



FULL COUNCIL METING SUMMARY

Wednesday, December 7, 2022

1:00 p.m. - 2:15 p.m.

Zoom

In Attendance:

Nick Aniol	Shelby Javernick	Mark Palacio
Omunu Abalu	Ian King	Sarah Safadi
Chantal Baca	Natalia Johnston	Bradley Albus
Crystal Cyr	Catherine Oja	Dan Steinke
Esther Horowitz	Grace Maniscalco	Jessica Sandoval
Mike Williamson	Leah McDaniel Parvez	Clara Smith
Madison Lane	Claudia Numan	Sarah Seibold
Jasimine Evans	Kaitlyn Rye	Tanida Ruampant
De’Ron Jasper	Josh Turnquist	Blake Trujillo
Vanessa Luna	Elyse Sutton	
Betty Rasmussen	Danielle Young	

Not in Attendance: Sara Abdulla, Claudia Acosta, Cameron Brooks, Lydia Darlington, Colleen Ehrnstrom, Carina Gattas, Andres Schemel Morales, Maggie Mucci, Jan Owens, Karrie Pitzer, Michael Reynoso, Alisha Stewart, Dylan West, John Zizz

HR Liasion: Kenny Nelson

1:00 p.m. CALL TO ORDER

ROLL CALL

1:10 p.m. Approval of November minutes – Passed by Majority.

1:10 p.m. OFFICER REPORTS

Chairs’ Report and Announcements – Jasimine Evans, Mike Williamson, Karrie Pitzer

1. Karrie is out today after her hard work during the UN Climate Summit.
2. University Safety Advisory Lunch (12-1 today)
 - a. CUPD & BPD, Shared Governance Groups and Infrastructure and Sustainability all met to talk over University Safety Concerns and to gather insight from varying campus groups
 - b. PULSE update about Sarah’s Safety Concern (We connected Sarah with Polly and have brought forward to Dan Jones and I&S as well as CUPD – this is getting worked on!
 - i. We would like to figure out a better way to update everyone on what we are working on and updates we receive:
 1. Teams- 13
 2. Email/ListServ- 5 (Easier to track SC through Email: Vanessa, Ian, Mark, Blake, Chantal)
3. Thank you for everyone’s help yesterday at the Staff Council Breakfast! Very much appreciated and loved seeing everyone.
4. Please take a break over the next few weeks.
5. Been hearing concerns from committees around engagement
 - a. Chairs – is everyone on the committee pulling their weight?

- b. Please think about why you joined Staff Council over the break.
 - i. Elections may ask you to join Jan 18th Info Session to share this as well.
- c. Are there things on Council that aren't being done that you would like to see?

Vice-Chair Report/Speaker Series— Blake Trujillo and Dan Steinke – No updates

[Treasurer's Report](#) – Bradley Albus

- 1. Please think though ideas we can use for R&R budget
- 2. Will be meeting with Jackie to figure out why I can't see all the individual speedtypes.

Human Resources Report – Kenny Nelson

- 1. Ramping up COVID Compliance for Dec 31st Deadline so everyone can qualify for merit increases
- 2. FMLI – Email from Employee Services
 - a. As residents of Colorado – this was passed in a previous election and this will be an extra offering starting Jan 2023 outside of FMLA or SICK Leave
 - i. Will be a deduction from your paycheck and we are still gathering more details from the State in regards to all the logistics.
- 3. University will be shut down Dec. 26th – Dec. 31st
- 4. Robyn Fergus, new CPO, will be joining the Tri-Chairs and myself on Dec. 12th

Staff Council Administrator – Eryn Van Poole

- 1. Will be out of the office week of December 19th

Questions for the Secretary? – Cameron Brooks – no questions

Questions for the Parliamentarian? – Crystal Cyr – no questions

1:35 p.m

DELEGATE REPORTS

UCSC – Dan Steinke, Jan Owens, Esther Horowitz, Alt: Josh Turnquist

- 1. Staff Council wants to get more involved in Onboarding
 - a. Ask is that each campus gets more involved with their own Onboarding
- 2. Professional Development – how can we increase retention for employees
- 3. President Saliman will meet monthly with UCSC
- 4. March 20th – Reinstitute day at the Capitol
- 5. Concerns around new Football coach (Deion Sanders) –
 - a. how much he is getting paid : Athletics acts an auxiliary and funds themselves and pays what they want
 - i. some faculty are upset we are still paying the previous coach for canceling his contract
 - b. Would be nice to have more awareness around the process (balance the greater selectivity with equitable access, opportunity to leverage student athletes - football players - engaged in campus life, , immediate change in transfer admissions requirements needs more transparency.
 - i. The hire is being touted as a potential positive for admissions (increase in apps), BUT in my view, we are still bound by the 55% in-state ratio law so we might not even be able to capitalize on the potential increase in out-of-state apps. Perhaps we will get to be more selective, but it's an interesting narrative.
 - ii. Concern around saying no regarding Coach Prime
 - iii. De'Ron – definitely some concerns around the checks n balances and there is processes being implemented to make these stronger. My concern was around the extra press and cameras that will be involved and how this will affect the students well being.
 - 1. Are all athletic staff contract based hires? Do these staff members have any employment protections?
 - a. Athletics staff are regular hires but all coaches do sign multi-year contracts
 - c. I offer a gentle reminder about the academic freedoms we afford out faculty and perhaps the opportunity for what the same might mean for staff. Just food for thought.
- 6. Gov Polis wanting to increase tuition

