

BOARD OF DIRECTORS

This meeting was facilitated both in-person and via an online Zoom format

Monday, March 29, 2023

2:30 p.m.

BMU 205

Members Present: Krystal Alvarez, Jade Tsao, Johnathan Montes, Michelle Davis, Autumn Alaniz-Wiggins, Dr. Tracy Butts, Allison Wagner, Ann Sherman, Dr. Isaac Brundage

Members Absent:

Others Present: Jamie Clyde, Lexi Extein (recording), Hugh Hammond, Thang Ho, Katrina Robertson, Kendra Wright, Leah Mercer, Curtis Sicheneder, Jon Slaughter, Steve Novo, Teresa Clements, Keith Crawford, Anna Paladini, Sarah Wilson, Eliza Miller

- I. **CALL TO ORDER** – The Chair, Alvarez, called the meeting to order at 2:32 p.m.
- II. **MECHOOPDA LAND RECOGNITION** – The meeting was started with the reading of the Mechoopda Land Recognition Statement.
- III. **AGENDA** – Approval of the 3/29/23 regular meeting agenda. **Motion to approve the 3/29/23 regular meeting agenda (Montes/Tsao) 9-0-0 MSC.**
- IV. **APPROVAL OF MINUTES** – Minutes of the 3/1/23 regular Board meeting. **Motion to approve the minutes of the 3/1/23 regular Board meeting, as presented (Alaniz-Wiggins/Tsao) 9-0-0 MSC.**
- V. **ANNOUNCEMENTS** – Alaniz-Wiggins said Happy Ramadan.
- VI. **PUBLIC OPINION** – Limited to items on the agenda, three minutes per speaker, five minutes for entire topic – None
- VII. **STANDING COMMITTEE REPORTS** – Action Items forwarded to the Board of Directors from the standing committees stand approved unless overturned by a 2/3 + 1 Board action.
 - A. Government Affairs Committee – Tsao reviewed the items that were approved.
 1. GAC Actions of 3/8/23
 - a. Approved the 3/8/23 regular meeting agenda.
 - b. Approved the 2/22/23 regular meeting minutes.
 2. GAC Actions of 3/22/23
 - a. Approved the 3/22/23 regular meeting agenda.
 - b. Approved the 3/8/23 regular meeting minutes.
 - c. Approved Consent Agenda – Revisions to Associated Students Corporate Codes, effective beginning the 2023-24 elected representative term:
 - Duties for Commissioner of Sustainability Affairs.
 - Duties for Director of Academic Affairs.
 - Duties for Executive Vice President.
 - Duties for College of Behavioral and Social Sciences Senator.
 - Duties for College of Business Senator.
 - Duties for College of Natural Sciences Senator.
 - B. Associated Students Facilities Committee
 1. ASFC Actions of 3/24/23 – Davis noted that this meeting was cancelled due to lack of a quorum. A special meeting is scheduled for tomorrow, 3/30/23 at 3:30 p.m. to approve business items.
 - a. ~~Approved the 3/24/23 regular meeting agenda.~~
 - b. ~~Approved the minutes of the 2/17/23 regular meeting, as presented.~~
 - c. ~~Approved suspending SFAC funding for spring 2023, as presented.~~
 - d. ~~Approved WREC Oasis name change.~~

C. Associated Students Businesses Committee

1. ASBC Actions of 3/20/23 – Montes noted what was approved.
 - a. Approved the 3/20/23 regular meeting agenda.
 - b. Approved the minutes of the 1/23/23 and 2/6/23 regular meetings, as presented.

VIII. BUSINESS

A. Information Item: Revisions to Associated Students Corporate Codes, effective beginning the 2023-24 elected representative term:

- Duties for Director of Academic Affairs.
- Duties for Executive Vice President.
- Duties for College of Behavioral and Social Sciences Senator.
- Duties for College of Business Senator.
- Duties for College of Natural Sciences Senator.

Alvarez voiced she would like an explanation why the Commissioner of University Affairs' name is being changed to Commissioner of Academic Affairs. Wagner explained that her main focus is overseeing the academic Senators, so the name change makes it clearer for students looking to run for her position what is expected day-to-day. Wagner claims she still has all duties outlined as well. She explained that working with KCSC are not in her Corporate Codes, but she is able to do other things as well. Wagner stated that in the past people don't run for this position because the name is too broad. Alvarez inquired on the history on why the name changed originally in the 90's. Slaughter explained that at that time they wanted to reflect titles that were at the university. That is the main reason for the name change. Now that Academic Affairs is on campus, the name change can reflect that. Alvarez asked if anything needs to be revised with the codes. Bang and Wright assisted Wagner in going through codes and policies. They added the FLO program, and touched up the rest of the codes.

