

Anschutz CSA / ASA HR Community Meeting



- ▶ **Tuesday, October 15, 2025**
- ▶ **from 10:00 to 11:30**
- ▶ **Via Zoom**

AGENDA

Adrienne Howarth-Moore, Associate Vice Chancellor & Chief Human Resources Officer

- **Welcome and Introductions**
- **Chat and Ground Rules**

Kathy Green, Vice Chancellor, Marketing & Communications

Jenny Merchant, Sr. Director of Brand & Digital Marketing

- **Brand Guidelines**

Mars Cruz, Prevention, Education & Outreach Coordinator, Office of Equity

- **Updated Percipio Course for Employees**

Neil Krauss, Asst. VC, Office of Initiatives & Community Engagement

- **Minors in the Workplace**

Justin Loiselle, HCM Program Director, Human Resources

- **Time & Labor Project Update**

Wrap Up

Brand Guidelines

Kathy Green, Vice Chancellor
Jennifer Merchant, Sr. Director of Brand & Digital Marketing

Marketing & Communications



OCTOBER 2025

CU Anschutz Strategic Brand Alignment



The Problem

500+

logos and logo
variations diluting the
CU Anschutz brand

As CU Anschutz has grown, so too has the number of logos and brand representations used across various clinics and departments. This has led to brand inconsistency, which not only dilutes the strength of the CU Anschutz brand but also creates confusion for students, patients, staff, and external stakeholders.

Peer Research

We reviewed the logo guidelines of several top universities and institutions across the country and **a common pattern emerged: the university and school name consistently appeared on the top line**, with sub-departments, programs and other entities listed beneath or alongside often separated by a line. This consistent structure not only reinforces brand recognition but also **elevates the university as a unified entity**.

Peer Hierarchy

University
Department/Program

Current CU Hierarchy

Department/Program
School
University

Current CU Logo Example



Division of Cardiology

SCHOOL OF MEDICINE

UNIVERSITY OF COLORADO **ANSCHUTZ MEDICAL CAMPUS**

← Department

← School

← University

School and university name are lowest in hierarchy and much smaller. School line is also optional so not all logos include SOM.

Campus logo

Main logo

Horizontal



Centered



Full logo

Horizontal



Centered



School logos

Main logo



Full logo



CU Anschutz Naming Conventions

Campus name

Previous University of Colorado Anschutz Medical Campus

Updated University of Colorado Anschutz

Schools and colleges

Previous College of Nursing/CU Nursing
Colorado School of Public Health
Graduate School
School of Medicine
School of Dental Medicine
Skaggs School of Pharmacy and
Pharmaceutical Sciences

Updated CU Anschutz College of Nursing/CU Anschutz Nursing
Colorado School of Public Health at CU Anschutz
CU Anschutz Graduate School
CU Anschutz School of Medicine
CU Anschutz School of Dental Medicine
CU Anschutz Skaggs School of Pharmacy and
Pharmaceutical Sciences



Dual campus

Logo

Main logo



Full logo



Editorial references

Previous

University of Colorado Denver | Anschutz Medical Campus
CU Denver | Anschutz Medical Campus

Updated

University of Colorado Denver | Anschutz
CU Denver | CU Anschutz



Presentations



Presentation Title

SCHOOL/COLLEGE NAME





Department of Name

Monthly Newsletter #4, 2025



Headline here

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Updated Percipio Course for Employees

Mars Cruz, Prevention, Education & Outreach Coordinator

Office of Equity





Office of Equity

UNIVERSITY OF COLORADO
DENVER | ANSCHUTZ MEDICAL CAMPUS

INTRODUCTION TO TITLE IX AND PREVENTION EDUCATION

Agenda Topics:

