

BOARD OF DIRECTORS

This meeting was facilitated both in-person and via an online Zoom format, consistent with the Governor's Executive Order N29-20, suspending certain open meeting law restrictions

Wednesday, February 2, 2022

2:30 p.m.

BMU 205

Members Present: Duncan Young, Taryn Burns, Austin Lopic, James Lawrence, Tracy Butts, Tom Rios, Melvin Quezada Haro, Kiley Kirkpatrick, Ann Sherman

Members Absent: None

Others Present: Jamie Clyde, Karen Bang (recording), Jon Slaughter, Tom Rider, Hugh Hammond, Katrina Robertson, Leah Railey, Curtis Sicheneder, Thang Ho, Eliza Miller, Shar Krater, Lauren Lathrop, Keith Crawford, Anna Paladini, Emily Sheffield

- I. **CALL TO ORDER** – The Chair, Young, called the meeting to order at 2:31 p.m.
- II. **MECHOOPDA LAND RECOGNITION** – The meeting was started with the reading of the Mechoopda Land Recognition statement.
- III. **AGENDA** – Approval of the 2/2/22 regular meeting agenda – Lopic requested swapping Business Items A. and B. to allow better efficiencies of time. **Motion to approve swapping Business Items A. and B. (Young/Burns) 7-0-0 MSC. Motion to approve the 2/2/22 amended meeting agenda (Lopic/Burns) 7-0-0 MSC.**
- IV. **APPROVAL OF MINUTES** – Minutes of the 11/17/21 and 12/1/21 regular Board meetings. **Motion to approve the minutes of the 11/17/21 and 12/1/21 regular Board meetings, as presented (Kirkpatrick/Lopic) 7-0-0 MSC.**
- V. **ANNOUNCEMENTS** – Lopic said Happy Wednesday and hopes everyone's second week of the semester is going well, noting that for many of them it's their last semester. (Rios joined the meeting at 2:34 p.m.) Kirkpatrick welcomed Lawrence to the Board. Young said the COVID Booster Clinic continues until 5 p.m. today. Clyde said our new Director of Financial Services, Robertson, is officially at the table today and Robertson was welcomed.
- 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 – Burns reviewed the items approved by GAC and said contract programs are being invited to present at upcoming GAC meetings in order to plan for budgets for Activity Fee.
 1. GAC Actions of 12/8/21
 - a. Approved the 12/8/21 regular meeting agenda.
 - b. Approved the 11/10/21 regular meeting minutes.
 - c. Approved the 2022 AS Election Procedures, as presented.
 2. GAC Actions of 1/26/22
 - a. Approved the 1/26/22 regular meeting agenda.
 - b. Approved the 12/8/21 regular meeting minutes.
 - B. Associated Students Facilities Committee – Kirkpatrick reviewed the items and said construction on The Well continues to move forward.
 1. ASFC Actions of 2/2/22
 - a. Approved the 2/2/22 regular meeting agenda.
 - b. Approved the 11/16/21 and 11/30/21 regular meeting minutes.
 - c. Approved the Revised Resolution for Establishing Time and Location for Associated Students Facilities Committee Meetings for the Spring Semester of Academic Year 2021-22, as presented.
 - C. Associated Students Businesses Committee – No meetings held.

VIII. BUSINESS

- A. Discussion Item: Presentation on “CaliforniansForAll College Corps” by Emilyn Sheffield – Sheffield, a faculty member with the Department of Recreation, Hospitality and Parks Management shared information about this item and invited the AS to participate in any way they deem appropriate. She said this is a new Americorps program and aligns well with Chico State students. She focused on College Corps as there is an award for 125 Fellows to begin terms of service this fall for academic year 2022-23. She said info sessions will be held this spring with a goal to have the Fellows and the community based organizations where they will serve identified spring term. She said this is part of a state-wide corps call and there will be 3,000 Fellows statewide with 45 campuses participating, including 16 CSU campuses. Recruiting partners with various campuses were noted. Sheffield said they are seeking community based organizations as partners that are doing climate action, K through 12 education, food and security. Fellows will be paired at a minimum of two per organization, serving 450 hours across the academic year. They would receive a \$7,000 living allowance and \$3,000 education reward (Sherman joined the meeting at 2:41 p.m.) Recruitment for the program was discussed. Sheffield explained how the CA Climate Action Corps is set up for Fellows. She said the living allowance will be disbursed bi-weekly or monthly, and is a stipend based program. Students who complete the entire 450 hours (15 hours/week) will then be eligible for the education reward. If a student needed to withdraw, their living allowance would taper with their involvement and their education award would be forfeited. She noted this is for full-time undergraduates for College Corps; Climate Corps allows graduate students. Clyde said it figures to be \$22.22/hour and Sheffield reminded that it's not a wage program but a service corps, although that is the math. Railey asked if they needed to have unmet financial aid in order to be qualified. Sheffield said the program is designed to help students reduce debt and they are interested in creating opportunities for students that generally don't get these types of skills due to other constraints. She said it prioritizes students from diverse and low-income backgrounds. They also work with Financial Aid to assure it doesn't negatively impact the student receiving financial resources. Sheffield said this is a new program and new funding and reviewed the timeline. Young said he is working with her to help move this forward and would recuse himself if this is voted on by the Board. He said further information would be provided in the future.
- B. Information Item: Minimum wage increases and compression – Clyde said she presented similar information to the Board last year as it provides history and a direction for moving forward. She said in the fall of 2019 a compensation analysis was done and management's proposals regarding grade changes were approved by the Board and implemented effective 11/1/19. Phase 2 adjustments were approved by the Board on 2/28/20 and implemented effective 3/1/20. Clyde explained that the AS has a history of being under market, minimum wage continues to increase, Chico has become a less desirable location for prospective employees, benefits costs to employees continue to rise, new employees are generally brought in at the minimum range and we have to keep a balanced budget. She reviewed the five elements that make up a good compensation plan. She said conversations were held regarding who we want to be as an employer. Clyde said our minimum starting compensation is based on the Education Code and in January of 2021 the minimum starting wage went to \$16.80/hour for FT staff. She said the Board was advised of those employees that fell below the \$16.80/hour. She said some pay grades were shifted and explained. Clyde explained the Years of Service adjustments that were made. She next reviewed comprehensive and sustainable compensation planning that is being done and said we did a lot of good work last year. Clyde said as of 1/1/22 the campus raised their minimum wage to \$18/hour which will require us to move forward in phases due to compression. She said the AS has 35 career employees under \$18/hour, such as custodians, cooks and office support staff. Clyde said she would like to fix this immediately and the total cost would be \$59,881 (pay and benefits). She said this would be Phase 1 and the next phase would be to look and see how this would affect the rest of the organization. HR is taking all of our AOA data and looking at all positions. Clyde said she would come back with Phase 2 recommendations at a later time. Discussion was held.
- C. Information Item: Revisions to Associated Students Corporate Codes – Associated Students Appointment Policy – Slaughter said these revisions came about as there has been an inconsistency regarding if only one applicant comes in, and no one else is interviewed. Or, they want to extend the application for more candidates. He reviewed the suggested wording, noting they're trying to make it more consistent regarding the number of applicants. The wording was discussed and the Board agreed that leaving it up to the discretion of the chair choosing to interview just one candidate or extend the application for one week to get more candidates would be fine. (Sherman left the meeting at 3:19 p.m.).
- D. Discussion Item: 10/31/21 and 11/30/21 Activity Fee Fund Budget vs. Actual – Slaughter reviewed the November report with the Board. He said overall, Income is just a little over 10% collected. Contract programs are at 150.69% due to a double payment which is being corrected. Total expenses at 37.07%.

