

PASC Business Meeting Agenda

Teams

March 3, 2021, 10:00 am – 11:30 am

1. **Call to Order:** 10:01am
2. **Approval of February 2, 2021 Minutes**
 - A. **Move to Approve:** Lisa Grimes
3. **Treasurer's Report**
 - A. Two different funds: Cash \$3,000 (Fundraising events) & Foundations \$10,000 (Spend \$2K Annually)
 - B. Waiting to hear back about signature authority with Foundations account
4. **Committee Reports**
 - A. Communication and Outreach: **Weaver**
 - a. Still needing to meet, Hope to get group together this month
 - b. Sent newsletter about nominations and today's meeting yesterday (3/2)
 - B. Engagement and Advocacy: **Black**
 - a. Met on 3/2 – Mostly follow-up
 - b. Priorities: Recognize custodial staff – Digital card, Use some of PASC budget to purchase some goodies to put in break rooms
 - c. Takeaway: Would like access to PASC website to add Professional Development tab where we can post pro devo opportunities
 - Lisa will assist with obtaining access!
 - C. Fundraising and Events: **Crane**
 - a. First Giving Day – 24 hr event: Book and fundraising event – Date: April 14
 - Keep an eye out for more info from Kelsey soon
 - D. Grants and Scholarships: **TBD**
 - a. Incorporate in newsletter, Outreach to staff to be included
 - Recommend we open up scholarship application in summer and fall semester. Communicate the information a couple different ways/times for a better response rate
5. **Campus Liaison Reports**
 - A. Board of Trustees: **Grimes**
 - Finance and Audit committee meeting: A few minor tweaks; Overall, financial situation is good considering pandemic; Long story short, we need to get enrollment up; Andy continues to lobby for increased state support; There were conversations about increasing tuition – If increase by 3-5% our position when comparing with other institutions, we are still one of the lowest – Would create \$6K-\$7K of increases in revenue for the institution which would equal \$2M.
 - B. Student Senate: **Arellano**
 - Currently working on SPA requests, so have not had an official meeting
 - C. Campus Recreation Advisory Board: **TBD**
 - No Update
 - D. CSC: **Mathes**
 - Met last week with Andy – Received a presentation about professional development opportunities
 - Kim Arnold will begin joining us next month!

E. Faculty Senate/Salary Equity: *Dyer*

- **FS:** Topic of discussion that will be voted on soon: Pass/Fail guidelines
- **SE:** NCHEMS report (Used for salary analysis) – Database of institutions that are similar to UNC to compare pay rates (Mainly for faculty, but Whitney is advocating that a report be run for staff as well)
 - i. Marshall has ensured that staff are not being forgotten when it comes to salary banding and equitable pay
 - 1. New equity law passed in January has initiated the effort to comb through every position and identify any discrepancies. If discrepancies are found, especially with gender, those pay increases will be integrated in April pay checks

F. Information Management and Technology: *Pohja*

- A lot of discussion around federal funding – In the process of supplementing funds to projects who were previously put on the back burner
- Currently have 1,000 computers to distribute across campus
- Not quite finalized yet, but working on campus employee refresh – Working to expand 5 year central refresh, typically only for faculty to include full-time staff
- ATAP projects approved thus far: Classroom builds to update panels and integrate new technology

6. Adopt a Spot (Kyle Mathes)

- A.** CSC hoped to get this going – Anyone in PASC want to assist with this endeavor? Heidi Romero is coordinating a list, so reach out if interested! Grounds team and CSC want to beautify the campus this Spring, so keep this opportunity in mind. Get outside, get in the dirt; Good for your mental health!
 - a.** Once interest list is compiled, dates and times will be scheduled
- B.** Contact Sarah Boyd if departments are wanting to adopt their own spot

7. Elections (Morgan Diaz)

- A.** Nominations have launched – Self-nominate or nominate colleague(s) by March 24th
- B.** Elections will be launched in the first week of April
- C.** Please spread the word using the link from the newsletter or Morgan created a signature line, so if you would like the option, let her know

8. Employee of the Year

- A.** TODAY is the last day to vote!

9. PASC Fund Use

A. Brainstorm ideas for how to use our funds to benefit our professional staff

- a.** Support Adopt-a-Spot: PASC supply snacks and coordinate a socially distant passing out of goodies – Collaborate with Dining Services to discuss guidelines
- b.** Custodial staff recognition: Snacks to breakroom
- c.** Ordering UNC gear from campus partners to give to new employees – HR is currently working on this endeavor as part of an onboarding revamp
 - PASC can also order and coordinate an open enrollment. Lisa will reach out to Lyndsey Crum to discuss options. Another idea: Open up discount store for staff during Appreciate Week
- d.** Gift cards to spread some love
- e.** Outreach to staff who are currently enrolled in classes – HR can pull a list of those who have submitted the Tuition Waiver/Request Form – We can send an email to those folks and attach the link to how to apply for a grant and scholarship

