

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, April 6, 2022

2:30 p.m.

BMU 205

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

Members Absent: Tom Rios

Others Present: Jamie Clyde, Karen Bang (recording), Jon Slaughter, Tom Rider, Hugh Hammond, Katrina Robertson, Leah Railey, Curtis Sicheneder, Shar Krater, Lauren Lathrop, Thang Ho, Sarah Wilson, Teresa Clements, Kristin Chelotti

- I. **CALL TO ORDER** – The Chair, Young, 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 4/6/22 regular meeting agenda. **Motion to approve the 4/6/22 regular meeting agenda (Lopic/Lawrence) 8-0-0 MSC.**
- IV. **APPROVAL OF MINUTES** – Minutes of the 3/23/22 regular Board meeting. **Motion to approve the minutes of the 3/23/22 regular Board meeting, as presented (Lopic/Lawrence) 7-0-1 MSC.**
- V. **ANNOUNCEMENTS** – Young said today is Election Day. Lopic said Happy Wednesday and that there's a Career Fair today in the BMU as well as the Elections Jamboree being held at Trinity Commons. There will be a Blood Drive on April 13. Sherman said there are a number of great Chico State performances happening soon.
- 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 – No meetings held. Burns said budget review will begin at next week's meeting.
 - B. Associated Students Facilities Committee – Kirkpatrick reviewed the approved items. She said they decided to increase the amounts of three of the potential SFAC projects to include labor. She said SFAC will hopefully be meeting next week regarding all the SFAC projects.
 1. ASFC Actions of 3/30/22
 - a. Approved the 3/30/22 special meeting agenda.
 - b. Approved the 3/2/22 regular meeting minutes.
 - c. Approved Living Roof for the BMU Project in the amended amount of \$258,000 to be acknowledged and moved to the Sustainability Fund Allocation Committee for further discussion and deliberation.
 - d. Approved Eco 3 Go Project in the amount of \$33,120 to be acknowledged and moved to the Sustainability Fund Allocation Committee for further discussion and deliberation.
 - e. Approved A Dishwasher for Energy, Water and Zero Waste Project in the amended amount of \$211,241.29 to be acknowledged and moved to the Sustainability Fund Allocation Committee for further discussion and deliberation.
 - f. Approved Solar Agrivoltaics System at the University Farm Project in the amended amount of \$220,000 to be acknowledged and moved to the Sustainability Fund Allocation Committee for further discussion and deliberation.
 2. ASFC Actions of 4/6/22
 - a. Approved the 4/6/22 regular meeting agenda.

C. Associated Students Businesses Committee – Lopic noted the approved items.

1. ASBC Actions of 4/4/22
 - a. Approved the 4/4/22 regular meeting agenda.
 - b. Approved the 3/21/22 regular meeting minutes.