CUSG – Motion to appoint Sara Abdulla as Delegate – will hold off till January since Sara is absent

1:42 p.m.

COMMITTEE REPORTS

- Advancing Equity, Diversity, Inclusion and Belonging (CAEDIB)– Leah Parvez and Clara Smith
 1. Working through our goals for the year
 2. Working on our list of businesses historically owned by minorities
 3. [Social Justice Summit](#), [Ignite Social Justice and Leadership Conference](#), [Women’s Leadership Symposium](#), [DEI Impact Grants](#)
 - Proposals for all of these are coming up in Jan/Feb – please take a look
- Awards & Staff Recognition (ASR) – Kaitlyn Rye and Jan Owens
 1. July – Dec batch of YOS Certificates and Gift Cards will be going out on Dec 9th
- Blood Drive & Community Service– Alisha Stewart and Michael Reynoso
 1. Coats for Colorado – 295 coats collected!
 2. Next Blood Drive & Food Drive: February 7-9, 2023.
- Communications – Vanessa Luna and Dylan West
 1. Next Newsletter publishing Tuesday, January 31st, 2023
 - Article submission deadline January 12th, 2023
- Elections – Interim – Betty Rasmussen and Josh Turnquist
 1. In person information meeting set for January 18, Noon to 1 pm in UMC 425. Online sessions to be scheduled soon.
 2. Information session slides will be distributed to Committee Chairs this week for update. Please let us know who will be representing your committee at the Info Session on January 18.
 - I have received most of the committee updated slides – thank you chairs!
 - Please think about why you joined Staff Council- want reps to share this.
- Front Line Staff (FLS)– Crystal Cyr and Claudia Numan
 1. Carla Eugene joined and we talked thought round table discussion and translation services. Campus may not offer this since English has been declared the state language and legally they don’t have to.
 2. [DEI Impact Grants](#) – want to get proposal for Translation Services in by February Deadlines.
- Outreach and Events – Karrie Pitzer and Jessica Sandoval
 1. Great turnout for the Staff Appreciation Breakfast – thank you everyone for volunteering- still figuring out number of staff that attended!
 - We had a 262lbs of Food Donations for EFAA – thank you Alan for dropping off!
- Payroll, Benefits, Retirement and Legislative (PBRL) – Grace Maniscalco and Ian King
 1. White Paper Update – meeting with Tri-Chairs next Friday 12/16 to go over HR updates and next steps

2:00p.m.

NEW BUSINESS

1. Chancellor’s Employee of the Year - Jasimine has been awarded as one of Chancellor’s Employee of the Year! Congratulations, well-deserved. Jasimine loves the work she does for Staff Council and the University!
 - a. Maybe ASR can push for more staff to nominated for this award next year!
 - i. [How to nominate](#)

2:02p.m.

ADJOURNMENT

Next scheduled Full Council (FC) Meeting – January 14, Zoom/CASE E422, 12:15PM – 2:15PM

Online access to [Roberts Rules](#)

Upcoming Events: [Staff Council Calendar](#)

Newsletter: [October 2022](#)

Delegate Assignments

(Reports to be delivered to the Secretary, Cameron Brooks, 3 days prior to full council meetings and to be circulated to Full Council prior 2 days prior to full council meetings. Discussion to follow during Staff Council meeting/s. Urgent information will be shared with the Executive Council.)

Current assignments:

Group 1:

- ✓ BFA, Boulder Faculty Assembly: **Alisha Stewart**/ Back up: Bradley Albus
- ✓ UCSC, University of Colorado Staff Council: **Daniel Steinke**, Jan Owens/ Esther Horowitz
- ✓ CORB- Community Oversight Review Board: **Clara Smith** and Andres Schemel/Blake Trujillo

Group 2:

- ✓ Pathways Safety Group: **Vanessa Luna**
- ✓ Student CUSG: **VACANT** / Back Up: **VACANT**
- ✓ Graduate and Professional Student Government (GPSG): **VACANT**/ Back up: **VACANT**