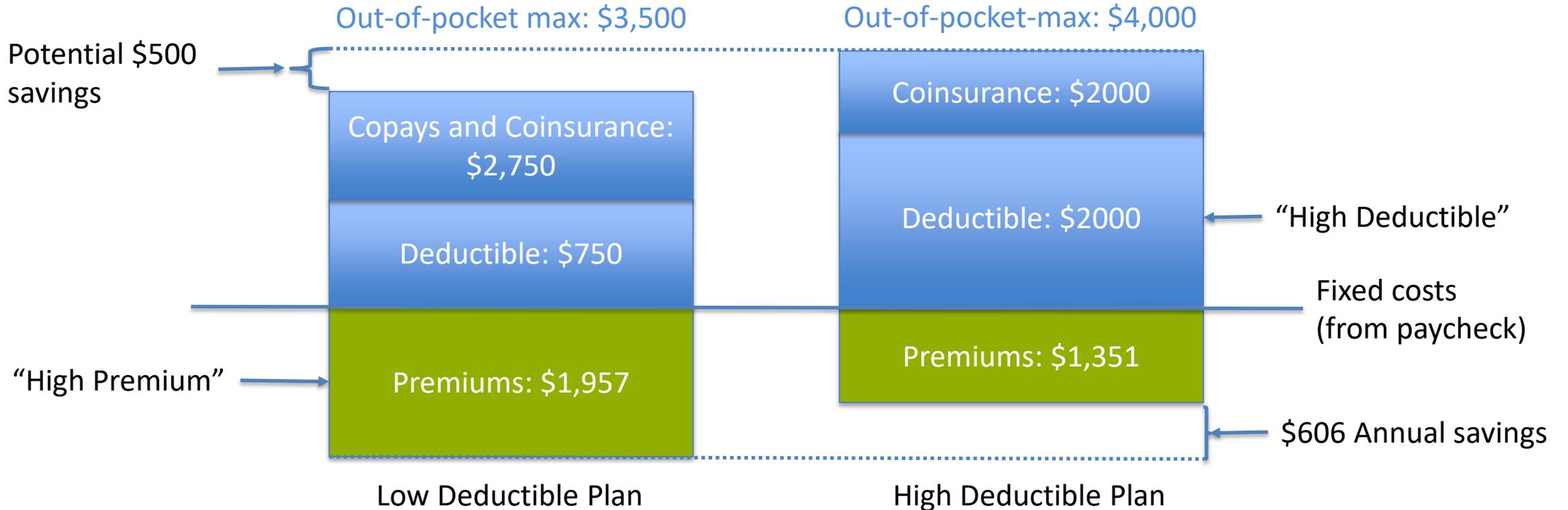
Medical Plan Rates

| <u>Coverage Tier</u> | <u>PPO 24 - 25 EE Rates</u> | <u>PPO 25 - 26 EE Rates</u> | <u>Difference</u> | <u>HDHP 25 - 26 EE Rates</u> |
|-----------------------|---------------------------------|---------------------------------|-------------------|----------------------------------|
| Employee | \$155.35 | \$163.12 | \$7.77 | \$112.56 |
| Employee + Spouse | \$318.47 | \$334.38 | \$15.91 | \$230.74 |
| Employee + Child(ren) | \$287.40 | \$301.76 | \$14.36 | \$208.22 |
| Employee + Family | \$442.73 | \$464.86 | \$22.13 | \$320.76 |



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Potential annual costs (employee-only, in-network)



Health Plan Comparisons

| Characteristics | Current PPO | New HDHP |
|--|----------------------|----------------------|
|  In-Network Deductible | \$750 / \$1,500 | \$2,000 / \$4,000 |
|  Out-Network Deductible | \$1,500 / \$3,000 | \$4,000 / \$8,000 |
|  In-Network Coinsurance | 15% after deductible | 20% after deductible |
|  In-Network Max Out-of-Pocket | \$3,500 / \$7,000 | \$4,000 / \$8,000 |
|  Out-Network Out-of-Pocket | \$7,000 / \$14,000 | \$8,000 / \$16,000 |
|  Preventive (in network) | Paid at 100% | Paid at 100% |
|  Employee Only | \$163.12 | \$112.56 |
|  Employee + Spouse | \$334.38 | \$230.74 |
|  Employee + Child(ren) | \$301.76 | \$208.22 |
|  Employee + Family | \$464.86 | \$320.76 |