- 1.Changes in Equity Office Course
- 2.Request to Employee Program
Orientation

**Presented by Mars Cruz, MPH,
CHES**

CU Anschutz | Prevention, Education,
Outreach Coordinator

mars.cruz@cuanschutz.edu

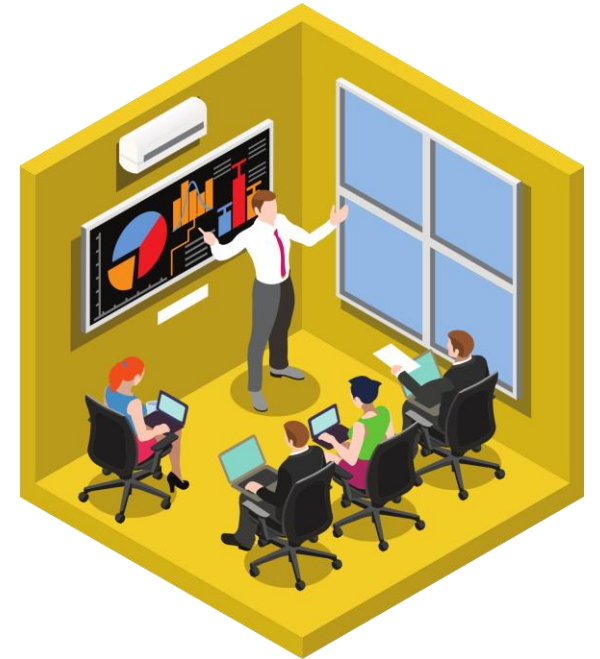
559-288-3725

 <https://www.ucdenver.edu/offices/equity>



Introduction to Equity Offices' Compliance Course

- Previous Office of Equity (OE) course “CU: Discrimination and Sexual Misconduct – CU Denver | CU Anschutz u00067” as of 7/28/2025 has been retired and inactive
- [“CU: Nondiscrimination, Sexual Misconduct, and Reporting - u00283”](#) is now the new unified course for all four campuses and CU System employees
- Please replace old course link w/ new course name and hyperlink in all **onboarding materials** and **webpages**.



Content Differences and Updates In New Course

- Agreed descriptions of behaviors and examples of prohibited conduct under sexual misconduct and prohibited class nondiscrimination policies
- Agreed definition of reporting amnesty; “good faith” reporting standard
- Unified knowledge check questions
- Integrated antisemitism, caste-based discrimination, and Islamophobia under Protected Class Discrimination



University of Colorado
Anschutz Medical Campus

CU System Course Troubleshooting

Known Errors: SSO Error

If you receive an SSO error "email must be unique", email access@cu.edu for a resolution.

Completing a recurring course.

If you need to complete a recurring course, after locating the course click restart at the top right side to complete.

Unable to find course in Percipio in search.

Contact CU Anschutz OIT.

Other Updates

- Compliance reports for **CU Anschutz** by department can be ran starting October 2025 by request
- **Equity Offices and CU System** will meet at least one more time in Fall 2025 to discuss potential course feedback and make any changes
- **1st Compliance Report** for departments using the new course will be provided **January 2026**

Contact Information

If employees have further questions or concerns on course content, feel free to contact:

Mars Cruz, MPH, CHES

CU Anschutz | Title IX Prevention, Education, and Outreach
Coordinator
mars.cruz@cuanschutz.edu
559-288-3725

If employees have Percipio-related course issues, please contact:

system.training@cu.edu

AND

CC mars.cruz@cuanschutz.edu w/ subject line “Equity Course Percipio Error”