B. Information Item: Addition and revisions to Associated Students Human Resources Policies:

- New Policy: Time off for Elective Volunteer Activities Policy, Policy No. 005.
- Revisions to Bereavement Leave Policy, Policy No. 737.
- Revisions to Sick Leave Policy, Policy No. 735.

Mercer explained they are amending two policies based on changes to California law. She explained the Bereavement Leave Policy, where they now have to give five days of unpaid bereavement leave to all employees. She said the Associated Students (AS) already provides paid bereavement leave to benefitted employees. They will now offer five days of unpaid bereavement leave to students as well. This will be accrued based on hours worked. She next reviewed the Time Off for Elective Volunteer Activities Policy. She explained there has been a big increase in career employees looking to participate in affinity groups during the work day. Mercer stated the AS will now offer 16 hours per calendar year of paid time during the work day for elective volunteer activities. Part-time, non-student employees will be offered a prorated amount of time. This policy is separate from the Time Off for Children's Activities Policy and does not include additional hours for it. Clyde stated there are a ton of things to be a part of, noting that many things at the university are not in employee's technical job description but this gives employees a chance to spend those designated hours with affinity groups. Mercer stated the revision to the Sick Leave Policy is so that sick leave can be used to care for a designated person in California. There must be only one designated person per year. Alaniz-Wiggins asked for clarification. Mercer explained that employees can use their sick leave earned to take care of their family and now one person that isn't family.

C. Discussion Item: Report on COLA percentage – Robertson said this is annually brought to the Board as part of the AS annual budget cycle and as directed by the Salary and Wage Increases Policy, No. 570. COLA stands for Cost of Living Adjustment. This calculation is based upon 25% each of certain index increases for the past calendar year and calculation is intended to provide inflation information that may impact costs in the current year's budget development. She said they pull four different numbers: employee cost index, consumer price index in the western region, university's prior year general salary increases awarded July 1, 2022 and national inflation rate. The calculated COLA using calendar year 2022 indices 6.175%. This report shows what impact this may have on their budgets. Clyde explained this is not related to compensation; it gives the board an idea on how much things are generally costing. In the past it was a more relatively flat number, but there has been an increase because things cost more now. She summarized that everything will cost about 6% more. Davis asked for clarification on the employment cost index. Robertson explained employment cost index is the total compensation for private industry workers. Clyde summarized that if all things were equal next year, all things would cost 6% more than they did this year. Clyde stated these are all standard numbers. The AS is a unique

system and doesn't fluctuate the same as the market does, but this is an average. This helps them see what the industry is doing as a whole. Schools don't fluctuate as much because they're tied to the state among other things. Clyde stated our reserves and higher education inflation also ties in as well. Clyde summarized that things just cost more money. Montes asked for explanation on the stated numbers. Robertson said it's the western region, private industry workers, California and more all combined. Wright explained that it can be confusing when the increasing fees still result in getting less and we must increase fees to try to get the same thing they used to get. Clyde said minimum wage increasing translates over as well. Robertson stated employer taxes increase as well.