Different Savings Plans

| Flexible Spending Account | Health Savings Account |
|---|--|
| Both let you save tax free for qualified medical expenses | |
| Available with current PPO plan | Available with High-deductible plan |
| Save a maximum of \$3,300 | Save a maximum of \$4,300 per year for individual, \$8,550 per year for a family |
| Doesn't roll over- you have to get the number just right! | Rolls over - can continue to add to over time for a "rainy day" fund. |
| Money is forfeited if you leave employment | You can keep it if you leave CC or retire |

Who Might Benefit From Which Plan?

| PPO (Low Deductible) | High Deductible |
|--|---|
| You see a doctor frequently for a chronic condition. | You're healthy and rarely seek medical care for illness or injury. |
| You take multiple prescription drugs or one drug that's very expensive. | You can afford to pay your deductible upfront or within 30 days of receiving a bill for that amount if a surprise medical expense comes up. |
| You or your children play sports, especially those with high risk of injury. | You have the means to make significant contributions to an HSA. |
| You can't afford the high deductible. | You are interested in using an HSA to save or invest money. |
| You think you might need significant out-of-network care. | |



Open Enrollment

- Thursday, May 1st - May 31st
- You'll receive an email with a link to make your selections
- Some considerations:
 - UWill is now live for all Faculty and Staff.
 - Immigration support available through pre-paid legal (must be selected during open enrollment)
 - 30-minute legal consultation and 25% discount for legal services available through our EAP



Find out more at our benefits fair!



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Questions?

- Benefits fair this afternoon
 - 11:30 – 1:30, Gaylord Hall
- Open forum
 - April 23, 3:30-4:30 in South Hall Commons
- Office hours will be scheduled
 - 1:1 meetings, roadshows, etc.
- Email: HR@coloradocollege.edu



Benefits Website



Fall Conference 2025
Speaker: Sarah Nurmi



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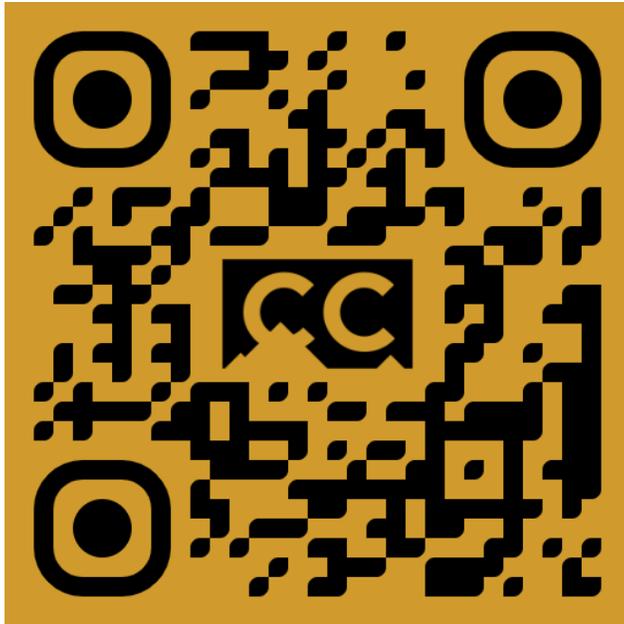
- **Save the Date**
 - **Friday, Aug. 15**
 - **8 a.m. – 1 p.m.**
- Join faculty and staff to start the academic year together.
- Breakfast and lunch provided.
- Hear from CC leadership with campus updates
- Two workshop sessions on a variety of topics
 - ADEI
 - Academia
 - Creativity
 - Colorado College
 - Professional Development
 - Wellness





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Request for Fall Conference Session Proposals



- The Academic Events Committee (AEC) is assembling a variety of workshops to inspire curiosity and expand your views.
- Sample Sessions from last year
 - “Celebrating History with The Press at Colorado College”
 - “Exploring Colorado College Flora”
 - “Enacting Trauma Informed Approaches”
 - “Student Activism at CC”
 - “Unravel the Mysteries of a College Budget: What is Tuition-Dependency?”

Data Governance

Speaker: Erica Shafer

PURPOSE OF DATA GOVERNANCE IS TO BUILD AND SUSTAIN TRUST

Accessible

Assures a user's ability to obtain and use data without meeting unnecessary* barriers, silos, or technical constraints.

Accurate

Assures that administrative data is free from errors, complies with data definitions and matches reality (either current or at the time it was collected)

Sufficient

Assures that administrative data complies with data standards (i.e. that a SSN has nine numbers)

Available

Assures that necessary administrative data is captured and stored for potential use through the implementation of data tools, repositories, and security measures.

Complete

Assures that where possible, nothing is missing from the data (for example, a month of missing financial transactions)

Transparent

Assures that the contents of the institutional data catalog – definitions, sensitivity/risk classifications, access rules, etc. – are known to all, even if the data described has access restrictions.

