

1. Call to Order 10:03 AM

- Attendance: Tara, Ja'Net, Cameron, Alan, Jen, Jan, Turner, Natalia, Yasmine, Shonda
- Via Zoom: Kimberly, Annie, Manuel, Natalie, Roxann, Shawn, Gregory
- Guests: Kelsey (Ex-Officio), Jessica (BSC), Mike (BSC), Ryann, Felicity

2. Approval of Minutes from October meeting

- Motioned by Tara, second by Alan - APPROVED

3. CU Boulder Chancellor- Justin Schwartz 10:05 AM

- Introductions with Chancellor Schwartz
- Opening questions- How is UCSC connected to the individual campuses

4. CU Employee Services- RyAnne Scott 10:35 AM

- New Resources in the portal, new features

<https://www.cu.edu/employee-services/events>

5. Co-Chair & Vice Chair Updates – Ja'Net, Kimberly 11:00 AM

- Two Admin finalists passed on to interview with Felicity (thanks Turner!)
- Board of Regents meeting next week, live streamed via Community
- Possible outreach & engagement event
- Board of Regents admin staff resigned, job posted
 - <https://www.governmentjobs.com/careers/colorado/jobs/4716967/vice-president-and-university-counsel>
- Meeting with President Soliman & Felicity on Wednesday
 - Discussing Faculty supervising Staff- Multicultural Mentoring online training, three sessions to receive certificate. How to make it more appealing? Program/Dept pilot in Precipio- ex) AI simulator to get feedback on difficult conversations/situations
 - Hierarchy between faculty, staff & students- making where staff fit more prominent in State of the Campus being brought up

6. Treasurer's Update – Jan 11:25 AM

- Submit milage & reimbursements asap
- Ahead on budget
- Budget approved for Psychological Safety training
- Still waiting to hear on budget increase, asked for \$6k increase

7. Felicity O'Herron 11:35 AM

- Question re: merit- Regents discussing cost of living increase

- Probably not going to be based on COL at this point
- Evaluations- Pilot at System office concentrating on connected conversations instead of the 1-5 scale number rating. Doing well? Needs improvement? Concentrating on the 'Why'
 - Performing or Needs assistance 'rating'
 - Training on how to have constructive conversations
 - Focus on professional development, growth
 - Are there documents that supervisors/employees have to help guide the conversations? (Kimberly) For staff to have guiding questions?
- Wellness program- Why are certain programs not promoted? Chiro/Acupuncture
 - Posted on the CU Advantage site <https://advantage.cu.edu/>
 - Reminder in newsletter
 - CU related discounts
 - Libraries- Look at <https://advantage.cu.edu/> search what you are wanting
- Time & Labor project- 2-day kick-off, new system possible plan July '26
- Bi-weekly/ Monthly pay?
 - Some kind of 'payment in arrears' so there is more accuracy in the payments(?)

Lunch 12:00 PM

8. Committee Updates 12:45 PM

- Communications - Natalia
 - Working on an outline that happens on an annual basis & the accessibility of the website
- DEIB – Ja'Net
 - Met in Oct. and discussed focusing on working with Kelsey for screening that UCSC hosts, 'This is Not Who We Are,' possibly having the director there to do a panel and answer questions, working with Events Committee
 - Connecting all staff, working on campus or remotely
 - Amber is Chair, looking at possible co-chair
- Events – Jan, Cameron
 - Venue secured for Awards Ceremony, need to agree on date
 - Jan to reach out to Chancellor EAs to confirm date
 - Working on updating the questionnaire
 - Most likely Friday
- Policy - Alan
 - Regent Policy 3 & 6 updates
 - Working on the adaptive resolution protocol

- Ad-Hoc Retention Committee – Ja’Net
 - No updates, hoping to get it back on track once the new admin starts

9. Discussion — Shared Governance Video 1:00 PM - Alan

- What are we trying to accomplish with this?
- Who is our audience?
- What messaging will resonate w/staff?
- How can we utilize this to expand our reach in giving voice to under-represented populations on our campus’?
- Thoughts?

10. Good of the Order 1:30 PM

- Hold an online UCSC sponsored event this semester (November)
 - Game night? Bingo? Prizes/ Gift cards for \$25
 - How many people per session? Webinar? Multiple dates?
 - Ja’Net to ask Alex’ availability
- Gregory- System offering Tuition Benefit explanation events
 - CU Denver, Tuition Assistance benefit updates event, Brian did a great job
 - Requested data from Felicity regarding the usage of Tuition Assistance benefit
 - Kimberly- If anyone would like to have her or Ja’Net come to a meeting, to introduce themselves etc., just reach out!
 - Turner asked who took lead on it last- Policy- Ja’Net made clear this is an ongoing topic

11. Adjourn Meeting 1:46 PM