

PASC Business Meeting Agenda
Campus Commons 2200
November 20, 2019, 10:30 am to noon

1. Call to Order

2. Approval of October 16 minutes

3. Approval of the Agenda

A. Additional Agenda Items

- Cathy Heise and Pepper Mueller will be leaving PASC
 - Whitney will be taking over as PASC rep on Salary Equity
 - Student Senate PASC rep is open – Tyler is interested in taking on that role

4. Marshall Parks, HR Director

A. HR Updates & Loan Policy

- 403 and 457 – That is your own money, no institutional contribution; do with it what you will
- 63 employees (Majority faculty with 4-5 staff) – More than two outstanding loans
 - Existing loans will be “grandfathered,” but moving forward UNC will not allow the same practices and will only use the new loan policy
- Document provided to PASC was drafted by lawyers – No edits will be allowed, but welcome questions regarding content
- Can’t exceed \$50,000 (language from federal statute on loans) – Mirror ARISA, but are not held to those regulations. However, by mirroring ARISA, we have some liability safety
- Vote in July
- Benefits
 - We are receiving a premium in December, and saving institution \$800,000
 - Anthem created an internal Pharmacy Benefits Manager position which has given us greater advantages by 6%
 - Paladina – Implemented for Classified staff, Delay in Greeley representative for Exempt staff
 - a. Really neat model: Focused on well-being, wellness, anticipated 45-60 minutes appointments; If you like your PCP, there are no requirements to switch
- Holiday Calendars: Closing for 12 consecutive days has implications for various departments on campus, so there are conversations occurring to create alternative break schedules
- Raises: Anticipated for next year – 2% increase for exempt staff as well as PERA employees due to the requirement for individuals to pay more
 - The reason that there have been no raises these past 2-3 years has been a result of the lack of discretionary money
- Compensation identity plan has some targets and want to progress – Mindset shift – There is excitement around the opportunity to be talking about pay increases in November (now) rather than May (which has been more accustomed)

- Document regarding salary banding: Discrepancy in tenured faculty, T-test analysis doesn't take into account time in position, but there are opportunities to explore the demographics by position
 - Would be a great project for next semester – There's a lot of data available and PASC will work on creating a more collective voice regarding how we want to move forward
 - We need to make sure we are looking at our inclusivity and pay practices, so we make sure we are provided the best experience for our students
- Budget meeting on 12/5 – Encouragement attendance and engagement – Anticipate a save the date coming soon

5. Chris Garcia, University Advancement

- A. UA, as a new unit, is taking over Commencement – Has been a very positive transition of responsibility
- B. Commencement
 - We are inviting the whole community and alumni for the first time
 - Recognizing the diversity of our student body and the increasing diversity of our alumni
 - Need around 45 volunteers – Bryson will send link in the newsletter; Thus far, they have around 25 volunteers and most are bilingual and many are alumni; Would like to provide translation services in various languages (Spanish, ASL, etc.). At this time, they are exploring options to incorporate multi-lingual programs and signage
 - Most slots are for Saturday; One slot left on Friday

6. Salary Equity and Advocacy Discussion

- A. How do we want to make decisions as a collective and communicate to our administration/leadership?
 - Moving forward, it is the preference of the chair for process/policy questions to come from the chair
- B. How do we want to share out the compensation/salary document to our employees?
- C. Discussion about providing demographics of our staff and faculty – Clarify what data we are seeking from HR
 - Staff salary breakdown is much more complicated than faculty salary breakdown
 - Be Mindful/Considerate: Simplifying the demographics by individual position can have negative implications
 - Can the HR website not only make the salary banding more accessible on their website, but provide the approach to banding as well?
 - Can the chart highlight ranks rather than position title?
 - Are folks in agreement to bring back the inclusive hiring committee? Is there a way to have a larger committee to streamline university-wide hiring (e.g. Inclusive language), then have subcommittees for faculty and staff since the processes look so different?
- D. Note: The document is ready to be sent out in the newsletter. Also acknowledge that our newsletter has an open rate of <50%
 - What are some strategies to make our newsletter more accessible?

7. Committee Reports

- A. Communication and Outreach: **Crews**
 - Dec 4 is Humpday Happy Hour – All day fundraiser at Café Mexicali – Actual fundraiser starts at 5:30pm with an ugly sweater contest
 - Newsletter will be going out today or tomorrow, and will serve as the Nov and Dec newsletter. Any additional announcements for the rest of the semester, send to Meagan ASAP
- B. Engagement and Advocacy: **Bradford**
 - Work with Communication and Outreach for welcoming new employees
 - Work with Megan Bauer in HR (Oversees new employee on-boarding 1-2718)
 - Will be meeting before the end of the semester

C. Fundraising and Events: *Hoffman*

- No updates for the committee
- From Roma fundraiser/social: \$100 will be split between PASC and CSC
- Cookoff: \$300 was raised – PASC will receive \$199
- Our foundations account is currently sitting around \$11,000

D. Grants and Scholarships: *Miller*

- Quite a few scholarship applications, Most the committee has seen in the past few years (Numbers have almost tripled – Potentially due to awareness and lack of pro devo funds from the university)
- Notifications to winners will likely go out by end of week

8. Campus Liaison transitions

A. Faculty Senate/Salary Equity: *Dyer*

B. Student Senate: *Weaver*

9. Campus Liaison (Summary Reports)

A. Board of Trustees: *Kelly*

- Updates on strategic enrollment
- Board membership transitioning
- Student comments regarding equity and inclusion at UNC (both academically and personally)
 - Was also able to clarify grant allocation
- IT approved for funding: Networking and core infrastructure
- Housing and Dining budget shortfalls
- GA stipend increase
- Overall: The Board is more engaged this year than ever before – Noticeable, particularly in this past marathon meeting

B. Student Senate: *Mueller/Weaver transitioning*

C. Campus Recreation Advisory Board: *Kelly*

- Meeting on Friday

D. CSC: *Mathes*

- Discussed similar talking points: Banquet, small pay raise
- Marshall HR: 2030 strategic vision, acknowledges the fatigue, creating access to information in a different way other than just email, 60 day holds are likely not going anywhere

E. Faculty Senate/Salary Equity: *Heise/Dyer transitioning*

F. Information Management and Technology: *Pohja*

- ITC will meet in December to review and approve requests
- Strategic to minimize phishing attacks – You will begin seeing “External” on your email when you receive an email from a source outside of UNC
- Multi-factor authentication is being rolled out alphabetically – Extra steps, but definitely worthwhile for safety and security – You will receive communication when your time is coming
- Teams – Leaders will have the opportunity to renew Teams every 120 days

G. Presidents Leadership Council: *Kelly*

- What is the plan for employee recognition banquet? Traditionally, planning has started around this time – Who is overseeing this event? Potentially, UA?

10. Attendees

- A. Present:** Morgan Bradford, Yvette Lucero-Nguyen, Kristina Burton, Kelsey Crane, Kyle Mathes, Whitney Dyer, Meagan Miller, Lisa Grimes, Meagan Crews, Shawna Watson, Chad Pohja, Bryson Kelly, Rebecca Thompson, Tyler Weaver

B. Absent: Brandy Tackett, Cathy Heise, Elizabeth Adams, Melissa Hoffman, Pepper Mueller, Stan Trembach, John Stephens

NOTES/TO-DO:

[illegible]