VIII. BUSINESS

A. Information Item: Addition and Revisions to Associated Students Corporate Codes and Human Resources Policies:

1. Addition of Associated Students Social Media Policy – Slaughter said this is a new policy and it's important to have it finalized before the new marketing director begins. He reviewed and also noted the process that is currently being done. Sherman said the campus side has discussed what has been considered inappropriate and not trampling on First Amendment rights and questioned if this type of guideline should be included in the policy. Slaughter said he would look into this. Clyde said this process talks to not so much the content but the centralization of how the programs work together; how we do what we do, vs. what's actually said.
2. Revisions to Publicity and Advertising Policy, including title change to Marketing and Publicity Policy – Slaughter reviewed the requested revisions, noting a lot of cleanup was done. He said the change to the new name recognizes the centralization of this particular department for the corporation. Lopic questioned regarding old guideline V. D., which stated that questions regarding compliance with the policy would be directed to the EVP and if questions would now go to the marketing director. Slaughter said publicity and advertising was originally very Activity Fee heavy and that's why the EVP had this role. He said now that it's corporate wide, marketing would have this role.
3. Revisions to Associated Students Human Resources Policy – Administrative Time Off (Exempt Status) Policy, Policy No. 505 including title change to Administrative Time Off Policy, Policy No. 505 – Clyde said these suggested modifications are a result of the Retention and Recruitment talks. She said this policy focused on Exempt staff, salaried employees, who have worked quite a bit more time than normal. As Executive Director, she said she could give them a day off, but this policy has never covered non-Exempt (hourly) employees. She said as minimum wage increases have increased, there are a lot less Exempt employees, so it's hard to recognize those who have gone above and beyond, especially over the past two years. If this revised policy is approved, Clyde said she will then be able to award to all those who deserve. Quezada Haro asked if the award is based on job performance and Clyde said it's mainly performance driven, but also for above and beyond service. Young asked if it's possible this could be used in a manner that an employee could perceive as punitive and could put the AS at liability risk. Clyde said they could look at changing the title so that it's not perceived negatively as it sounds similar to Administrative Leave which is very different. Clyde noted that it's time off with pay which should be looked at as a benefit by employees. Railey suggested possibly changing to Bonus Time Off and will follow up with Clyde.
4. Revisions to Associated Students Human Resources Policy – Time Off for School Activities, Policy No. 755 – Clyde said this policy is a CA law already that supports parents by allowing up to 40 hours of time off per year from work to participate in activities of the school or licensed child care. She said COVID has illuminated the challenge for working parents and noted they're taking an existing policy and adding an extra layer to show support of employees as working parents. Clyde said the policy is very specific for what the time can be used for and would mostly affect hourly employees and lower wage earners who would have problems taking time off previously without pay. Lopic suggested adding in sickness or illness and Clyde said employees can also use sick leave. Railey said CA policy allows that employees are allowed to use half of their sick leave for the care of their kin and that it would be more advantageous to leave them separate. Kirkpatrick asked if there are child care emergencies, would employees be allowed to use more than the 8 hours a month and Railey said yes. She said she used the Cal Chambers documents for this and said the AS could always be more generous; this is what has to be provided at a minimum. If the Board agrees, Railey said they could remove the 8 hours per calendar month. Clyde said there is always an operational need based into this in terms of the operational needs of the organization being first and foremost. She said generally speaking, there's usually some type of advance notice and employees would need to work it out with their supervisor. Young questioned expected costs for this and Clyde said they'd have to run some numbers to see what it would look like. He asked if there's anything similar to provide to those that have families that don't have children, to provide equity to everyone and Clyde said this idea was discussed by the staff directors. She said it isn't equitable across the board but they saw the way COVID effected parents differently wasn't across the board either. She said this is a nod to creating equity. Lopic questioned regarding parents needing time off that don't have custody of their child. Railey said this policy doesn't say you have to be the custodial parent and gives us the latitude to approve their time. Butts said the care of aging parents by employees may be something the AS wants to think about as well. Railey

said this was an excellent point and she would explore this more to assure it wouldn't be crossing into FMLA because a lot of times caring for parents would be protected under Federal and State law and also applies to caring for ill children. She said this policy is for school or child care activities or issues related to their care. Kirkpatrick said this goes through grade 12, and questioned if a child has special needs over this age, if it would it be covered under this or FMLA. Railey said probably under FMLA. Butts said this is wonderful and expressed appreciation for this policy.

