



BCSC Full Council Meeting Summary

Wednesday, January 13, 2021

12:15 p.m. to 2:15 p.m.

Zoom

In Attendance:

Omunu Abalu	Natalia Johnston	Cayla Paulson	Barry Sparks
Chantal Baca	Vanessa Luna	Karrie Pitzer	Dan Steinke
Susan Baumgartner	Alex Macmillan	Betty Rasmussen	Elyse Sutton
Alisha Bennett Stewart	Grace Maniscalco	Michael Reynoso	Lauren Tomkinson
Crystal Cyr	Ana Martin	Ron Richter	Josh Turnquist
Kelsey Draper	Blake McAllister	Aimee Santistevan	Eryn Van Poole
Jasimine Evans	Kati Monday	Andres Schemel	Dylan West
Megan Garcia	Chris Muldrow	Hannah Simonson	Shing Kit (Jackie)Wong
Angela Gorbald	Cameron Najera	Alan Slinkard	Danielle Young
Donna Hamm Reilly	Jan Owens	Clara Smith	
Shelby Javernick	Mark Palacio Sr.	Kelly Smith	

Not in Attendance: Maria Abramowicz, Mignon Macias, and Leslie Safadi

Guests: Eva Lacey, Cary Ihme, Patrick O'Rourke, Lisa Landis, and Lauren Thompson

Call to order: 12:17 p.m.; quorum.

Approval of Minutes: Moved to approve December 2020 Meeting Minutes.

Approved by unanimous consent

Presentation: Patrick O'Rourke, Interim Executive Vice Chancellor and Chief Operating Officer

- Would like to talk about what the campus is doing to move forward after this event
- Would like to give contexts/perspective on what has been happening behind the scenes
 - Not an indicator to force a perspective
- Point out legal/policy obligations with the situation
- Have had a number of issues come up during Professor Eastman's time with the university
 - Professor Eastman spoke at the rally, at the Capitol, for two minutes
 - He did not call on anyone to march the capitol
 - He did not advocate for the use of violence or overthrow of government
 - Did he engage in any illegal activity?
 - 3 Statutes to look at:
 - Inciting a riot
 - Advocating for the overthrow of the government
 - Act of insurrection
 - Nothing to indicate his speech incited any of those three
- Questions/Comments:
 - Vanessa: Can we get more context on your work on the 1st Amendment that you mentioned
 - While the statements might not have been directly inflammatory, he stood on stage where there were terrorists present whose actions lead to deaths of Americans
 - Repeating false claims over and over again can be misleading by him.



- Hannah: Will he still be teaching classes at CU?
 - What assurances are there that as a teacher he will be teaching facts and not just beliefs
 - Was scheduled to teach two classes for Spring, those classes were cancelled because no one signed up to take them
 - Faculty members are able to teach what they believe to be true
- Crystal: Would there ever be a point where we would terminate contract from not adding value to the campus?
 - Employment at will means that an employer can terminate any person for any reason without giving them notice or process.
 - Any reason means any lawful reason
- With the 1st Amendment, even speech that is misleading is protected

Announcements/Chairs' Report:

- Pat is joining us to discuss the Resolution in Response to Visiting Scholar John Eastman
- Pat came into his role in February, 30 days before COVID hit
 - Kelly Fox was our previous member in that position
 - Ever since Pat has moved into his roll he has made sure that Shared Governance is involved in the dialogues
 - He is an important ally to our Shared Governance
- In the Newsletter you will see a joint letter from Katherine Erwin, Pat O'Rourke, and the Co-Chairs
- Asked to be involved in the budget redesign, Chantal Baca will be representing Staff Council in that space
 - Two year appointment
- We might be seeing another COVID peak right now due to the new year holiday

Vice-Chair Report:

- Held two town halls
 - Front line staff over 201 staff attend
 - Webinar capped at 500, 500 on Zoom, 79 watched live, 329 have since viewed the recording
- Next will be Staff Council Information session
 - January 28th and February 9th
 - Article will be in the newsletter as well

Treasurer's Report:

- Still anticipating a charge for the town hall in December

Secretary's Report:

- Please continue to let Elyse know of attendance notes

Parliamentarian Report:

- There will be a resolution to vote on and it is a motion
- Refer to Roberts Rules for questions

Human Resources Report:

- Leave sweep, put into place by the Regents
 - To have a one year extension
 - At this time on June 30/July 1 you will be brought back down to the usual cap
 - Sending messages out now to give staff 6 months to use that leave
 - No cap on sick leave, just vacation



- Unemployment fraud, this is nationwide thing
 - 500 claims in the last few weeks we would have to deal with
 - If you want to be proactive they have your name, SSN, and address
 - The credit card would come right to your house
 - It means they have your SSN
- COVID testing, extended for staff and their families
 - Unsure if it will continue when the students come back in February
 - Recommended/required, you “should”, if you are working at least one day on campus in spring
 - Will be a good faith effort
 - CU will be offering vaccines later in spring on campus
 - Now focusing on 70 and over
 - 18,000 employees on the Boulder Campus
 - Working through who and when
 - Will they be issuing both rounds?
 - Will we be hiring more staff for this?
 - Working with frontline service employees items translated for this

UCSC Report:

- Reps were asked to submit selections for the Committee on Vice President on IT for the four campuses
 - Submitted a list of names, Ron was one of the suggestions
 - Indicates they are taking the Shared Governance part seriously
 - Also, looking at all four campuses for it
- Mignon sent a letter, that there is a COVID-19 town hall, Lauren will send it along

New Business:

- Elections Committee – Vice-Chair Special Election
 - 48 nominations, but only one willing and able candidate
 - Voting by acclamation, March 1 appointment
- Elections Committee – Bylaw changes discussion:
 - Elections Code: Section A #14
#14) Until the board is fully seated there shall be an addition of 3-4 elected at large individuals per year until the board is operating at full capacity
 - Bylaws Article 3, Section B, #5
#5) Staff Council representatives shall be no fewer than 35 members and no more than 50 members
 - Use the verbiage of board or “Council”
 - Elections code must be voted on by Executive Committee
 - To be voted on next month
 - Would it make more sense to be 1% of the workforce?
 - We had discussion around this, but we want to avoid the ambiguity and more set in stone of what the number would be
- [BCSC-R-2021-01: BCSC Resolution in Response to Visiting Scholar John Eastman’s Participation in Washington, D.C. Rally](#)
 - Process to get to the language used:
 - Felt that this is important enough for us to speak up and use our voice
 - At first a call for removal, but after talking with the Administrations (Pat O’Rourke) not appropriate to go down that road and break Regent policy and break the law
 - Then thought of calling for him to resign



- Chose not to, looking at what he did, his word and actions are constitutionally protected by free speech
 - Also, it would set a precedent around other free speech instances
 - i.e. Racial injustices and protests earlier in 2020
 - Call for a better look at individuals when they are assigned to these roles
 - Tie response to the Colorado Creed and what we expect of our community members
 - Move to adopt the resolution in its current form as put forth by the Co-Chairs: Vanessa, seconded by Hannah
 - Discussion:
 - Lauren Tomkinson – We said we wanted to make a strong stance, but it seems not strong enough not calling for firing or demanding him to resign.
 - To be more systematic in changing the process
 - Making sure the action ability is realistic
 - By that the resolution would be diminished
 - Ana Martin – Even after this is pushed through you may want to have specifics on how Council can support this recommendation
 - Set the expectation and how Council will support the changes
 - Dan Steinke - I think something about his damage not just to CU Boulder reputation is important. His statements/actions supported a cause that resulted in storming of the capitol.
 - Blake McAllister - SC may not be the right medium for actionable demands, but vaguely calling out actions without demands almost ignores the basic cause and effect of election fraud claims and forceful takeover over government. There are armed protests planned at EVERY state capitol this weekend.
 - Move to a vote: 27 yes, 3 no, 7 abstain
 - Passes

Committee Reports:

- ASR (Eryn Van Poole):
 - Peer to Peer Recognition Website
 - Feb – Apr Qualtrics Survey
- Blood Drive (Alisha Bennett Stewart):
 - Next Blood Drive scheduled for **February 1-14th**, can visit any Vitalant donation center to give due to a new pledge program. This program allows CU affiliated donors to keep abreast of notifications, choose times and locations that are most convenient, have their donation attributed to CU Blood Drives, and donate at any national Vitalant Blood Donor Center. Use code 0248 when donating.
 - Vitalant has expanded donation opportunities to a wider variety of potential donors due to recent FDA revisions. The shortening and elimination of these deferrals will provide many more individuals in our community the opportunity to save lives through blood donation. Check eligibility here: <https://www.vitalant.org/blood-donation-requirements>.
- Communications (Vanessa Luna):
 - Newsletter to go out on January 19th, 2020
 - “Expedited Content Request” (aka “Last minute requests”) guidelines are being drafted. In the meantime, please remember:
 - Always use the [Communications Content Form](#) to submit content.
 - A failure to respect deadlines is a failure to respect the time of your fellow Staff Council members. Whether intentional or not. Additionally, we can be flexible, and we want to work with you. So we urge you to communicate with us.



- Elections (Andres Schemel and Alex Macmillan):
 - Vice-Chair Special Election – Nominations closed; ballot announcement
 - 2021 Elections Timeline
 - February 2nd through February 12th – Call for nominations
 - March 2nd the ballot will go out to begin the voting process
- Inclusive Excellence (Ana Martin and Jasimine Evans):
 - Land Acknowledgment
 - Inclusive Election Process
- Inclusive Practices for Blood Donations (Michael Reynoso and Aimee Santistevan):
 - Highlights from the presentation from Dr. Samantha Mack, Medical Director of Vitalant
 - Reviewing and refining our committee's goals and objectives
- Outreach and Events (Kati Monday and Betty Rasmussen):
 - Lots of new and exciting things in the works for this semester. Still hoping to host an in person Field Day in early June (FINGERS CROSSED!). Date coming soon.
 - Working on fun virtual options in the meantime. Stay tuned for Book Club, Painting class, Gardening with Alex, possible mixology and cooking classes, and of course, more virtual games!
- PBRL (Alan Slinkard):
 - Next steps concerning Childcare survey
 - PBRL utilization of Anti-racism approach to meeting structure and management/facilitation

Pulse:

- Vacation Leave Extension – Grace Maniscalco
 - Will be posted in the Staff Council MS Teams
 - Also, will ask Lisa Landis

Adjournment: 2:15 p.m.

Respectfully submitted,
Lauren Thompson
Staff Council Administrator
Boulder Campus Staff Council