**Staff Association Executive Board Meeting**

Agenda for 5/4/2022

*Microsoft Teams / UC 126*

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| **Name of member** | **Role** | **Attendance** | **Vote** |
| Sarah Long | President | Y |  |
| Missy Sernatinger | Vice President | Y |  |
| Anna Squires | Communications Manager | Y |  |
| Danny Pape | University Staff Member-At-Large | Y |  |
| Brad Bailey | Treasurer |  |  |
| Valerie Carricato | Chair, University Staff Salary and Benefits Committee | Y |  |
| Martin Toetz | Chair, Classified Staff Salary and Benefits Committee |  |  |
| Lisa Potoka | University Staff Member-At-Large | Y |  |
| Shonda Johnson | Member-At-Large, University Staff Pay and Benefits Committee | Y |  |
| Maddie Taylor |  | Y |  |
| Maria O’Connell |  | Y |  |
| Debi O’Connor |  | Y |  |
| Nicole Simmons-Rochon |  | Y |  |
| Laura Chandler |  | Y |  |
| Shad Harder |  | Y |  |
| Chrissie Bailey |  | Y |  |
| Liz Bunkers |  | Y |  |
| Steven Rodela |  | Y |  |
| Jonathon DeWitt |  | Y |  |
| Molly Cammell |  | Y |  |
| Brett Garman |  | Y |  |
| Ben Woodruff |  | Y |  |
| Cindy Rhoads |  | Y |  |
| Alexa Salstrand |  | Y |  |
| Valerie McClinton |  | Y |  |
| Cody Parish |  |  |  |
| Cynthia Norton |  | Y |  |
| Lily Cosgrave |  |  |  |
| Alex Baker |  | Y |  |

