

PASC Business Meeting Agenda

Teams

October 7, 2020, 9:30 am - 10:30 am

- 1. Call to Order: 9:30am**
- 2. Introductions**
- 3. Committee/Liaison Organization**
 - A. Approach to committees this year – Thoughts?**
 1. Opportunity for restructure with COVID and state of the university
 2. In favor of focus on staff (e.g. morale and advocacy), not so focused on events and outreach
 3. Want to maintain connection, but potentially shifting what outreach looks like and what our communication style is
 4. Merge PASC and CSC in accordance with our by-laws
 5. Sustaining of committees
 - a. Communication:** Makes sense to continue
 - b. Engagement and Advocacy** as over-arching, then use subcommittees to oversee initiatives from there
 - i. Survey:** What do you need? By saying, this is actual feedback from our staff, it will help justify to the university
 - 1.** Some may not even know PASC exist
 - 2.** Use the information to build initiatives
 - c. Fundraising and Events:** Utilize this committee to boost morale
 - i. For example,** a small gift on the desk of a new staff member, digital gift cards, or food delivery
 - 1.** Consider alternatives for those working remotely
 - d. Lisa** will send out a Doodle poll to obtain interest in involvement in Committees
 - i. Decide Chairs** at next meeting
 - B. Liaison**
 1. Board of Trustees: Lisa Grimes, Chad Pohja as back-up if necessary
 2. Student Senate: Tyler Weaver is current, is anyone interested?
 - a. Caitlin Ortis and Lupita Arellano** are interested, but would like an overview of what that role entails – Lupita will meet with Tyler Weaver to transition
 3. Campus Recreation Advisory Board (Should only meet 1-2 times per semester):
 4. CSC: Kyle Mathes would like to continue
 5. Faculty Senate/Salary Equity: Whitney Dyer would to continue
 6. IM&T: Chad Pohja would like to continue
 - C. HR updates**
 - 1.** 3% reduction in medical benefits premiums – More money in your pockets
 - 2.** Slight reduction in dental premium
 - 3.** All other benefits to maintain rates... no increases
 - 4.** December holiday premium was approved

4. President Feinstein Q&A – 10:00 to 10:30 am

A. Here for you all – What questions do you have for me?

1. Staff morale and staff pay – What are things being put in place?

- Andy: I am open to suggestions
 - a. Surveillance testing of on-campus students will go into effect (Over 2,000 students currently on campus, will be able to manage, 80 rooms set aside as quarantine rooms with about 14 rooms being utilized currently)
 - b. Random testing of athletes is currently in effect
 - c. Strategizing with external partner: One of those priorities being discussed is morale, Early stages in planning,
 - d. Convening all CEOs and CFOs and legislative lobbyists to fight the governor against the budget deficit and why investing in higher education is crucial – We're going to be asking for more money as there is still concern for resources
 - e. Seeking ways to be not only a good president, but a good citizen as well
 - f. I had hoped for a 2% raise for everyone this year, and am still seeking ways to make that happen in the future
- Discussion:
 - a. Start with some small measures (i.e. Membership to the Rec Center or Recognitions and Incentives)
 - b. Extra days off for faculty and staff outside out of our regular 16 hours accrued per month (Use it or lose it) – Acknowledge the burnout
 - c. Webinars with educators across the state (Wellness, Racial equity, etc.) – Thoughts on Snow Days? These days have become a mental health days for many – In this virtual age, can Snow Days still exist?
 - i. Andy: Can it morph into an in-service day or what are some virtual opportunities for mental health days

2. Spring Break in Spring?

- Andy: We are having conversations. Same with Fall Break – Some institutions are not holding classes after Fall Break. For UNC, our students are predominantly from the area, so we don't have to worry about as many students flying or travelling far distances like other institutions are experiencing. Currently, more than half of our classes are already online, so discussing ideas about what modalities of content delivery can look like
 - a. Safety is a priority, and we are taking serious action if students are not following protocol (i.e. Year-long suspensions)

3. Do you anticipate further layoffs? What is the scale of that?

- Andy: We've gotten pretty good at addressing our budget challenges, and we've tackled \$24M revenue shortfall from the pandemic – It's been hard work, but we've risen to the challenge. From the conservative approach we've taken thus far, I don't foresee a need to revert back to layoffs from now until June 2021. We're going to have about \$42M in reserves at the end of this fiscal year
 - a. I'm worried about FY22, though – I need to work really hard on state funding (flat if not increasing), We have people in Admissions and Enrollment and I think we'll see an increase in FTFT students. We saw a huge decline this year and the impact will be felt for years to come. Next year, we have some work to do, but still have a sizeable reserve
 - b. We will continue to be strategic in how we invest our money into the university. If we can see some bounce back in our revenue, I don't think we'll need to worry about layoffs even next year

4. Andy's endeavors

- There is a group coming this Saturday for an anti-mask wearing protest – Violating our time, place, and matter protocol – Not sure how many will be there, 10 or 1,000? Trying to convince the group to go elsewhere
- Meeting with UC Denver CFO after PASC to tour their facilities and what they have put in place on their campus
- Meeting with University of Colorado, Colorado Systems to discuss how they are navigating their revenue shortfalls, particularly at CU Boulder
- Keep your input and comments coming!

5. Adjourn: 10:35am

- A. Meetings moving forward will be monthly and last 1.5 hours**

6. Attendees

- A. Morgan Bradford, Lupita (Maria) Arellano, Samantha Black, Rachel Borum, Tyler Cobb, Kelsey Crane, Whitney Dyer, Rosa Galindo, Lisa Grimes, Kyle Mathes, Caitlin Ortis, Chad Pohja, Katherine Runkel, Nancy Schindele, Kendra Schneider, Diana Silva, Rebecca Thompson, Tyler Weaver
- B. **Absent:** Monica Coverdale, Elizabeth Osborn, Lori Riley, ~~Brandy Tackett~~
- C. **Membership Updates:** Cami Mathews has been contacted to confirm interest in membership

NOTES/TO-DO:

[illegible]