Uniform

Assures that data is using the same units and that the appropriate indexes and keys exist to enable a user to combine or cross-reference multiple data sets in meaningful ways..

Protected

Assures institutional compliance with applicable statutes, regulations, and policies; including but not limited to areas of security, privacy, and record retention.

Auditable

Assures the ability to review tracked changes in data and meta data over time and account for their justifications

WHAT IS DATA GOVERNANCE? ...

Data Governance is...

the overall *ethical* management of the availability, usability, integrity, and security of data.



Which means Data Governance establishes....

the policies, processes, standards, roles, and responsibilities that centrally support quality Data Management.



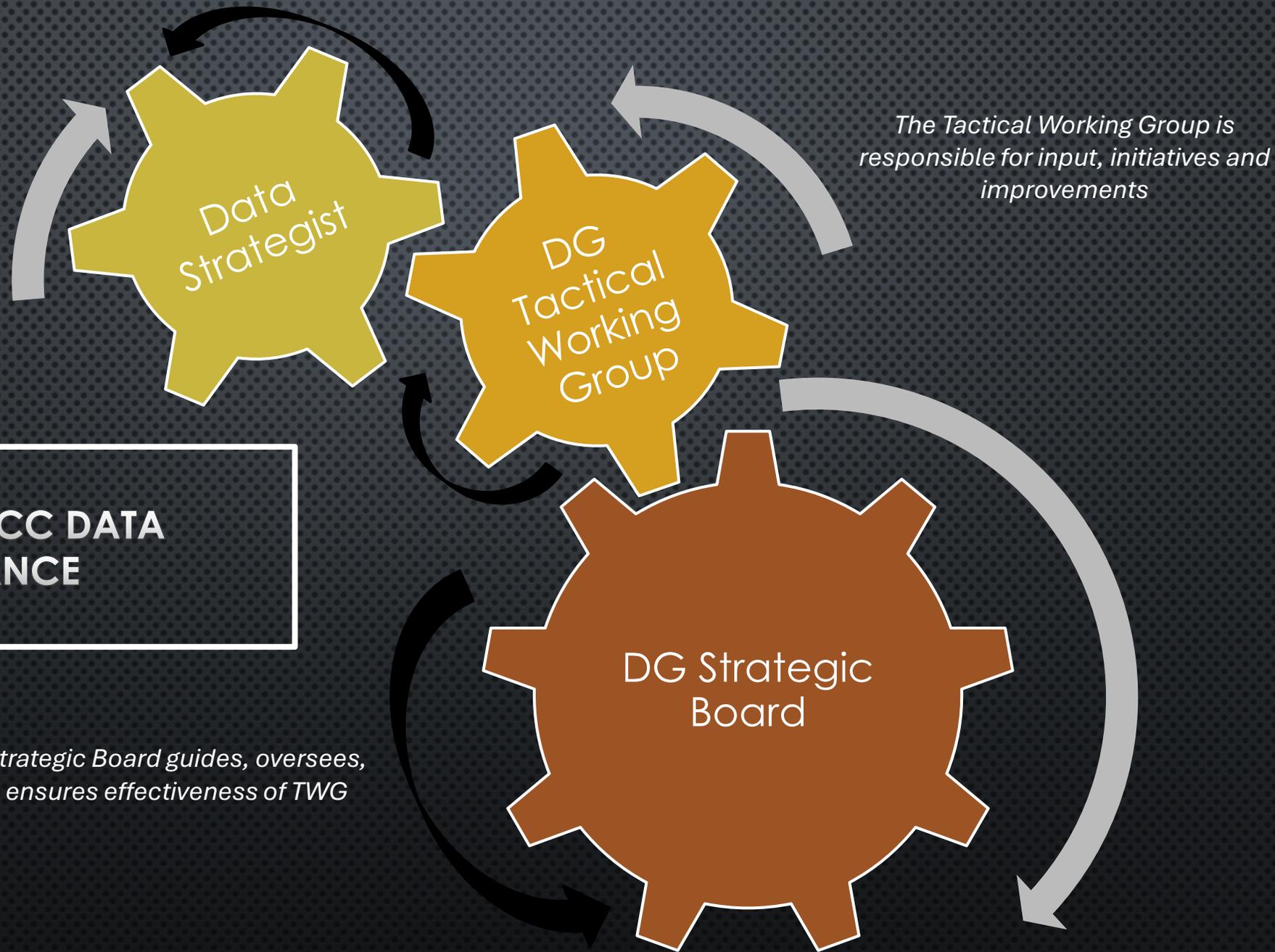
Thus, Data Governance is...

foundational and directly related to an organization's ability to be successfully data driven.



