BCSC Full Council Meeting Summary
Wednesday, April 14, 2021
12:15 p.m. to 2:15 p.m.
Zoom

In attendance:
- Omunu Abalu
- Alisha Bennett Stewart
- Crystal Cyr
- Kelsey Draper
- Jasimine Evans
- Angela Gorbold
- Donna Hamm Reilly
- Natalia Johnston
- Vanessa Luna
- Alex Macmillan
- Grace Maniscalco
- Ana Martin
- Blake McAllister
- Kati Monday
- Chris Muldrow
- Cameron Najera
- Jan Owens
- Mark Palacio Sr.
- Linda Park
- Karrie Pitzer
- Betty Rasmussen
- Michael Erynoso
- Leslie Safadi
- Aimee Santistevan
- Andres Schemel
- Alan Slinkard
- Clara Smith
- Kelly Smith
- Barry Sparks
- Dan Steinke

Not in attendance: Chantal Baca, Susan Baumgartner, Shelby Javernick, Hannah Simonson, and Danielle Young

Guests: Lisa Landis, Lauren Thompson, Ellie Spain, Ronald Reeves, Kelly Donohue, Cindy Edgar, and Ian King

Call to order: 12:18 p.m.; quorum

Approval of minutes: Moved to approve March 2021 meeting minutes
Approved by unanimous consent

Announcements/Chairs’ Report:
- First meeting as an entire Council since the shooting on March 22nd at King Soopers
  - Chairs put together a statement for all campus and staff
    - Calling out that we are still working through this
    - We are all still feeling the impact of this event
  - We are all here for you and each other
    - Please reach out if you need anything
- Haven’t had a Shared Governance meeting since the last full council meeting, but did have an AVC meeting (meeting with Pat O’Rourke)
  - Also had Chairs and Directors meeting with the Provost, on March 19th
    - Two topics discussed during that, when announcements started to come out for fall
    - Expectation is a closer to normal on campus experience
    - Katherine talked through that
    - She said that a lot of departments are using that to change their schedule
    - Student Affairs did a presentation on the profiles of Gen Z students
- Future of Work Discussions
  - Going on all over campus and bringing the staff perspective to those discussions
  - Please share your insight from your constituents with the Chairs
    - Does HR have a process to pull insight into the discussion?
      - Guidance is very campus based
      - It will be up to the department leadership how that goes
• As long as they are following the principals the departments can craft their own plans
• Central HR will not have a mandate
  • Working with IE Chairs on a Resolution
    o Directed towards Anti-Racism
    o Aware of what BFA put out and it will be something similar
    o Will bring it to the Council for approval when it is ready

Vice Chair Report:
• Two Speakers Series on LinkedIn Learning
  o 239 at first session
  o 149 at second session
• Next Speaker Series will be on May 13th and will be on Motivational Interviewing

Treasurer’s Report:
• Getting to the end of the fiscal year
  o If possible, please wrap up purchasing by May
  o Purchasing in June might carry over to next year
  o If you don’t spend your budget it will roll over to our R&R for next year
• Staff Council will incur a budget cut from 3% to 5% next year

Secretary’s Report:
• No new updates

Parliamntarian Report:
• Nothing new

Human Resources Report:
• Excited to say the campus has put forward to the Tuition Benefit
  o Being drafted now, but will be put out soon
  o Faculty and staff will be able to enroll 7 days before the start of the class or the beginning of the semester, whichever is earlier
    ▪ Should be in for Fall semester
• Future of Work:
  o There is a future work of Committee (Katherine Erwin and Ann Schmiesing)
    ▪ There will be a fall transition period and guidelines for it will be sent out soon
    ▪ Using fall semester to try different things
    ▪ Nothing this fall semester has to be permanent
      ▪ Guidance principals out and guardrails out as well
  o Will have some tracking mechanisms for departments so we can report up through our departments
    ▪ Will help space requirements and technology
  o Borrowed a questionnaire (14 questions) from Berkeley
    ▪ For staff/faculty to as remotely
    ▪ To think of the impact on departments and constituents
    ▪ Starts a dialog between the supervisor and the employee
  o There would be a remote working agreement
    ▪ That would say we will give you your lap top, but you will pay for your internet
  o The number one item is student experience
    ▪ Are there times of the year that more people need to be on campus to provide that experience
The flexibility in remote working will be a huge retention tool for some
It will be the officers and departments setting those tones
Hoping to have the information released soon
It is not a light switch, it can be fluid and take time

Leave Sweep:
It will occur this year, please use vacation time
Excess amount of leave this year, but they are sweeping to 352 hours, 44 days
- Next year you will accrue 22 more days
- For University Staff and Faculty
  - Classified staff can carry over certain amount of hours if they were not able to request or they were denied the leave
  - Classified staff maximums are determined by length of service

Classified evaluation cycle ended March 31st
Open enrollment will start in 5 days
- There are videos out there that are changing
- It is passive enrollment so if you do nothing it stays the same
- FSA and HAS will need to be renewed each year

