



BCSC Full Council Meeting Summary

Wednesday, February 10, 2021

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

Zoom

In attendance:

Omunu Abalu	Vanessa Luna	Karrie Pitzer	Elyse Sutton
Maria Abramowicz	Alex Macmillan	Betty Rasmussen	Lauren Tomkinson
Chantal Baca	Grace Maniscalco	Michael Reynoso	Josh Turnquist
Susan Baumgartner	Ana Martin	Aimee Santistevan	Eryn Van Poole
Crystal Cyr	Kati Monday	Andres Schemel	Dylan West
Kelsey Draper	Chris Muldrow	Hannah Simonson	Shink Kit (Jackie) Wong
Jasimine Evans	Jan Owens	Alan Slinkard	Danielle Young
Megan Garcia	Mark Palacio Sr.	Clara Smith	
Shelby Javernick	Linda Park	Kelly Smith	
Natalia Johnston	Cayla Paulson	Daniel Steinke	

Not in attendance: Maria Abramowicz, Alisha Bennett Stewart, Angela Gorbold, Donna Hamm Reilly, Blake McAllister, Cameron Najera, Ron Richter, Leslie Safadi, Barry Sparks

Guests: Linda Park, Blake Trujillo, Ellie Spain, Lauren Thompson, Lisa Landis, Stefanie Ungphakorn

Call to order: 12:17 p.m.

Approval of minutes: Moved to approve January 2021 meeting minutes

Approved by unanimous consent

Announcements/Chairs' Report:

- Chancellor announced that the Senior Vice Chancellor for DEI was posted last week
 - Search committee has been formed
 - Position will report directly to the Chancellor
 - This will not be the same as ODECE
 - New roll that will be one piece of the puzzle
 - To expand the scope of DEI over campus
 - They will ask this person to take a broad look at all DEI efforts on campus and provide recommendations to campus on how to move forward
 - This person will lead the Idea Council
 - Asked how 5% budget reduction will affect the DEI efforts on campus
 - There will be guidance provided to leaders as they are budget planning
- Budget redesign presentations are going on around campus
 - Talked about what the goals are, what the process is, and how it is structured
 - Chantal Baca will be our SC Representative on the Budget Redesign Committee
 - It will completely redo how we look at budgeting on campus
 - Will take a couple years to complete
 - We will eventually have the committee do a direct presentation to the Council
- Campus Mater Plan is kicking off right now
 - Done every 10 years
 - Led out of Infrastructure and Sustainability department



- Will be coming to our meeting next month to talk about the plan moving forward
 - I&S has a website set up for it, not much on it now, but more coming on it
- Ida Mae will also join for that discussion
- The university was involved in an aggressive [cyber-attack](#) over the last couple months
 - There was an email from the President on it
 - Anyone who used the large file transfer during that timeframe could be impacted
 - Not everyone was notified yet
 - Everyone will be notified in the near future when they get the analysis done
 - The university is going to procure identity theft protection for all staff
 - If you are affected you should contact the Credit Bureau to place an identity theft alert on you credit
- Leave sweeps (Pulse article from last week):
 - Co-Chairs did raise this up to campus leadership
 - Also brought awareness of this issue to UCSC
 - We've been told the system office, as well as all four campus, have been talking about this on what to do
 - The decision that has been made is that leave sweeps will move forward
 - Built out in regent policy
 - Broken out in to Classified and University Staff
 - You can accrue more than 352 hours in a calendar year
 - You can be above that cap, but in July any extra hours will be taken away
 - Campus wants staff to take their time for their physical and mental health
 - Co-Chairs will continue to push on that and develop communication that staff have earned their time off and they should be allowed to take the time that they've earned

Vice Chair Report:

- Last month in Vice-Chair roll before moving into Co-Chair position
- We had 33 attend the event yesterday
- Will be meeting with Natalia next week to help train her on

Treasurer's Report:

- Speaker series fee came in a little high, but we have reserves

Secretary's Report:

- Elyse will need to step down from the Secretary roll
- Plan to train next year's Secretary early before going out on maternity leave
- Please let Elyse know if you will be late or miss a meeting

Parliamentarian Report:

- Barry is out, nothing to report

Human Resources Report:

- Leave sweep Information:
 - Will go out through Employee Services
 - Hoping supervisors will grant this time to staff
 - Happening more often in cases where staff are supervised by faculty
 - If there are places that aren't then let HR know
- Principals that are agreed upon by our campus on how to come back to campus
 - Katherine could come talk to Council about what is going to come with coming back to campus



- The difficult time is when you have half people on Zoom and half in person
 - Looking at what this will look like moving forward
- Not close to coming back yet, but planning
- COVID Vaccinations:
 - CU Boulder is an optional site
 - Anyone who is eligible put your name on any list you can get on
 - Struggling with the supply chain
 - Hoping with supply chain becoming more reliable we'll be offer more vaccinations soon
 - More communication will be coming out soon
- Cyber-Attack Breach
 - More unemployment claims came through that actual real claims
 - People are receiving a 1099 for wages someone claimed on unemployment
 - With the 1099 you have to go through and let people know that is fraudulent
 - W2s Question:
 - Noticed after taxes were filed that the W2 in my CU leave has a different address than the one that was mailed out

UCSC Report:

- We have a new admin that works about 25 hours a week
 - Improved Ryan and Tara's ability to get everything done
 - Might have her come to a Full Council meeting to get to know her
- Alan experimenting with a new software called govern spot
 - Something to look at for the future
- Article on the importance of Shared Governance from President Kennedy
 - Ryan will be writing a follow up article on that
- Kevin Young did a report on the Equal Pay Act
 - Kathy Nesbit will give a talk at the March meeting on the final outcome of that
- Two VP searches that are going on right now
 - VP for Communications
 - VP for Information Technologies
 - Looking to nominate more individuals to be on the selection committee
- BFA and UCSC letter to Heidi Gahnal
 - Decided to not send that letter
- President Kennedy attending UCSC meeting once a quarter
 - Will be at the March UCSC meeting
- Beginning with the April meeting UCSC will invite one of the Democratic and one of the Republican Regents to the UCSC meetings

Staff Council Administrator Report:

- Busy time of the year, just reach out if you have any questions

Committee Reports:

- ASR (Eryn Van Poole):
 - Peer to Peer Website – Brightest Buff
- Blood Drive (Alisha Bennett Stewart):
 - Continue to spread the word about our February Blood Drive! Drive goes through February 14th by visiting any Vitalant donation center.



- Shoe, Coat & Food Drive – March 1st – 31st. Partnering with Runners Roost in Boulder to host this drive. Start gathering your items to donate!
- Communications (Vanessa Luna):
 - January Newsletter Results
 - Open rate 55%, highest since May, 2020. Click-through rate 17%, highest since June, 2020.
 - Highest clicked on articles:
 - **Be an Ally: 5 Easy Ways to Normalize Pronoun Usage (331 clicks)**
 - Newsletter Contest (161 clicks)
 - Blood Drive Updates (126 clicks)
 - Next Newsletter
 - Publishes March 26th, 2021
 - Deadline for article submission: **February 25th, 2021**
 - Please don't be late!
- Elections (Alex Macmillan and Andres Schemel):
 - Call for Nomination close on 2/12 and voting runs March 2 – March 23
 - Update on [Bylaws](#) and [Elections Code](#) changes
 - Goal is to vote on these at the March 10 Full Council meeting
- Inclusive Excellence (Ana Martin and Jasimine Evans):
 - [Training with Andres](#)
 - Providing it first to SC Representatives
 - Support for front line service staff to engage with Staff Council
 - Safety Task Force:
 - Blake and Kelsey have taken over leadership roles on the task force
- Inclusive Practices for Blood Donations (Aimee Santistevan and Michael Reynoso):
 - Finalizing our committee's statement
 - Planning future of the committee
 - Alan drafted a resolution to work on as a committee
 - Looking to propose it to Full Council in March or April
- Outreach and Events (Kati Monday and Betty Rasmussen):
 - Two games nights are scheduled – Yahtzee on 2/18/2021 and Scattergories on 3/1/2021. We are also working on scheduling a Pictionary game night at the end of March.
 - Looking forward to spring, Outreach & Events will be hosting Gardening with Alex featuring our own Alex MacMillan. Two different sessions will be held via Zoom – Thursday, March 18 and Thursday, April 15. Both will be held at 1 pm. We are also exploring other “How To” sessions including mixology, cooking and more.
- PBRL (Alan Slinkard):
 - Childcare Survey Article
 - Anti-Racist approach to running PBRL Meetings
 - Had a presentation from Chantal and Lauren at the last PBRL meeting

New Business:

- UCSC Delegate Election
 - Mignon will be leaving CU Boulder and therefore leaving the Council
 - Move to move Josh from the alternate role to the permanent roll for the remainder of the year
 - Approved by unanimous consensus
 - Vacant seat in the UCSC Alternate position:
 - Danielle Young will be alternate position for UCSC
- Appointment for Area 6, 2021 term:



- Vacancy created by Mignon leaving will be filled out by Linda Park

Pulse:

- SC Membership for Frontline Service Employees - Kelsey Draper
 - Designated Frontline Service staff representation on Council
 - Currently a missing voice on campus
 - Not everyone might identify with the term “frontline staff”
 - https://www.colorado.edu/hr/frontline-service-employees#employee_english_language_esl_program-403
 - Making sure they have the time to commit
 - Also, Classified Staff representation on Council
 - Would need to be compensated time
- Staff Council Elections Accessible Languages - Barry Sparks (presented by Elyse)
 - Doable if we have time to prepare
 - Has been brought up at the Inclusive Excellence Committee as well as Elections Committee
 - HR is always looking to get items translated
 - Use “[Transperfect](#)”, send content you want translated and they give you a quote
 - It has worked really well
 - How do we prepare the Council and communicate with them
 - With Zoom you can enable an interpretation feature on Zoom, and third party feature is used
 - <https://support.zoom.us/hc/en-us/articles/360034919791-Language-interpretation-in-meetings-and-webinars>
- Tuition Assistance Benefits Concerns - Dan Steinke
 - Brought to us by student billing office in Bursars office
 - Tuition Assistance Benefit around staff
 - Staff can’t register for classes until the first day of the class or beginning of the semester
 - Seems like the Bursars office, Employee Services, and Communications are not on the same page
 - Lack of clarity
 - Staff can’t register of the first day of class and then you can’t get the books from the bookstore as there are delays at that point
 - Can Staff Council support those communications?
 - The miscommunication does deter staff from using the benefit
 - Would be good to discuss this in a future PBRL meeting
 - Looked at a recent item that would change it to let faculty and staff 7 days before to register for classes
 - Lisa will see if she could track that down
 - The Idea Council is looking at this as well
 - Recommending to create a person to contact with Staff Council
 - Where someone signs up for you

Adjournment: 2:15pm

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