<https://www.ucdenver.edu/offices/equity>

Minors in the Workplace

Neil Krauss, Assistant Vice Chancellor

Office of Initiatives & Community Engagement



Children and Minors on campus

- Policy and guidelines

October 15, 2025



Chancellor's Office &
Office of Access and Engagement

Three Defining Documents

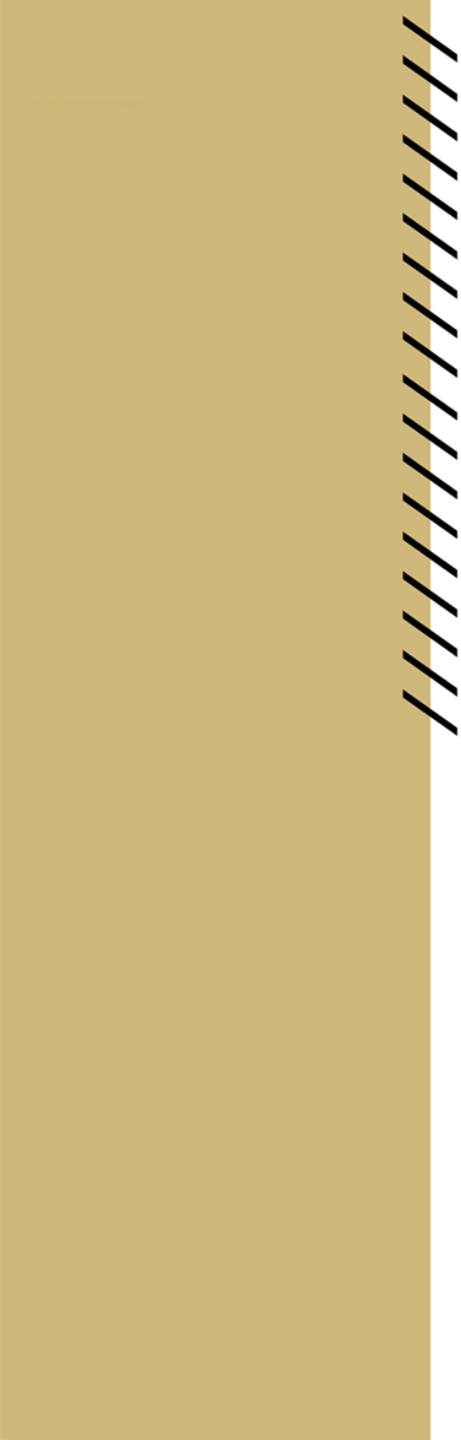
- Child Protection Policy
- Risk Management
- Guidelines for Children in the Workplace/Classroom

Why three Guidelines?

CU system and Campus Level

- 1 Child protection led by CU System Administrative Policy Statement
- 2 Campus level led by leadership guidelines set in 2020
- 3 Risk management requirements





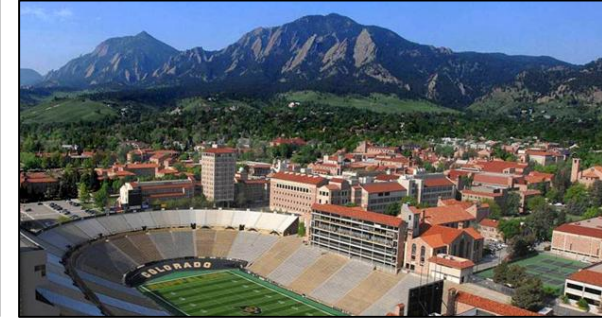
Child Protection Policy

- CU APS 7009; CU Anschutz Policy 3001

CU Administrative Policy Statement

APS 7009 Protection of Children Participating in University-Run and University-Contracted Programs for Children

- Requires each campus to create a campus-specific policy that protects children in campus programs.
- Outlines requirements within campus policy



Child Protection Policy # 3001

Process required for all campus programs with children under 18

- Landing Page:
<https://www.cuanschutz.edu/offices/access-engagement/programs-and-initiatives/educational-outreach-and-pathway-initiatives/health-science-career-pathway-hub/child-protection---minors-on-campus>



Child Protection Policy Requirements

Current Policy, Update in Process

- Program Administrator (Faculty or Staff)
- Program Description, location, dates, attendees
- List of Faculty, Staff, Students interacting with minors
- Training Requirements (Dos & Don'ts)
- Background Checks (hr.backgrounds@cuanschultz.edu)
- Appendix B Form

Appendix B

Notice of Program with Participation of Children

Form Requirements	Program Information		
Program name			
	Information required	Background OK (Y/N)	Reviewed Dos and Don'ts
Program Operator Contact who's responsible for compliance with this policy			
Contact			
Title			
Email address and phone number			
Program personnel who will be working individually with minors , criminal background check affirmation and training review	Name	Background ok? (Y/N)	Review Dos and Don'ts (Y/N)
Program date(s) and location			
Nature and description of program			
Approximate number and age of participating children			
ATTESTATION: I have reviewed the Child Protection Policy and ensure that all individuals working with children have passed the required background checks and have reviewed the Dos and Don'ts in this policy.			
Policy Contact Attestation (signature)			



What will the update include?