So, Data Governance really is....**Data Enablement**

STRUCTURE OF CC DATA GOVERNANCE



The Data Strategist facilitates governance activities outcomes, and products

The Tactical Working Group is responsible for input, initiatives and improvements

The Strategic Board guides, oversees, and ensures effectiveness of TWG

In the Near Future

- Data roles are going to be assigned by division VPs
- DG presentations given at department/division meetings
- Nominations for DG Strategic Board
- Nominations for the DG Tactical Working Group

Properly implemented and supported Data Governance results in successful data enablement and data democratization, not bureaucracy

How to Contact Staff Council

Speaker: Israel Ashiagbor



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Contacting Staff Council

Questions, Announcements, and Kudos:

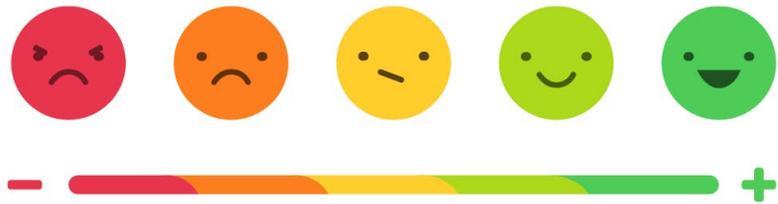
StaffCouncil@coloradocollege.edu

**If you have asked a question that you would like a direct response to, please include your name or email contact. Anonymous submissions are reviewed and discussed in Council meetings, but publication of results may take some time. Including your contact information helps us keep you in the loop.*



Sodexo Survey

Speaker: Israel Ashiagbor



TAKE OUR SPRING CUSTODIAL
SERVICES SURVEY AND HELP
US IMPROVE!



SODEXO CUSTODIAL SERVICES
@ COLORADO COLLEGE

Tiger Service Awards

Speaker: Israel Ashiagbor



**COLORADO
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TIGER SERVICE AWARDS

April 2025 – June 2025

2 YEARS OF SERVICE

2 YEARS OF SERVICE



Eric Barker

Groundskeeper – Facilities Services



Cami Barragan-McIntosh

Communications Coordinator



Sophie Braker

*Academic Administrative Assistant –
Economics & Business*

2 YEARS OF SERVICE



Austin Chappell

*Director, Planned Giving -
Advancement*



Alex Chavira

Locksmith – Facilities Services



Megan Clancy

*Senior Writer & Editor –
Communications & Marketing*

2 YEARS OF SERVICE



Colyer Dermody

Technical Director – CSFAC@CC



Natalie Garro

*Access & Accommodation Specialist –
Accessibility Resources*



Khaleel Gathers

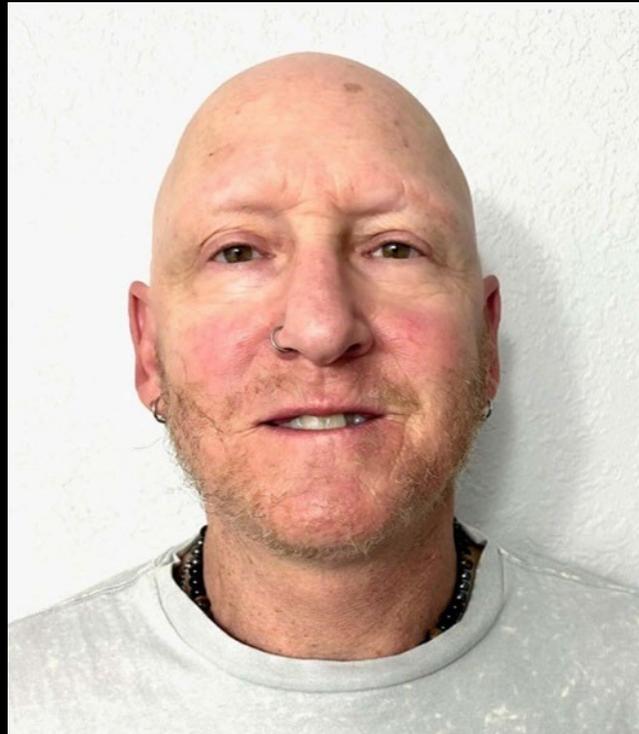
*Vice President & Chief Information
Officer*

2 YEARS OF SERVICE



Ann Marie Gonzalez

*Administrative Assistant –
Facilities Services*



Jason Hepner

Electrician – Facilities Services



Ken Holbert

MDM & Virtual Systems Specialist - ITS

2 YEARS OF SERVICE



Tia Hutchens

*Laboratory & Animal Suite
Technician - OBE*



Monica Indrebo

*Assistant to the Board of Trustees & Special
Projects Manager— President's Office*