UCSC Report:
- Ron Richter has let us know that he is stepping away from his role on Council
  - As a BCSC and UCSC Representative
  - Danielle Young will step up from her alternate spot to fill the remainder of the spot this year
  - Jan Owens will step up to alternate
- At the UCSC Executive Committee meeting
  - No April meetings for UCSC
  - Working on Advocating for UCSC members to sit on Faculty Council meetings
    - To become more inclusive in Shared Governance
  - Faculty Council has an Alumni group
    - Working at the UCSC level to create a staff version of the same thing
  - USCS confirmed the movement of BCSC UCSC Reps
- State Legislature has approved the funding for PERA
  - Pay down the non-contribution for the previous year
- Finalized the bylaws that will go into effect July 1st
- Updating the website and charters
- Q&A with some questions that had been put forth to President Kennedy
  - Vaccinations and modifications to CCI contact
- Looking into someone to come to talk to UCSC about Pay Equity

Staff Council Administrator Report:
- Nothing new

Committee Reports:
- ASR (Eryn Van Poole):
  - Good turnout for our first Peer to Peer Brightest Buff Award
    - Close to 40 submissions in two weeks
  - Everything was really positive
  - Final staff recognition – May & June. Survey will be sent out soon and we will send out certificates by Mid May
• Blood Drive (Alisha Bennett Stewart):
  o Shoe, Coat & Food Drive – Updates
  o Our Spring Blood Drive goes through April 18th. Donations are accepted at any Vitalant location using code 0248.
  o June blood drive will be virtual as well
• Communications (Vanessa Luna):
  o Next newsletter will publish June 8th, 2021. Deadline for submitted articles is May 20th.
• Elections (Alex MacMillan and Andres Schemel):
  o We are putting forth proposed 12 Appointed At-Large Representatives
  o Officer Elections:
    ▪ Officer Elections Timeline
      • Willing & Able (Representatives): 4/14-4/15
      • Call for Officer Nominations: 4/19-4/23
      • Willing & Able (Officers): 4/23-4/28
      • Officer Elections: 5/3-5/6
      • Announce Officer Election Results: 5/12
      • Announce Elections Results to Full Council: 5/13
    ▪ Co-Chairs, Treasurer, Secretary, Vice-Chair, UCSC Reps (two spots)
    ▪ Suspension of clause B, 2 allows anyone who started with Council in October can run for Officer this year
      • Also, need to look into suspending rule that requires to have a Chair that covers a two year term
    ▪ Motion: I move that Section D.1.A under Article IV (Officers) of the BCSC Bylaws be temporarily suspended for the remainder of AY20-21. This motion will not require a new Co-Chair to serve a two (2) year term of office or serve staggered terms. This suspension shall expire on June 30, 2021.
      • Discussion: None
      • Motion approved
• Inclusive Excellence (Ana Martin and Jasimine Evans):
  o Feedback for DEI Trainings so far
  o What You Need to Know About Pronouns Resource
• Inclusive Practices for Blood Donations (Michael Reynoso and Aimee Santistevan)
  o Finalizing the IPBD Resolution for Full Council to vote on in May
    ▪ Received feedback from Executive Committee and Representatives
    ▪ Working on adjusting language to move forward
    ▪ If you’d like to help work on this resolution please reach out to Michael or Aimee
• Outreach and Events (Kati Monday and Betty Rasmussen):
  o Recently had a Pictionary game and a painting class virtually
  o Two more scheduled virtual events
    ▪ April 15th - Master Your Garden Part II
    ▪ May 6th - Adventure on the Missouri.
  o No Field Day again this year; however, we are very optimistic about the Ice Cream Social this fall. Stay tuned for more details.
• PBRL (Alan Slinkard):
  o Child & Eldercare Town Hall
    ▪ Will be postponed or fits the place where we are at in this future of work
  o Anti-Racist approach to evaluating all projects within the purview of the committee
  o Free and public seminar:
New Business:

- Reshaping tax policy for racial justice
- Address how that impacts higher education
- April 15, at 6:30pm
- Registration: https://zoom.us/meeting/register/tJ0qc-qsqDkrEtSGa6BkD2AhB8TmuK0YkTR6

- Reminder: Conference of World Affairs is April 5th through 11th
- Impact Sheet for 2020 to 2021
  - Please start thinking of committee accomplishments over this year that you can submit for the impact sheet
  - Example: 2019 to 2020 Impact Sheet
  - Form to compile 2020 to 2021 Impact Sheet content
- Appointed At-Large Proposed Representatives:
  - Next year we will look at how to do this with a secret vote
  - Please look through this list of individuals, if there is anyone you would like to say no to, please send that to Elyse
    - Put a time limit on this
    - If there are no “no” votes these individuals will be appointed in
  - We will have it be by Qualtrics next year
  - When the discussion was had we had 12 positions to bring forward
    - 9 of those individuals are currently on campus
      - Giving those individuals another year on campus to complete the projects they are working on
    - 3 individuals that were in the election and did not win, but had the most percentage of votes in their Area/At-Large
  - All 12 individuals on the proposed list were voted into their appointed position

New Business:

- Part-time On-Campus Parking Passes – Kati Monday
  - No information out yet, but it is being discussed
  - Could there be a flex parking pass in case you are remote part of the time?
  - Tom McGann has been discussing this with groups
  - IDEA Council is going to have a conversation about this with parking soon
    - Going to talk about equitable parking based on how much you make
  - Perhaps creating a support paper/letter to bring to parking
    - Kati will take a stab at it and send it along to the chairs

Adjournment: 2:15pm

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