10. Campus COVID Update (Blaine Nickeson)

A. Fall 2021 Semester

- a. Hopeful that Fall will look more “normal”
- b. Biden Administration announced this week that all adults will be able to receive the vaccine by end of May 2021
- c. Limited vaccination distribution on-campus (about 100 doses/week)
- d. 1B4 group will start around March 21st. This will include our student-facing personnel. This group is about 2.5M people, so expectations will be set to distribute in a timely manner (Won’t happen in a week). By March 28th, we will begin receiving about 350K doses per week. 290K of those will be the Pfizer and Moderna and about half of those doses are 2nd shots.
- e. By mid- to late April, we would like to begin providing vaccinations to students, but recognizing the 2nd doses will be difficult to coordinate with only four more weeks of the semester. So the Johnson & Johnson vaccine will open up more options for college campuses
- f. 84 rooms set aside for quarantine/isolation spaces in residence halls. Have not used any over the past week and a half – Worried about the impact of other state mandates (or lack thereof) and out-of-state students/individuals coming to CO for Spring Break skiing/snowboarding
- g. Vaccine distribution will fully depend on amount of doses received. UNC is following state guidelines, but as they can be vague/broad, we are working on our own prioritization guidelines (i.e. Residence hall, live-in staff). Then moving into the 1B4 group, we are likely going to move into a first-come/first-serve basis as well as partnering with UC Health to assist. In the month of February, we were able to vaccinate our first priority which were students/staff over 70.
- h. Question: Can we legally ask new students applying and new employees if they have received/plan to receive this vaccine?
 - Answer: The state is not mandated the vaccine at this point. Given the fact that vaccines are not approved by the FDA (They’ve only been “authorized for immediate use”). So until they are approved, we will not likely see a mandate. This vaccine is being treated differently than say, the meningitis vaccine requirement

11. Open Comment – None

12. Chief of Police Search (11:00am) – Tobias Guzman & Blaine Nickeson

A. Unique Approach: Seeking Input from UNC community

- a. Over the past three weeks, Tobias and Blaine have been hosting around nine (9) sessions with the campus (“Road Show”), recognizing that policing has an impact and community has significant concerns about what this leadership role means
 - In these meetings, we have asked two pointed questions and use the meeting as a listening process. Then, we will take all notes and move to next steps
 - a. Q1: What leadership qualities are you looking for in this position?
 - i. Someone whose focus has been around de-escalation training and community engagement rather than a focus on enforcement
 - ii. Someone who has instituted cross-cultural and bias training
 - iii. Honesty, humility, integrity; believes in holding themselves and others on their teams accountable
 - iv. Counseling/Psychology/Sociology background rather than a history in law enforcement
 - v. Resilience and transparency
 - vi. Trauma-informed training, Someone who pursues opportunities to learn more even if it challenges traditional policing
 - vii. Curiosity

- b. Q2: What should their priorities be in this position?**
 - i.** Someone who can really promote a sense of community
 - ii.** Avoid an Us vs. Them mentality
 - iii.** Not forcing legal action unless absolutely necessary
 - iv.** Having conversations about what police response on a college campus looks like (prioritizing student support vs a traditional police response (i.e. Suicidal ideation, sexual assault, etc.)
 - v.** Innovative approach to balancing support and accountability as well as the balance between campus and city police
 - vi.** Someone willing to be a leader in DEI work in our community and hold expectations of fellow officers to do the work and learn (or unlearn) what is needed to support the UNC campus
 - vii.** Desire to immerse themselves in our campus community, especially with our students

B. Questions/Comments from Group

- a.** In the midst of our current sociopolitical climate and how officers are perceived/received in society, have not seen any statements regarding the relationships we have on-campus with our UNC officers. How do the officers feel in the UNC campus culture?
 - Tobias conducted an implicit bias training with the officers. Over the two sessions, there was an evolution of tension/silence to a shared dialogue/rapport. We were able to get to the heart of how they are feeling and reveal an understanding of what they are looking for in a leader. President Andy also met with them a couple times to discuss their concerns, especially around the call for defunding the police.
- b.** Perhaps an interview question should be related to how the new chief would support their staff to promote staff longevity
- c.** What ways do you envision/plans to incorporate feedback from those who are not able to attend these meetings?
 - Ask in those meetings to spread the word and provide opportunities to give feedback
- d.** As the advisor to the Student Equity Advisory Board in PVA, I would welcome you all to talk to those student leaders
 - I have reached out to the SEAB student leaders and will send you an email within the week of any responses I receive
- e.** What is the date by which you want responses? I'd actually like to put the question to our students because it's often really hard for international students to feel comfortable engaging with police in the U.S.
 - In the next week
- f.** Along the lines of community immersion, please keep Outdoor Pursuits and Campus Recreation in mind. I would love the opportunity to put on a program that would allow students and PD to have a chance to interact in a positive environment in order to start the processes of building trust with PD and the Campus
- g.** UNC PD – Live... monthly episode
- h.** If we have further questions or answers for the two questions, email Blaine directly at blaine.nickeson@unco.edu OR if wanting to send a more anonymous response, feel free to send an email to Lisa Grimes (lisa.grimes@unco.edu) and she can redact names before sending on

13. Adjourn: 11:34am

14. Attendees

- A. Lupita Arellano, [Megan Bauer](#), Samantha Black, Rachel Borum, [Marissa Boston](#), Kelsey Crane, Morgan Diaz, Whitney Dyer, Lisa Grimes, Tobias Guzmán, [Berry Kroeger](#), [Kara LaSota](#), Kyle Mathes, [Koreen Myers](#), [Blaine Nickeson](#), Chad Pohja, [Hannah Romero Swick](#), Nancy Schindele, Kendra Schneider, [Jacob Sutton](#), Rebecca Thompson, Tyler Weaver

15. Absent: Monica Coverdale, President Andy Feinstein, Rosa Galindo, Cami Mathews, Dan Maxey, Caitlin Ortis, Katherine Runkel, Diana Silva

NOTES/TO-DO:

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