Staff Association Board Meeting

Wednesday March 3, 2021

Virtual Teams Meeting

**Roll Call:** Alex Baker, Corrie West, Sarah Long, Brad Bailey, Anna Squires, Rachel Heckler, Lindsey Coppa, Melissa Baglio, Samantha Carty-Gall, Mathew Roesemann, Laura Chandler, Molly Cammell, Stephen Cucchiara, Chrissie Bailey, Claire Ami, Sarah Elsey, Mark Means, Nancy Moore, Deborah O’Connor, Carol Piña, Amandine Habben, Martin Toetz, Jacqui Gatlin, Shonda Johnson, Becky Pyles Munoz, Bill Moorman, Valerie McClinton, Wang Chao, and Maria O’Connell

**Approval of February Meeting Minutes:**

* Motioned, seconded, and approved

**Treasurer’s Update:**

* Budget has been reconciled and is currently up-to-date. Budget looks great and healthy with just a few more months to go in the fiscal year

**UCSC Update:**

* Tuition Assistance Benefits are continuing to be reviewed
* Continuous updates from each campus occurring regarding COVID-19 and work – furloughs are being lifted
* Professional Development event for all staff will be April 29th or 30th – date is being finalized

**Elections Update:**

1. General Update

* Elections Committee – Stephen Cucchiara, Alex Baker, Melissa Baglio, and Martin Toetz
* Melissa is the main point of contact for all election questions/information
* A few positions are still needing nominations/filled
  + Member-At-Large are two year positions – we will need one Staff Member-At-Large and one Classified Staff Member-At-Large role
  + Need Chair of University Pay and Staff Committee – please advocate and recruit for that
* Two Election Information Sessions planned – March 5th 12-1 pm and March 10th 4:30-5:30 pm
* You can nominate yourself and/or you can nominate someone else – please tell the individual you are nominating them so that does not come as a surprise
* If we do not receive enough nominations we will extend the timeframe to do so
* Invite nominees, colleagues, etc. to meetings now so they can have an idea of how SA operates

1. Ballot Initiatives

* Women Identifying Staff Committee
  + We will vote to put the Women Identifying Staff Committee on the ballot or not and then campus will decide if that committee will be accepted. Then, SA will vote on chair(s)
  + Maria O’Connell and Valerie McClinton will serve as co-chairs and they welcome any questions/feedback
  + The need for this committee stemmed from system wide events and a desire to support our women identifying staff and faculty. This is one avenue for women identifying persons to have a voice at the table for advocacy but also provide time and space for women to come together for community, mentorship, resources, etc. It is also felt that the pandemic has added an additional burden to working mothers thus making the need for this committee that much more significant
  + Motioned, seconded, and approved to add the name change of this committee as a ballot initiative

**Spring Engagement Plan:**

* Thank you to all who have helped and continue to help in planning this
* March is all about staying cognitive and will host Pictionary and trivia
* Reviewing prize options and how that will work – we have about $1500 work of prizes to award over the next four events
* Hosts for Pictionary and trivia are needed so please reach out to Sarah Long if you would like to help
* Alex – please continue to work with HR and get all the forms for prizes filled out as necessary

**Provost Search Update:**

* Applicants have been reviewed and ten candidates have been selected – they were interviewed 3/1 and 3/2
* Be on the lookout for a form to fill out for shared governance groups
* Calendar invites will be coming soon for final candidate interviews
  + Help by participating and centering discussion around importance of shared governance and EDI efforts

**Regent Meeting Update:**

* Alex, David Weiss, Aidan Meadows, and Chancellor Reddy met with the new members of the Board of Regents
  + New Regents appear to have a good understanding of importance of shared governance and displayed an appreciation for staff
  + Alex mentioned that often times staff feel overlooked versus faculty and asked that they keep in mind that staff are just as critical as other members here on campus
  + Regent Ilana Dubin-Spiegel followed up with Alex and was appalled that no regents had done so previously so strengthening this connection is important

**New Employee Orientation:**

* Our deepest appreciation goes to Amandine and Molly for taking these on as it was were never their responsibility to do so but we need others to help on this
* Slides and talking points are available and will be sent to those who can assist
* Remaining Spring Orientations – start at 9 am and last for about 15 minutes
  + March 16th – Laura Chandler
  + April 13th – Corrie and Laura
  + May 18th – Corrie and Rachel