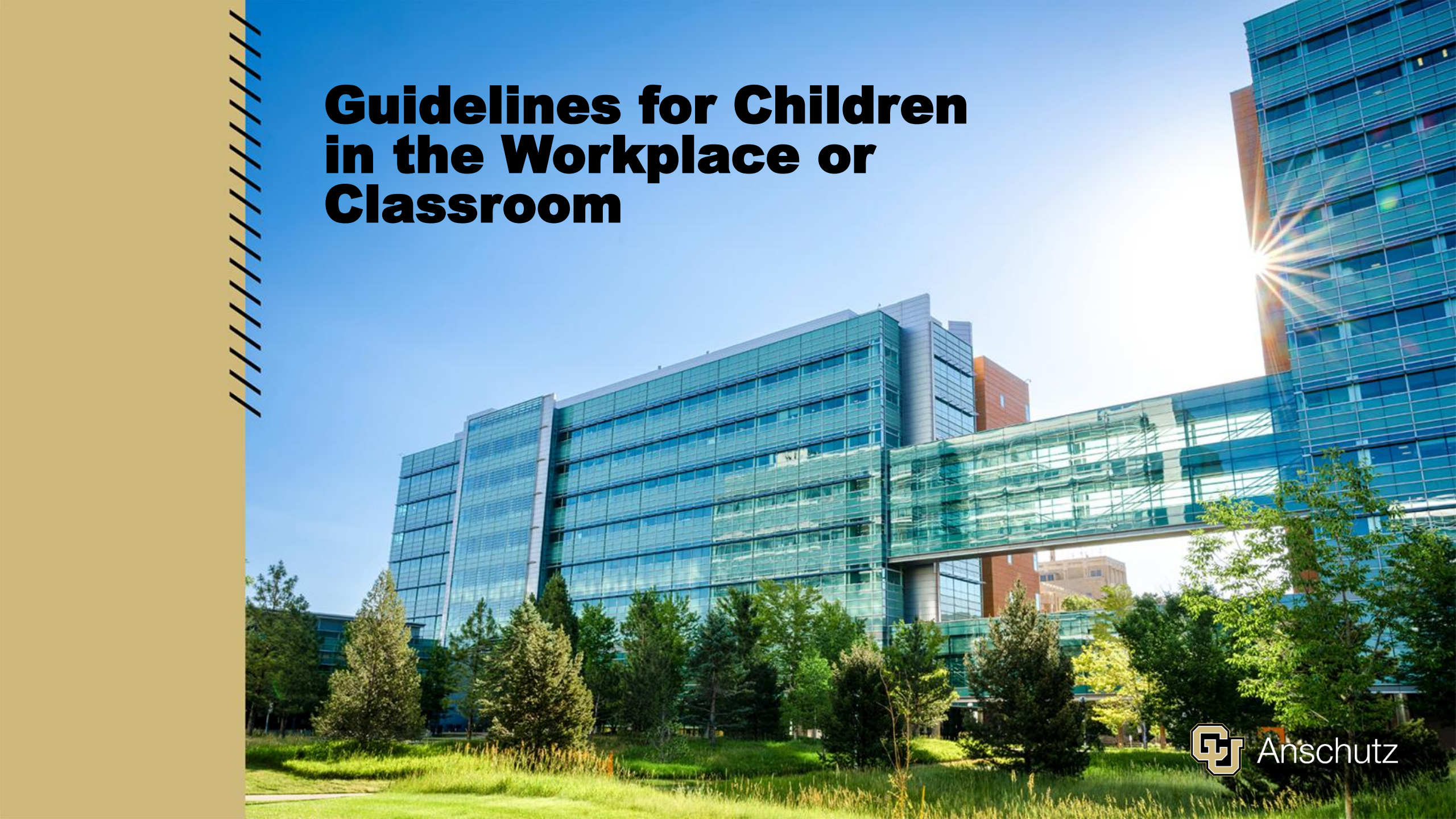
A new, easier, more thorough system

- On-Base implementation and automation
- Skillsoft training requirements
- Standard operating procedures
- Emergency procedures
- Department leadership approval
- Risk Management and Environmental Health & Safety requirements

Risk Management Requirements

<https://www.cuanschutz.edu/offices/access-engagement/programs-and-initiatives/educational-outreach-and-pathway-initiatives/health-science-career-pathway-hub/risk-management#ac-minors-participants-under-18-2>

- Minor guidelines (FLSA, employment laws, HIPPA/FERPA, Research, Mandatory Reporters, Minors in Labs, Background checks)
- Minor checklist (employee, training, volunteer)
- Participant Notice of Risk and Waiver
- Minor Consent
- Minor Lab Consent



Guidelines for Children in the Workplace or Classroom

When Are Children Allowed in the Workplace and Classroom?