1. Approval of April Minutes
   1. Motion - Anna, Missy – Second, Vote - Aye
2. Approval of the agenda
   1. Motion - Missy, Second – Kayla, Vote - Aye
3. Updates from New Budget Model Work Group: Danny Pape
   1. Not much to update since recommendations
4. UBAC Updates: Brad Bailey
   1. Missy – I was not at this most recent short meeting but one of the biggest pieces of contention right now is how we’re going to calculate how colleges get their funding. “Cost Drivers” – there are multiple ways that this can be calculated – number of students, number of credit hours etc. Sounds like UBAC wants both. Trying to find an equitable way to divide the percentages between those two categories.
   2. Sarah – I believe we are at 4.9 million dollar deficit. We received 11.1% from the state and then divided among the 4 campuses. We are also seeing an enrollment drop so colleges are figuring out how to compensate for this.
   3. Becky Gundrum – COE and SPA will not be impacted by the budget cuts. We’re also looking at how the budget cuts will look in the new budget model. 50% credit hour and 50% student count for revenue.
5. UCSC Updates: Missy Sernatinger
   1. Missy – I wanted to see if Laura would be able to give an update because I wasn’t able to attend this past meeting.
   2. Laura – The professional development day event was recently and went really well and great to see everyone and collaborate on issues. The most positive uplifting piece of the day was that ’we're all in this together and all advocating for the same needs for all staff across the campuses” – with the new co-chairs and staff council exec team, I think we will really be able to advocate for the needs on our campus through staff council. It’s nice to know that they are in our court!
6. Staff Celebration update: Missy Sernatinger/ Liz Bunkers
   1. Liz – we are pushing registration because we’re trying to order polo shirts for everyone if they register by May 13.
      1. Debi O’Connor – Are we doing anything for people who are unable or uncomfortable about being in-person?
      2. Liz – Yes, we are offering virtual and to-go options for those who can’t stay in-person. We are just asking that they still register and let us know their preference. It’s an open house kind of event and the chancellor will be speaking at 12:00 pm. We are hoping that committees will participate and table at the Staff Resource Fair portion of the event. Promote your services and benefits!
      3. Cindy Norton – have we made arrangements to have someone from marketing/communications to cover photography for the longevity awards?
      4. Beckie Pyles-Munoz – We are looking for volunteers for the event if anyone is interested.
      5. Valerie M. – What will the design look like? Staff Association logo?
      6. Sarah Long – hoping leadership will
7. Elections: Lisa Jones
   1. Lisa – No true updates on elections, the ballot is out and everyone should have received an email for that last week. The ballot will close next week and we will receive the final results at that point.
   2. Lisa – When do we start the new year? July 1?
      1. Sarah - yes
8. Zoo Tickets Update: Brett Garman
   1. Brett – The logistics ended up being very challenging for the committee and want all staff to access the opportunity. We are now looking to purchase gift tickets that can be given out first come first serve to 50 tickets and can use these tickets at any time or day. The tickets don’t expire.
      1. $1,637 budget needed
      2. Sarah Long – we are very under budget for this year and have about 12-15k left over and do have the funds. We don’t technically have to vote on this.
      3. Lisa – To clarify, this is for staff only and family members etc would have to purchase their own ticket through the zoo.
      4. Brett – I am working on the logistics of the ticket delivery
      5. Sarah/Missy – have you spoken to Brad about being able to purchase tickets this way? Let’s verify and get it in writing from Brad.
      6. Cindy – I think this is a great idea but we need to make sure that this complies with any CU policies regarding recognition and rewards. We just need to make sure we can do this and be in compliance.
      7. Debi – I don’t think this should be a problem. I will work with Brad and Brett to make it happen. We can get to yes!
      8. Sarah Long – Let’s do this! Way to go Brett and team!
9. Staff Awards: Alex Baker
   1. Alex – Sarah, Missy and I were in the agenda creating meeting and we tossed around an idea. At the campus awards ceremony, there are a handful of opportunities to win an award for other groups can win such as faculty. I think we should add more opportunities for staff to receive recognition. Staff Rising Star Award, Classified Staff Award, The Kindness Award – examples. We wanted to get feedback about this before moving forward. Chancellor’s Office seems open to the idea. They normally handle the physical gift at around $100 but any cash offerings would come out of our specific budgets. If anyone is interested in figuring out the details of these, please reach out to me. I think we should have 3 more award options. Maybe we need an awards committee? Or associate awards with certain committees?
10. SAEB Priority Survey Discussion and Debrief
    1. Sarah – We had 62 responses within 20 minutes. We have topped out at 195 responses which is awesome! Compensation, Flexibility, Advancement and Consistency are how things are being ranked. There should be an email coming out soon from leadership that describes the flexible schedule options. I do want to recognize that these guidelines are value-add to unit’s schedules who are seeking more flexibility, and other units that are already comfortable in their approach can remain the same.We need to share this information with students so that they are aware of how units/depts are working with the flexible options. We have about 2 months to decide and implement new schedules by July 1. We should have a way to assess the change in order to have conversations around that. I think all of the COVID experiences have taught us that we can be much more flexible. This will help us continue to have meaningful discussions. There are going to be a learning curve for getting used to the flexible options. Compensation is also an important topic but is still figuring out how to handle this based on budget. Evaluations were noted as a place that professional development and advancement needs could be written and discussed.
    2. Missy – I just want to thank Sarah for all of her work on this. We’ve received invaluable information and are already seeing change and buy-in.
    3. Laura Chandler – At the all-council professional development day, one thing that came up was that no one uses the term “return to work” because it sounds like we are not recognizing the work that was done during the pandemic WFH timeframe.
    4. Sarah – agreed! I think we have been working even harder during the pandemic and that the work-life balance has been compromised some during WFH.
    5. Anna – Now that we have the themes figured out, now it’s time for us to provide action items. What were you thinking for next steps?
       1. Sarah – I think this comes down to working side by side with Cabinet. I would really love to know more feedback from others. If Cabinet is working with us on the flexible schedules, I think it’s important to acknowledge that this movement is there and not offend Cabinet for the approvals we have received from them. Not sure how to proceed with other priorities.
       2. Anna – I think the Chancellor is aware that the flexibility theme is not the top priority and has Compensation in mind as the top priority.
       3. Missy – We have huge wins with Cabinet and what we are able to get moving forward by utilizing strategic pacing for the remaining items.
       4. Alexa – Reaction to the flexible options, one thing I’ve witnessed is some staff want to be fully remote and have others in the office take over the in-person time. Seems like there is some inequity happening.
       5. Sarah – We are trying to work toward having more information on what’s working or not working in specific areas. How can we ensure equity across depts?
       6. Missy – I would recommend reaching out to Kaylee in HR to discuss how to have this conversation.
       7. Sarah – How are teams discussing these options? We have also discussed empowering employees to go to the next level up leadership to get advice or help if situations are
       8. Debi – This is always going to be an issue. We have tried putting things in place to help people. There are options through campus. We have a hotline for anonymous reporting. There is always a fear of retaliation, and we have worked with leadership to figure out how to put guidelines in place to limit this happening. Kudos to you Alexa for speaking up and saying things that others are most likely also experience.
       9. Sarah – If there are more opinions or concerns, please feel free to reach out to me or Missy about this. I did mention to Cabinet that it was brought to my attention that sometimes these recommendations can feel like they’re being boxed in. It’s not us versus them.
11. HR /Cabinet Meeting Agenda Topics
12. Committee Significant Updates and Needs (all reports in designated Team’s folder)
    1. Anna/Debi EOQ Committee – We had a couple comments from the last cycle that some folks were seeing supervisors putting their direct reports in as nominees. We brought it up to the committee to see what their thoughts were. Most members didn’t think it was an issue but one potential solution would be allowing supervisors to submit a letter of support but not a nomination. We are curious to see what others on the board think.
    2. Liz – Welcome Committee is seeking nominations for co-chair as Molly Cammell’s term is ending
    3. Sarah – Please note that there is a wonderful opportunity to table and promote positions on your committees at the Staff Celebration!
13. Open Discussion
    1. Laura – Just wanted to say I was excited to see the announcement that Juneteenth will be an official observed holiday for the campuses.