

PASC Business Meeting Agenda

Campus Commons 2200

September 18, 2019, 10:30 am to noon

1. **Call to Order** at 10:31am
2. **Approval of July 17 minutes** Approved
3. **Approval of the Agenda** Approved
 - A. Additional Agenda Item: Image of PASC (Who are we?)
 - Go back to the Mission of PASC: Advocacy for program areas, So much change and transition – Have a conversation of what that should look like – Use this meeting as an opportunity to know what is going on at the institution (This is what my area is working on, and how could PASC be a more effective representative body for professional staff)
 - We have an opportunity to be the advocate for campus
 - Let's make it a goal to have tangible and change-oriented updates to share with our partners
 - This needs to be a greater conversation and integrated in everything we do as a council
 - We should be making a list in meetings for our representatives to share with their respective councils (e.g. Cathy to Faculty Senate, Bryson to the PLC) as well as communicating in our departments/areas
 - Be thoughtful without going rogue
4. **Committee Reports**
 - A. Communication and Outreach: **Crews**
 - Assign members to each subcommittee
 - Roles
 - a. Meagan C: General Inquiries/Assignments, Executive Committee, Grants and Scholarships Committee
 - b. Shawna: Events and Fundraising (Marketing, SoMe, Updating UNC Today)
 - c. Tyler: Community Engagement and Advocacy, Homebuying Workshop
 - For any newsletter needs, send to your point person
 - For Eng & Adv: Can send an email to new employees (Look into as an option)
 - B. Engagement and Advocacy: **Bradford**
 - Met on Sept 13 and brainstormed goals and initiatives for the committee
 - Focus: Getting input from the campus through past and future surveys, Advocacy, Building trust, Supporting professional development and engagement
 - C. Fundraising and Events: **Hoffman**
 - Meeting on Sept 24: No update at this time.
 - Homebuying Class: 1st session (9/17) only two registered, so was cancelled
 - Two more upcoming: Oct 13 is the next one at Crabtree. No deadline to register, but ideally Oct 1st. Crabtree will provide incentives for attending
 - How do we get the word out? Looking beyond the UNC Today (Have been working CETL, but would love to get suggestions); Other ideas: Listservs? Digital displays? Dept admins?
 - Audience: UNC and Greeley community (Connect with the city and tap into G-Hope)
 - Fee: \$10 for staff, \$15 for community; Money goes towards PASC as a fundraiser
 - What is our intended frequency per semester?
 - D. Grants and Scholarships: **Miller**
 - A little behind so pushing back deadline to Friday, November 1st

- Have received a few applications so far, expecting a fair turnout

5. Campus Liaison (Summary Reports)

A. Board of Trustees: **Kelly (Pohja)**

- Primarily consisted of Andy's State of the University address
- Katrina spoke to SESS initiatives
- Most engaged Board I have ever seen – New members are pushing the limits, asking the “Why” and eager for answers
- Not a lot of decision-making during the meeting, but highlighted the changes occurring
- Michelle Quinn facilitated preliminary budget forecasting
- Meeting minutes are on BOT website: <https://www.unco.edu/trustees/>
- Provided context as to why the deficit went from \$1 million back up to \$3 million – Likely due to residence hall occupancy and overall lower than anticipated enrollment numbers

B. Student Senate: **Mueller**

- 1st Business Meeting: No formal business with the exception of announcing vacancies in Student Senate positions
- Deferred committee meetings; Instead, encouraged attendance and participation at the Student sessions for the President's Vision Plannings
- Attended the most recent Vision Planning meeting, Mark or Andy shared that 100 students were in attendance by the 2nd session
- Student LEAF: \$6/student as student fees; Solar energy celebration at Parsons Hall on Friday, September 20
 - i. Other initiatives: Water filling station, Sustainability measures – Now, they are looking for new projects (Does PASC have any ideas of how we could collaborate with PASC?)
- Wear Purple on Friday to be in solidarity with the LGBTQ+ community at UNC
- Climate Change Rally by Earth Guardians (UNC branch of the national organization for conservation advocates), They have a list of demands for the Greeley community – Pepper will email out more information with demands and potentially dates/times
- UNC students planning to attend CSU's Student Senate to be in solidarity for the “Black Face” incident that occurred at CSU – Date is believed to be tonight (9/18), but Pepper will confirm

