



BCSC Full Council Meeting Summary

Wednesday, March 10, 2021

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

Zoom

In attendance:

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

Not in attendance: Angela Gorbold, Blake McAllister, Kelly Smith, and Barry Sparks

Guests: Lisa Landis, Lauren Thompson, Ellie Spain, Ron Reeves, Kelly Donohue, Cindy Edgar

Call to order: 12:17 p.m.

Approval of minutes: Moved to approve February 2021 meeting minutes

Approved by general consent

Presentation: Campus Master Plan

Chris Ewing, Assistant Vice Chancellor, Planning, Design, & Construction

Amy Kirtland, Facilities Planner, Facilities Management

Ida Mae Isaac, Special Assistant to the Vice Chancellor for Infrastructure and Sustainability | I&S Strategist

- Campus Master Plan (CMP): Strategic Facilities Visioning Process
- Goals:
 - Integrate
 - Maintain campus character
 - Opportunity and improvement
 - Sustainability and Resilient
 - Collaborative process with students, faculty, and staff
- Sustainability and Resilience:
 - Real Estate and built environment
 - Energy masterplan
 - Transportation
 - Living-learning laboratory
- Timeline:
 - August through December
 - Discovery and analysis
 - Context Studies
 - Working on this now



- Housing Master Plan (HMP): Key findings:
 - 10,000 residents housed
 - Grow and diversify housing offerings
 - Aging infrastructure and deferred maintenance
- Transportation Mater Plan (TPM): Key Recommendations:
 - Fast and Frequent
 - Mobility hubs
 - The walk (only specific bus route through that area)
 - Transit lanes
 - Structured parking co-located with mobility hubs
- My Campus Survey Summary:
 - Campus wide survey in December, around 500 respondents
- Created a 30+ year plan even though this CMP is done every 10 years
- Mobility hubs would have a place to store items as we'd be asking many people to leave their cars at home
- Power plant, would like to transition it someday, but it could take decades
 - Used to be on the outskirts of campus, but now it is very central
- Will be doing larger presentations to draw feedback from a broader campus community
- This campus design will begin in phases.
 - Anything that is done in the next 10 years will fulfill this longer term vision
- When the development of the TMP came together was there ever mentioned a trolley system through that "walk" area in main campus.
 - Monorail system from edge of campus to South campus someday
- If existing buildings that are in a flood plain, like RL2, get taken down there are more restrictions on what we can add back in that space
- Any of those buildings that go away would be changed to working remotely or in other buildings on campus
- The plan is being integrated and/or aligned with the IDEA Plan to support cultural change
 - Creating those community spaces that individuals can arrive at
 - Met with ODECE
- For questions or feedback please reach out to [Amy Kirtland](#)

Announcements/Chairs' Report:

- Welcome guests and possible future Staff Council members
- Happy Hour will be next Tuesday, March 16th 4:00 p.m. to 5:30 p.m.
 - Co-Chairs will be putting some opportunities to engage
 - Focus on building community and comradery
- Beginning budget planning discussions to understand what next year will look like
 - Will have discussion coming at the end of the month at Executive Committee
- Looking at bylaws with Barry as to how to respond to a hybrid environment
 - More conversations coming with that
 - Will provide more information at Executive Committee
 - Creating inclusive space and supporting a diverse culture
- Have been talking with Jon Leslie to create an MOU to move Staff Council communications forward in social media
 - Working to increase capacity without duplicated efforts
- Large conversations in AVC on how to transition back to campus for Summer/Fall
 - Will provide that either by email or in the next Full Council meeting
- Continuing to talk with Administration about the vacation leave sweep
 - Put a survey together to research staff's comfort level in taking their vacation leave



- Vacation leave set to happen June 30, 2021 as of right now
- Sign-up form for the vaccine, look out for it so you have access to it when you are eligible for it
- You will not see any statement from campus about getting the vaccine at this point as it is a trial drug
- Search for Senior Vice Chancellor in Diversity, Equity, and Inclusion
 - Position is posted and reviews are underway

Unfinished Business:

- Bylaw changes voting:
 - Motion to approve the bylaw changes as stated in the meeting packet
 - Discussion: None
 - Voting results: Motion Passes:
 - 39 Yes, 0 No, and 1 abstain
- Motion to remove temporary suspension that was made at the August 2020 meeting be rescinded
 - Discussion: None
 - Passed by unanimous consent

Vice-Chair Report:

- Working on Speaker Series
 - Set-up LinkedIn Learning: Rock Your Profile, two sessions
 - April 13th 12pm and 2pm
 - Also working on a Motivational Interviewing session

Treasurer's Report:

- Still doing well financially
- There is one expense that hasn't been captured on the current report, the Years of Service gift cards
- Reaching out to HR to get clarification about budget for next year

Secretary's Report:

- Thank you for everyone for attending
- Absences policy is in the bylaws: if you let us know we keep it in mind when you let us know
 - If you miss 5 absences throughout the year, you get removed from Staff Council

Parliamentarian Report:

- Barry out today

Human Resources Report:

- Framing this return to campus as "future work"
 - This will be the future of work
 - What will it look like, it will be different
 - There are about 9 to 10 guiding principles that have been put together and should be released in the next week or so
 - All decisions made by departments should touch on these principles
 - There will be a high level committee looking at the work that is done on that next level
 - Large discussions around space/IT
 - What it looks like to have things on and off campus at the same time
 - It is all being reviewed
 - Will bring the information back to the group, but let Lisa know if you want to sit on that committee
- One of the items being discussed is snow closures:



- If we close for snow and you work remote it applies to you as well
- Can't control power outages and children that don't have school
 - Leadership reserves the right to make a hybrid option
- Unemployment fraud rate is still out of control
 - Still get about 100 a day
 - The large file transfer breach that occurred did not include socials and for the unemployment fraud might have not come from that source
 - Contact HR or IT security if you are concerned
- Vaccines:
 - Please fill out that form
 - You can also opt out on that form
 - Did a huge push last week and this week to get the frontline service employees through
 - 500 doses last week then this week we'll do another 500 Friday and then again on Monday/Tuesday
 - With vaccine guidance has changed
 - Changing COVID guidance over to medical services
- Spring Holiday:
 - Holiday calendar did not change
 - Holiday will be Friday, March 26
 - There will be no classes on March 25th
 - Faculty and students will be off
 - If you have to work on that Friday you are entitled to take those 8 hours at another time

Staff Council Administrator Report:

- Thank you for everything you do
- Looking forward to Happy Hour this week

UCSC Report:

- Adopted Govern Spot as a software for a year
- President Kennedy will attend the March UCSC meeting
 - Looking at postponing or cancelling the April UCSC meeting
- Looking at updating the website
- Working on tuition benefit
- Equal Pay Act is still in discussion at the UCSC level
 - Any information will be passed along
 - Our campus has done a pretty good job of implementing good footsteps in the process, but it appears the other campuses are having some challenges
- Looking at using a software called Guru to have discussions with other Staff Council campuses nationwide
 - University of Massachusetts
 - Pays their Staff Council Co-Chairs
 - They get a stipend
- UCSC Election upcoming and will notify of new members

Committee Reports:

- ASR (Eryn Van Poole):
 - Peer to Peer recognition form is now live on our [website](#)
 - Called the Brightest Buff award
 - For the first few months there will not be an automatic email
 - When ASR meets in early April ASR will look at the nominations and send the emails at that time



- Blood Drive (Alisha Bennett Stewart):
 - Shoe, Coat & Food Drive – March 1st – 31st. Partnering with Runners Roost in Boulder to host this drive. Start gathering your items to donate!
 - Already collected a good amount of coats and food
 - Our Spring Blood Drive will be held April 5th – 18th. Donate during this time period, at the Boulder & Westminster Vitalant Centers, and receive one of these awesome Staff Council-branded items: a mug, water bottle or a squishy buffalo! We also have free [S-biners](#) from Nite Ize, that were generously donated to all of our blood donors. All items are limited, so donate early to get your free gift!
 - Donations are accepted at any Vitalant location using code 0248.
- Communications (Vanessa Luna):
 - Newsletter results and engagement will be available at the end of next week
 - Committee vs Council – Communication Language
 - Thank you for submitting articles
 - If you see the verbiage of your submitted articles is different, it is to present a unified communication front
 - Impact Sheet/Summary for this year
 - Co-Chairs will be asking each committee to submit their impact feedback for that summary in the next couple months
 - Would like to think about our summaries of impact now to get this out at the May shared governance meeting
 - March newsletter will go out on March 16th
 - Please go into to look at the survey on the leave sweep
- Elections (Alex Macmillan and Andres Schemel):
 - Election code changes were adopted during the last Executive Committee
 - Elections are underway - We had over 100 nominations and 37 candidates
 - Officer Elections coming up soon
 - Call for nominations April 19th through the 23rd
- Inclusive Excellence (Ana Martin and Jasimine Evans):
 - Making Virtual Meetings Inclusive: Exploring equity gaps-Training delivered by Clara
 - Tuesday, March 30th, 1:00 p.m. to 2:00 p.m.
 - Update on Quarterly DEI Round Table discussion with CDO Cook
 - Please let us know if you are interested in attending the next session
- Inclusive Practices for Blood Donations (Aimee Santistevan and Michael Reynoso):
 - Resolution/Statement forth coming
 - Aimee and Michael will be sending it out soon for comments and would like to vote on it in April
- Outreach and Events (Kati Monday and Betty Rasmussen):
 - Had successful Yahtzee and Scattergories virtual games. Pictionary scheduled for March 25 at 5:30pm. Join us! [Info here](#).
 - Gardening sessions with Alex Macmillan coming on March 18 and April 15, Painting class on April 6, Missouri River Expedition on May 6.
- PBRL (Alan Slinkard):
 - Working on Anti-Racist approach to our initiatives
 - Starting with Childcare
 - Looking at a town hall in April on Childcare

New Business:

- DEI resource list – Jasimine Evans and Dan Steinke
 - A resource bank where all of this information can be accessed



- Hope is to expand this to all campuses and system
- [Team's doc about the DEI lists](#)
- Looking for feedback

Pulse Items:

- Space Allocation for Fall 2021 – Susan Baumgartner
 - [Space policy that is in place](#) (Space Allocation Guidelines)
 - Has Staff Council had a say in this in the past?
 - Staff should have a say in their spaces they get to occupy
 - Less of an issue now as we are working from home
 - Future work discussions are happening at the department level
 - Staff should be a part of this conversation
 - Prior to COVID we had an incredible turnout for a working from home speaker series
 - There is a desire to work from home
 - Staff that don't have front facing interaction with students are able to work from home
 - Vanessa will make a note about the survey question having space at the office
 - We will continue this conversation off line

Adjournment: 2:15pm

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