



**BCSC Full Council Meeting Summary**

**Wednesday, April 14, 2021**

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

**Zoom**

**In attendance:**

Omunu Abalu	Grace Maniscalco	Betty Rasmussen	Elyse Sutton
Alisha Bennett Stewart	Ana Martin	Michael Erynoso	Lauren Tomkinson
Crystal Cyr	Blake McAllister	Leslie Safadi	Josh Turnquist
Kelsey Draper	Kati Monday	Aimee Santistevan	Eryn Van Poole
Jasimine Evans	Chris Muldrow	Andres Schemel	Dylan West
Angela Gorbald	Cameron Najera	Alan Slinkard	Shing Kit (Jackie) Wong
Donna Hamm Reilly	Jan Owens	Clara Smith	Danielle Young
Natalia Johnston	Mark Palacio Sr.	Kelly Smith	
Vanessa Luna	Linda Park	Barry Sparks	
Alex Macmillan	Karrie Pitzer	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 22<sup>nd</sup> 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 19<sup>th</sup>
    - 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
  - Directed towards Anti-Racism
  - Aware of what BFA put out and it will be something similar
  - Will bring it to the Council for approval when it is ready

#### **Vice Chair Report:**

- Two Speakers Series on LinkedIn Learning
  - 239 at first session
  - 149 at second session
- Next Speaker Series will be on May 13<sup>th</sup> and will be on Motivational Interviewing

#### **Treasurer's Report:**

- Getting to the end of the fiscal year
  - If possible, please wrap up purchasing by May
  - Purchasing in June might carry over to next year
  - 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

#### **Parliamentarian Report:**

- Nothing new

#### **Human Resources Report:**

- Excited to say the campus has put forward to the Tuition Benefit
  - Being drafted now, but will be put out soon
  - 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:
  - 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
  - Will have some tracking mechanisms for departments so we can report up through our departments
    - Will help space requirements and technology
  - 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
  - There would be a remote working agreement
    - That would say we will give you your lap top, but you will pay for your internet
  - 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 31<sup>st</sup>
- 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 roll 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 1<sup>st</sup>
- 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):
  - Shoe, Coat & Food Drive – Updates
  - Our Spring Blood Drive goes through April 18<sup>th</sup>. Donations are accepted at any Vitalant location using code 0248.
  - June blood drive will be virtual as well
- Communications (Vanessa Luna):
  - Next newsletter will publish June 8th, 2021. Deadline for submitted articles is May 20th.
- Elections (Alex Macmillan and Andres Schemel):
  - We are putting forth proposed 12 [Appointed At-Large Representatives](#)
  - 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):
  - Feedback for DEI Trainings so far
  - What You Need to Know About [Pronouns Resource](#)
- Inclusive Practices for Blood Donations (Michael Reynoso and Aimee Santistevan)
  - 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):
  - Recently had a Pictionary game and a painting class virtually
  - Two more scheduled virtual events
    - April 15<sup>th</sup> - Master Your Garden Part II
    - May 6<sup>th</sup> - Adventure on the Missouri.
  - 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):
  - Child & Eldercare Town Hall
    - Will be postponed or fits the place where we are at in this future of work
  - Anti-Racist approach to evaluating all projects within the purview of the committee
  - Free and public seminar:



- 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>

**New Business:**

- Reminder: [Conference of World Affairs](#) is April 5<sup>th</sup> through 11<sup>th</sup>
- 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