- D. Discussion Item: 1/31/23 Dining Services Financials – Montes reviewed the 1/31 Dining Services Financials with the Board.
- E. Discussion Item: 1/31/23 AS Wildcat Store Financials – Robertson provided an overview and discussed income, expenses and transfers, net increases, and commission income.
- F. Discussion Item: 1/31/23 Follett Wildcat Store Financials – Robertson provided an overview and discussed sales including: textbooks, general merchandise, graduation and convenience and health and beauty, technology sales, and overall sales.
- G. Director of University Affairs Report – Wagner said they did not have a SAS meeting on Monday so she has nothing to report.
- H. Director of SJ&E Report – Alaniz-Wiggins said she has been involved in a ton of collaborations and events going on. There is International Festival at the end of April where the Cross-Cultural Leadership Center will be tabling and giving away prizes. She is sponsoring RAICES and the Gender and Sexuality Equity Coalition for Queer Prom which is happening soon. Women of Color community connections held their first event in the Cross-Cultural Leadership Center. She stated she is looking forward to Eid al-Fitr at the end of Ramadan, and they may utilize AS Catering. She has been discussing policy changes with Wright to better support clubs and look into partnering with Government Affairs in the future.
- I. University Vice Presidents' Reports – Dr. Brundage said they started their strategic planning process with Student Affairs. He explained they are working with AASCU which is the American Association of State Colleges and Universities, and Gonzalez has met with students, staff, and faculty. They've involved many people and noted the division has not had a Strategic Plan since 2009. Dr. Brundage stated they started a newsletter to update everyone on enrollment twice a month. Alaniz-Wiggins asked what Dr. Brundage's plan is to get more students involved. He said they have been meeting with club presidents, sports teams, and fraternities and sororities and have inquired how they want to be involved in the process. Alvarez asked if there is a way to have small trainings that introduce students to being engaged in committees. She explained not many students have experience sitting on committees, and would love to see training put in place for students to bridge that gap between students and faculty. She inquired how we can incorporate that in the future. Dr. Brundage expressed interest in having leadership training under Student Affairs and potentially opening that up to any student looking to get involved. Alaniz-Wiggins asked if a financial incentive could be put in place. Dr. Brundage stated there may be opportunities that these organizations come up with that may need some funding. He encouraged them to come to him with a plan on how they want to help with enrollment. He stated that he keeps having the same conversations, but no one has stepped up so far with ideas. Dr. Butts asked why the AS or Government Affairs Committee hasn't stepped up to encourage and train others how to step up. She said there is potential for action to be taken in conjunction with Student Affairs since the AS Government Affairs Committee represents the student voice. Dr. Butts agreed with Alaniz-Wiggins that financial compensation is great, but explained that this is something that you do for your community as a member to shape the world how you would to see it by investing time and effort into it. Dr. Brundage said he would love to work with the AS to create a leadership program, and wants to make it a continuous process.
- J. Faculty Representative Report – Dr. Butts said she was recently discussing enrollment. She attended Oroville High School's first College and Career Fair and enjoyed meeting their students. She explained they were nervous as they have never seen people from our campus there to talk. She also explained Choose Chico was a much-needed win and allowed them to talk about their programs.
- K. Executive Director's Report – Clyde said Choose Chico was similar to the scale it was years ago, and there were families and excitement and an overall great feeling. She thanked all those that made it a success. Clyde stated the Compensation Study has concluded and identified a few things. She said the AS has a policy where a third-party person comes in to look at compensation for AS employees every three years. This is to compare

how the rest of market is paying in comparison to how the AS is paying. Last year they looked at teachers' salaries to meet equity standards. Clyde stated adjustments are made when the report comes out. She explained they identified 8 employees that fall below market but by slight amounts. The AS will make adjustments on April 1. There is a larger subset of people that would be below if they did not do a general salary increase. Clyde stated the budget will have a 4% increase included. Assuming the Board approves this, they will not have any other adjustments made. If that is not the case, they will need to show the Board the larger number of people that need to be adjusted. Clyde also stated the Meet the Candidate BBQ was last Wednesday in the library breezeway and had a great feel as she got the chance to talk to candidates. She said she is looking forward to Election Day on 4/4/23, rooting everyone on.

- L. President's Report – Alvarez said last Tuesday CSSA had a special meeting for the Board of Directors. This was to motion for CSSA to oppose CSU Senate Bill 11. She stated Senate Bill 11 proposes a ban on contracting tele-health vendors. This removes critical care to students that are the most vulnerable. The bill is set for a hearing today as well as Senate Bill 808 which they spoke with legislatures about in the past. April's CSSA Plenary is this upcoming weekend. She stated one of the student trustees, Allegría De La Cruz would like to meet the Government Affairs team when she visits campus on April 22.

IX. CLOSED SESSION – Pursuant to Education Code 89307(c)(1) – Personnel Matter – The Board went into Closed Session at 3:25 p.m. The Board came out of Closed Session at 3:55 p.m. and the meeting resumed. Alvarez reported that no action was taken during Closed Session.

X. ANNOUNCEMENTS – Alvarez said Happy Wednesday.

XI. PUBLIC OPINION – None

XII. ADJOURNMENT – The Chair, Alvarez, adjourned the meeting at 3:57 p.m.