- E. Discussion Item: 10/31/21 and 11/30/21 Combined Student Union and WREC/AO Summary Income and Expense Statement – Kirkpatrick said the benchmark was 41.67% and the Student Union has expensed 30.06% of the approved annual budget and generated 42.10% of projected income.
 - F. Discussion Item: Executive Order 2021-03 – Young said this EO was for the appointment of Lawrence as the Director of University Affairs.
 - G. Director of University Affairs Report – Lawrence said Student Academic Senate will be meeting on Fridays at 2 p.m. He is talking with Marianne Paiva regarding student outreach. He also noted that the HFA and Natural Sciences Senators are in the process of being appointed.
 - H. Director of Social Justice and Equity Report – Quezada Haro said his committee meets this Friday at 6 p.m. He noted there will be outreach with the CCLC regarding diversifying candidates and he's in the process of setting up an event.
 - I. University Vice Presidents' Reports – Rios said they've been examining the structure of Student Affairs and providing recommendations to the President. He said several recommendations have been made, some have been accepted. Regarding senior leadership, he said the VP for Student Affairs is out and ends mid-February, with the intention to decide by the end of the semester. The Executive Director for University Housing will be retiring and that position will be advertised soon, with a decision hopefully before the end of the semester. Rios said they have restored an Associate VP position that was previously shuffled. In addition, an Associate VP for Student Engagement and Retention will be hired. He said a dedicated Development Officer for the division will be hired to create new revenue streams to support what they want to do throughout the division.
 - J. Faculty Representative Report – Butts said folks are moving ahead, most seem to be happy to be back to in-person classes. She said there's a lot of anxiety but everyone is feeling determined and hopeful. Butts said Academic Affairs is looking at the impact of equity and achievement gaps in various programs and majors.
 - K. Executive Director's Report – Clyde said this semester has been hard and we're one of three to five campuses that decided to open up. She said the AS took a strong stance from the beginning, opening up and staying open with as many services as we can offer. She said our numbers have increased and we have been very successful. Clyde said the work doesn't go away, we have to feed people, for example, so it falls on the backs of all our career and student employees to step up when other staff are out due to COVID. Clyde noted that the students wanted the WREC open on weekends, and we expanded that this semester. • Clyde said this semester that compensation, as well as the Food Service Agreement with University Housing & Food Service will be looked at. She explained that AS Dining Services had a unique food agreement which worked well for the time, which was designed for COVID. She noted that the bookstore is also an issue and will bring something to the Board soon, noting that there's more to the story than just dollars. • Clyde said Sicheneder and Krater met with all AS staff regarding why they came here and what makes them stay, and that information will be shared with the Board. Clyde said she held a secondary focus group, for those staff under 30, to see if what came up in the R&R talks were applicable to them, or looks different to them. • Clyde thanked Lawrence for joining the Board and said she is happy to have Robertson sitting beside her. She said today is Anna Paladini's (Assistant Director of Marketing) last day with the AS, and wishes her well.
 - L. Chair Report – Young said in order to expedite the process, he has been sending out EO's appointing students to committees as well as the two senators. He said he is working on an AS sustainability grant to get solar at the farm. He said he is also in contact with Slaughter, Krater and others regarding redeveloping the Wildcat Leadership Institute and said there might be some integration with the program that Sheffield presented today.
- IX. ANNOUNCEMENTS** – Lopic said stimulus checks will be going out to students in mid-March and we have a new VP IT joining the campus in March.
- X. PUBLIC OPINION** – None
- XI. ADJOURNMENT** – The Chair, Young, adjourned the meeting at 3:45 p.m.