- B. Discussion Item: 2/28/22 Activity Fee Fund Budget vs. Actual – Slaughter said the fiscal year benchmark is 67%. He said this is the first year of collecting revenues a bit differently from campus so that figure is running a bit low; however, it will even out at the end of the year. He reviewed the report with the committee and said Activity Fee is doing fine.
- C. Discussion Item: 2/28/22 Combined Student Union and WREC/AO Summary Income and Expense Statement – Kirkpatrick provided an overview, noting the Student Union has expensed 50.19% of the annual budget and generated 45.69% of projected income.
- D. Discussion Item: 2/28/22 Dining Services Financials – Lopic reviewed, noting Net Income for the month at (\$7,895), YTD Net Income at \$146,625; however, we are on a net zero contract with Housing so ultimately, it's a savings for Housing. Lopic pointed out that Operating Income - Retail Sales YTD is a little over \$1 million, noting that since we've returned to campus, it has been stellar for Dining Services.
- E. Discussion Item: 2/28/22 AS Wildcat Store Financials – Lopic said for the month that Income was at \$38,674, Expenses and Transfers at \$69,811 and (\$31,137) Net Decrease. Commission Income at \$329,170 YTD.
- F. Discussion Item: 2/28/22 Follett Wildcat Store Financials – Lopic reviewed with the Board and said textbook sales in February were +15.2% compared to 2021. Overall, they ended the month at \$260,926 which was +120% to last year. Sherman said two years ago in April-May is when campus closed due to COVID and it's good to see increased sales.
- IX. DIRECTOR OF UNIVERSITY AFFAIRS REPORT** – Lawrence said last Friday SAS released their statement on AB 928; however, he said the AS CSU decided to move forward with their recommendation before taking Chico State's feedback in account. He said SAS has asked for a revision of that feedback and to reconsider the passage of their recommendation until all feedback from the CSU campuses has been received. He noted that the Curriculum Advisory Board met last week and also agreed with SAS. Lawrence said SAS is canceled for this week and that another SAS resolution is coming out soon asking for CSU, Chico to add all six Student Academic Senators to Academic Senate. He said that Jade Tsao is looking at constitutions for the 23 other Academic Senates for him. He said they hope to have representation from all colleges at Academic Senate. Lawrence said EPPC tomorrow is showcasing a new catalog format for the upcoming year.
- X. DIRECTOR OF SOCIAL JUSTICE AND EQUITY REPORT** – Quezada Haro had no report.
- XI. UNIVERSITY VICE PRESIDENTS' REPORTS** – Sherman suggested checking out the demolition of the old science building. She said approval has been completed for the building design for the new Behavioral and Social Sciences building and they are working on approval for the final budget for the building which is \$75 million. She said Chico State has been very fortunate with multiple new buildings in the past few years. • Sherman said the President's Cabinet is taking a look at enrollment as it has been declining since the high of 2017-18. She said they expect the decline to continue for the next couple of years due to peer demographics of college age freshmen declining in the U.S. Also, Chico State has done a good job on the Graduation Initiative and we're seeing students getting through the graduation process. She said there are a lot of plans in place to start turning the decline around. Sherman reminded that declining enrollment is important for the AS due to our student fee funded programs, which means less money for the AS. She said their successors will need to make decisions regarding which programs to fund and what to do with available funds. Sherman also noted appreciation of the discussion regarding the Time Off for School Activities Policy.
- XII. FACULTY REPRESENTATIVE REPORT** – Butts said she was on TikTok the last couple of days because they've been thinking about how to leverage social media to their benefit at their college. She said the campus Cesar Chavez campaign wasn't done this year and she noticed "interesting" TikTok videos around that holiday. Butts said a couple of her colleagues have kids who attend Notre Dame Grammar School and they close the campus on St. Patrick's Day because young students are watching the college students and there is now an issue with college student behavior on Cesar Chavez Day. She reminded that there are always people watching us, even when we

don't think someone is watching us and that this is something to think about. Burns said the office she works at handed out over 800 water bottles as well as snacks that morning.

- XIII. EXECUTIVE DIRECTOR REPORT** – Clyde said she wished the Notre Dame students could have seen the Cats in the Community volunteer event on Cesar Chavez Day which this year had over 200 students that volunteered. • Clyde said there are a lot of recruitments going on and that she's on the hiring committee for the VP Student Affairs, AVP for Student Affairs, and University Housing Executive Director positions. She said there are good candidates and good pools and tomorrow will start the first of the in-person interviews on campus for the VP Student Affairs position. • Clyde said being talked about in the background is the policy related to how we do our Strategic Plan. She said one of the things about that policy is that it doesn't speak to our value of inclusivity. She said a lot has gone through individual committees about what's important to us regarding our values and how we work towards them. She said they also did a full all career staff survey regarding those values and what they mean, as well as what the organization and the individuals can do in regards to those values. She said the hope was to bring all of our employees together but can't yet due to COVID. Clyde said she will be bringing to the Board what has been produced from that. She said it's a really inclusive look at what's important to us in the Strategic Planning components and all of the organization has had an opportunity to voice that. She said the Board will affirm with their vote. She said she would be bringing to the Board the policy of how we've done the Master Strategic Plan and ask them to relook so that she'll have a process that is much more inclusive than just utilizing one subset of the organization. • Clyde said regarding today's Voting Jamboree at Trinity Commons, that as she was looking out the window she saw what she always wanted to see on vote day. She said it was all inclusive, everyone was there with their voting shirts on, there were food trucks, all of our departments were working together and it's known that it was the AS, and right in the center of campus. She thanked Katie Peterson, Brooke McCall, Joe Dorgali and Daisy Rolon for their planning and work on this event. She said she was very proud of the OPS area and the whole organization and can't wait to see the voting results as she loves our AS clobbering all of the other CSU's with our large number of votes. Slaughter said 1,000 votes were received by noon.
- XIV. CHAIR REPORT** – Young said his sister's wedding was this past weekend and he officiated. He is next flying to New Hampshire to visit the office he'll be working in.
- XV. ANNOUNCEMENTS** – Sicheneder reminded about the upcoming Bike Auction put on by the Bike Hub and explained that proceeds go to fund the Adventure Outings Get Outdoors Scholarships.
- XVI. PUBLIC OPINION** – None
- XVII. ADJOURNMENT** – The Chair, Young, adjourned the meeting at 3:44 p.m.