On a Very Limited Basis

- Generally, not appropriate
- Prohibited where safety or confidentiality factors exist
- Only on a very limited, exceptional basis
- Officially sponsored institutional programmatic activities
- Special, employer-sanctioned occasions, with supervisor approval
- Exceptions allowed:
 - Upon approval by supervisor
 - Before or after a doctor's appointment
 - For brief periods of time
 - In event of an emergency
 - Requirements set between employee/supervisor after a number of factors are considered

https://www.ucdenver.edu/docs/librariesprovider284/default-document-library/8000-guidelines/children-in-the-workplace.pdf?sfvrsn=3766b6ba_2

Employee/Supervisor Considerations

On a Very Limited Basis

- Parent must be willing to accept full responsibility for child's safety, and any damage to property or injury to persons caused by child's presence
- Whether the child's presence in the workplace or classroom creates a potential danger to the child or exports the department or University to liability
- Whether the child's presence may result in the unauthorized disclosure of confidential or sensitive information
- Whether the child's presence may disrupt work or classroom environment and/or creates an atmosphere not conducive to achieving the specific goals of the workplace or classroom
- Whether the parent agrees to assume responsibility for the child at all times and ensure the child does not substantially disrupt the parent's work or interfere with the workplace or classroom activities
- Whether the parent agrees to supervise the child at all times and agrees not to leave the child unattended or under the supervision of another employee
- Other factors as the supervisor or instructor deems appropriate

Are Tours Allowed?

On a Very Limited Basis

- Permission must be granted by employee's supervisor, laboratory head or principal investigator for laboratories or specialized areas
- Appropriate precautionary measures must be taken and hazards must be considered or removed
- Direct adult supervision is provided at all times
- Department heads may require additional safety measures before visits and may require parental consent authorizing such visits

Questions?





PeopleSoft Time & Labor Project Update

Justin Loiselle, HCM Project Director

Office of Information Technology



PeopleSoft Time & Labor

PROJECT UPDATE

Project Update

Go-Live Month

The tentative go-live month is
September 2026

T&L Announcement to Employees

CU System will send an initial email to all CU employees announcing the T&L project on **October 27, 2025**. This communication will focus solely on T&L and will not reference the Payday Schedule Change. Campus-specific follow-up communications will be shared separately.

Change Champion Network

The Change Champion Network (CCN) is a group of advocates across CU Anschutz who will receive in-depth updates and early advanced-level training to support the transition. Change Champions were notified on 10/2 that they were selected to participate. **The kickoff will be on 10/22 from 2-3 pm.**

Physical Time Clocks

Timeclock Plus (TCP) is the selected centralized time clock vendor. **Departments needing physical time clocks must use TCP.** Cost details will be shared with affected schools/departments.

Payday Schedule Change

Moving all non-exempt employees to bi-weekly with the T&L go-live (tentative date: September 2026). No change impact for existing exempt employees. However, all new employees, including exempt, will start their employment in the bi-weekly, pay in arrears model. Impacts approximately 10% of current employee population.

Transition Assistance

- **Decision:** The transition payment is designed to ease the impact of the pay schedule change. It is not intended to fully replace any lost pay, but to provide support during the transition period. All monthly non-exempt employees hired up to 9/1/26 will receive a transition assistance.
- **Next Steps:** The methodology for the payment is being finalized. A draft calculator is being developed for employees to estimate their assistance.

Communication

- Communication to supervisors and affected employees is planned for January, with supervisors Q&A session included.

Thank you!



Thank You for Joining Us

Next HR Community Meeting

December 2, 2025
10:00 to 11:30 am