Lacy Karpilo

*Vice President for Student Life & Dean of
Students*

2 YEARS OF SERVICE



Zachary Kusch

*Administrative Assistant – Student
Life*



Marilynn Pitcher

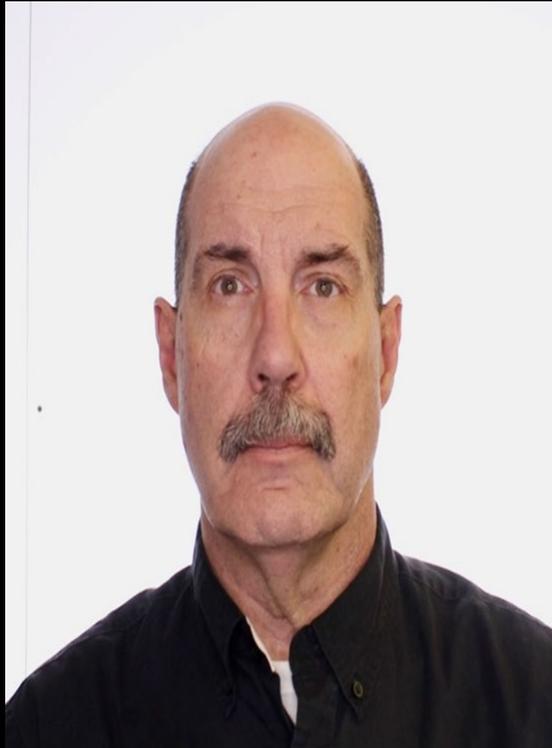
*Development Coordinator -
Advancement*



Katie Pritchard

Student Success Specialist – Advising Hub

2 YEARS OF SERVICE



Hal Render

*Applications & Systems Integrator -
ITS*



Ryan Seward

*Music Librarian & Seay Library
Manager*



Sarah Talaba

Charge Scenic Artist – CSFAC@CC

5 YEARS OF SERVICE

5 YEARS OF SERVICE



Janna Brown

*Molecular Biology Laboratory
Coordinator*



Jeff Conarroe

*Head Coach, Men's Basketball -
Athletics*



Emily Dean

Director, Major Gifts - Advancement

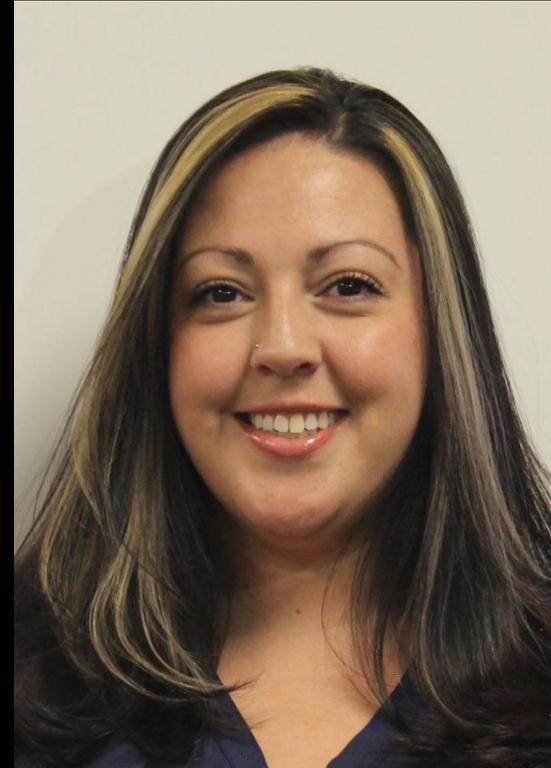
10 YEARS OF SERVICE

10 YEARS OF SERVICE



Jessica Grzywa

*Finance Manager – Finance &
Administration*



Krystal Nieves

Parking Supervisor & Coordinator

10 YEARS OF SERVICE



Meghan Rubenstein

*Curator of Visual Resources &
Lecturer*



Chelsea Walter

*Director, Office of Culturally &
Linguistically Diverse Education & Lecturer*

15 YEARS OF SERVICE

15 YEARS OF SERVICE



*Donor Relations & Gift Specialist -
Advancement*

20 YEARS OF SERVICE

20 YEARS OF SERVICE



Jeff Steele

Technical Director, Physics

25 YEARS OF SERVICE

25 YEARS OF SERVICE



Kris Higginbotham

*Events Coordinator – Facilities
Services*



David Ziemba

Infrastructure Manager - ITS



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TIGER SERVICE AWARDS

April 2025 – June 2025