C. Campus Recreation Advisory Board: **Kelly**

- No known update

D. CSC: **Mathes**

- Combining a few committees into the “Workplace Culture” Committee (aka “Fun” Committee)
- Worried about more layoffs

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

- Looking into other evaluative measures for the President and accountability for the BOT
- BOT is working to be more transparent and visible
- Fall Agenda: Replacing Deans: Graduate school, MCB, and Libraries, then EBS Dean (upcoming)
- Bias incident had just occurred prior to the Faculty Senate meeting; President was visibly bothered at the meeting, President was praised at the meeting for quick response to the campus; Faculty Senate was charged up about the incident that occurred at UNC and CSU
- Adjust Faculty trying to cover all classes
 - i. Shared love and shared pain as they work to provide academic opportunities for students even when capacity is stretched
 - ii. Anticipating to continue to experience transitions, Doing our best to plan given the circumstances in they aren't in control

- PASC does not have a vote at Faculty Senate, but PASC has a vote in the Salary Equity conversation: The idea of raises (Andy recognizes we can't sustain staff and recruit employees; Also acknowledge that you can't layoff folks in the Spring and then give raises; Waiting for the dust to settle before moving forward with raises. Looking into other retirement options, but is currently tabled. Cathy would love input from PASC (for our vote and any concerns)
 - i. What is in place regarding compensation for those individuals who are performing other job responsibilities not within their job description? The work is not going away, so is being delegated to current staff without any additional compensation (Faculty receives additional compensation for greater teaching loads, so there is a discrepancy in equity). There needs to be a policy in place that upholds additional compensation when staff are "expected" to take on more responsibilities as ODAA (other duties as assigned)
 - ii. If those responsibilities or full programs are not picked up, what happens? Both in the 60 day hold or downsizing – May not be within the scope of Faculty Senate

F. Information Management and Technology: *Pohja*

- ITC: In the process of finalizing changes in the committee charge
 - i. Andy has requested greater decision-making beyond just informational
 1. Revamped in membership as well as decision-making occurring as campus-wide initiatives are discussed
 2. Can look at new charge on IT Sharepoint, Chad will send a link
 - ii. Chad will be reaching out to PASC to gather feedback and questions about these decisions – 1st meeting is in a couple weeks
 1. For example: Two-factor authentication – Should that be campus-wide?
 - a. Will avoid the incident that happened at Regis University – IT systems went down two days before Opening and are still down – Look at Denver Post for more information

G. Organizational Structure Steering Committee: *Grimes*

- Marshall went over a tentative slideshow that Andy would be presenting to campus
- Information: No recommendations at this time; Andy has a lot more information from Huron regarding recommendations – Obtained 96% response rate
- What is informing what? Trying to see all the pieces of change put together including Fall 2018 task forces, Huron work in Spring 2019, and now the Vision Planning and Strategic Planning Open Forums
 - i. SESS groups have made recommendations, and changes should be implemented in the near future; They are enabled to make changes, so they are doing the things
 1. For example, the Transfer SESS group is moving forward with recruitment efficiencies and timeliness communication
 2. Transfer Retention should be at 40% (best practices) and we are at 25%
- Meetings are over now

6. Would we like Marshall to attend and provide an HR update at each Business Meeting?

- A. Marshall mentioned he wanted to get the Parental Leave policy adjusted (Julie Nava and Megan Bower are taking lead on the changes, mostly focused on creating equity amongst parents)
- B. Kyle (HR updates)
 - Holiday calendar changes integrated
 - Premium holiday in December – Increase in % for medical and dental
 - No updates regarding raises – It will be three years at the end of the year and what are the repercussions for this?

7. Fact Sheets

- A. Be sending your completed "Wisdom and Favorites" sheets to Bryson

- C. Sheets will be resent**

A. Friday afternoon club? Professional Development?

10. Attendees: Cathy Heise, Chad Pohja, Kelsey Crane, Kristina Burton, Kyle Mathes, Lisa Grimes, Meagan Crews, Meagan Miller, Morgan Bradford, Pepper Mueller, Rebecca Thompson, Shawna Watson, Tyler Weaver, Whitney Dyer, Yvette Lucero-Nguyen

- A. **Absent:** Brandy Tackett, Bryson Kelly, Elizabeth Adams, Melissa Hoffman, Stan Trembach

NOTES/TO-DO:

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