**Temporary Committee Updates:**

1. Diversity Committee – No updates provided

**Committee Significant Updates and Needs (Reports sent in advance) – Reports attached next page:**

1. PRIDE Committee (Claire Ami & Chris Duval)
2. Professional Development/Program (Melissa Baglio & Brett Garman)
3. Welcome Committee (Amandine Habben & Molly Cammell)
4. SEEDs (Jacqui Gatlin)
5. Blood Drive Committee (Matthew Roesemann)
6. Winter Giving Project (Chrissy Bailey and Alison Milan)
7. Employee of the Quarter (Debi O’Connor and Anna Squires)
8. Garrett Swasey Award (Laura Chandler) – Awesome year for this! We had 14 nominations (16 nominations originally but 2 were not eligible due to length of employment) with amazing stories of what staff has done in going above and beyond to help others during this time. This was a wonderful confirmation of all the amazing staff we have on campus! Congrats to Ray who was selected – he was the Employee of the Quarter as well and has shown an amazing commitment to Clyde’s Cupboard – the full report is available in Teams. Thanks to Debi and Anna for their assistance. Conversation surrounding mentioning Clyde’s Kudos at the award ceremony occurred as a way to remind staff that there are many ways to be honored. Also dialogue about having options to “like” or “love” Clyde’s Kudos is in the works.
9. Classified Pay & Benefits (Martin Toetz)
10. University Pay & Benefits (Shonda Johnson).
11. Policy Review Committee (Vacant)

**Chancellor and Cabinet Meeting Agenda Topics:**

* Complaints received regarding perceived inequity with parking costs for those who are required to work on campus versus those who are not
  + At minimum we would like to send out a communication to at least honor those individuals who might be carrying the burden and feeling this way
  + PTAB (Parking and Transportation Appeals Board) has had conversations on how they can be more flexible and how that would work with the latest system
* ABRs process has changed – concern has been expressed and more information on this is needed

**HR Meeting Agenda Topics:**

* Reach out to Andrew with any questions

**Open Discussion:**

* No further discussion, meeting adjourned

*We believe valued and empowered staff who engage as their best selves are successful personally and professionally. In everything we do, Staff Association creates meaningful connections, recognition and self-enhancement in a fun and supportive environment, so that members of the UCCS community stay and thrive.*

**Committee Reports – March 2021**

* 1. PRIDE Committee (Claire Ami & Chris Duval)
     1. PRIDE had our second session with Inside/Out Youth Services on 2/22. We spent the time largely focusing on finding resources for queer students once you’re on campus and on networking skills with a side of “remember to fill out the FAFSA.”
     2. We are meeting with Felicity O’Herron from the CU System office to discuss gender X pronouns in HCM at our next meeting.
  2. Professional Development/Program (Melissa Baglio & Brett Garman)
     1. No update received
  3. Welcome Committee (Amandine Habben & Molly Cammell)
     1. Welcome Bags are available to pick up at the Student Life front desk – every Tuesday and Thursday for new staff members. We will continue this distribution for the spring semester.
  4. SEEDs (Jacqui Gatlin)-
     1. As of Feb 2021 month end, there is a balance of $3453.27 remaining in the SEEDS account.
     2. There has been 0.00 in funding from vending or other sources this fiscal year
     3. There are four pending SEEDS applications pending committee review totaling $797.00.
     4. Jacqui will be stepping down as SEEDS chair as of 06/30/2021. If any SEEDS Committee Members would like to step into the chair role as of 07/01/2021 they have been emailed and instructed on emailing Jacqui to coordinate a transition plan.
  5. Blood Drive (Matthew Roesemann)
     1. No update received
  6. Winter Giving Project (Chrissy Bailey and Alison Milan)
     1. No current update
  7. Employee of the Quarter (Debi O’Connor and Anna Squires)
     1. We have a new Employee of the Quarter – Caroline Chubb in SPA!
  8. Garrett Swasey Award (Laura Chandler)
     1. Wrap up report sent
  9. Classified Pay & Benefits (Martin Toetz)
     1. No update received
  10. University Pay & Benefits (Shonda Johnson)
      1. No update received
  11. Policy Review Committee (Vacant)
      1. No update received