

ASSOCIATED STUDENTS OF CALIFORNIA STATE UNIVERSITY, CHICO
BOARD OF DIRECTORS MEETING MINUTES

Wednesday, October 18, 2017

3:30 p.m.

BMU 205

Members Present: Dylan Gray, Alisha Sharma, Taylor Rogers, Danie O'Donnell, Zach Scott, Karla Camacho, Pedro Douglas, Robbi Stivers

Members Absent: Teddy Delorenzo

Others Present: David Buckley, Karen Bang (recording), Jamie Clyde, Shar Krater, Susan Jennings, Curtis Sicheneder, Leah Railey, Jon Slaughter, Nan Timmons

- I. **CALL TO ORDER** – The meeting was called to order at 3:31 p.m. by the Chair, Gray.
- II. **AGENDA** – **Motion to approve the 10/18/17 agenda (Sharma/Rogers) 6/0/0 MSC.**
- III. **MINUTES** – Minutes of the 10/4/17 regular meeting. **Motion to approve minutes of the 10/4/17 regular meeting, as presented (Sharma/Camacho) 6/0/0 MSC.**
- IV. **ANNOUNCEMENTS** – Camacho said the CSU system wide Contact Congress Day will be held on Monday in the BMU Auditorium from 11 a.m. to 2 p.m. to push for legislation for a clean Dream Act Bill. She said the CSU student trustee applications are out and if anyone knows someone that has at least two years remaining in the CSU system, please let them know they can apply at calstates.org.
- V. **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 – Sharma reviewed the items with the Board.
 1. GAC Actions of 10/9/17
 - a. Approved the 10/9/17 agenda.
 - b. Consent Agenda: 2017-18 Associated Students Committee/Council Appointments Confirmation of Appointments to Legislative Affairs Committee (LAC)
 - Executive Vice President Appointment: Cody Layton
 - Commissioner of Community Affairs Appointment: Alexis Palma
 - Director of Legislative Affairs Appointments: Trevor Guthrie and Marcus Osborne
 - Director of University Affairs Appointment: Isaiah Thurman
 2. GAC Actions of 10/16/17
 - a. Approved the 10/16/17 agenda.
 - b. Approved the 10/2/17 regular meeting minutes
 - c. Consent Agenda: 2017-18 Associated Students Committee/Council Appointments Confirmation of appointments to Event Fund Allocation Council (EFAC)
 - Commissioner of Student Organizations and Programs Appointments: Joselin Medina and Lillian Ross
 - Commissioner of Sustainability Affairs Appointment: Rebecca Flanagan
 - d. Approved EFAC allocation in the amount of \$1,010 for the College of ECC Halloween Social event by Tau Beta Pi to be held on 10/31/17 in the LNG OCL Courtyard, as presented.
 - e. Approved DAC allocation in the amount of \$3,949.76 for the 3rd Annual Dreaming without Boundaries Conference by L.E.A.D. to be held on 11/4/17 in Colusa Hall.
 - f. Approved DAC allocation in the amount of \$3,580 for the Festival of Dance (Navratri) event by Indian Student Association to be held on 11/3/17 on Trinity Lawn.
 - g. Approved DAC allocation in the amount of \$2,900 for the Diversity in Education event by Salam Association to be held on 11/2/17 in the ARTS building.
 - h. Approved revisions to Associated Students Corporate Codes – Scholarship Committee Code.
 - i. Approved the creation of a video in support of the undocumented community, as presented (Stivers joined the meeting at 3:36 p.m.).
 - B. Bell Memorial Union Committee – Scott reviewed the items with the Board.
 1. BMUC Actions of 10/5/17
 - a. Approved the 10/5/17 agenda.
 - b. Approved the 5/8/17 regular meeting minutes.
 - c. Approved Resolution for Establishing Time and Location for Associated Students Bell Memorial Union Committee Meetings for the Academic Year 2017-18, as presented.

- C. Associated Students Businesses Committee – Rogers reviewed the items with the Board.
1. ASBC Actions of 10/9/17
 - a. Approved the 10/9/17 agenda.
 - b. Approved the 9/25/17 regular meeting minutes.
 - c. Approved revisions to Associated Students Corporate Codes – Duties for the Associated Students Vice President of Business and Finance, as presented.

VI. BUSINESS

- A. Action Item: Approval of 2018 Health Premiums – **Motion to approve 2018 Health Premiums, as presented (Camacho/O'Donnell)**. Buckley said the Board was provided with three premium split scenarios (50-50, 60-40, 70-30). He said it's the recommendation of staff directors to stay with the 50-50 split because the health market is very volatile. He noted employees would still be paying less than they would have if we had stayed with the previous Blue Cross plan. He explained that if the AS picks up more of the premium cost, in the future they may have to have employees pick up more. Buckley said they are hoping that being a part of the new group that has been formed may cause lower rates in 2019. **Friendly amendment by Sharma to amend action item A to the following: Motion to approve 2018 health premiums at a 50-50 split, as presented (seconded by Scott). 7-0-0 MSC. All those in favor of approving the 2018 Health Premiums at a 50-50 split, as presented 7-0-0 MSC.**
- B. Action Item: Approval regarding revisions to Employer Paid Life Insurance Limits – **Motion to approve revisions to Employer Paid Life Insurance Limits, as presented (Rogers/O'Donnell)**. Railey said nothing had changed since the previous presentation. She said the staff directors' recommendation was to go to a flat \$50,000 life insurance policy for all employees. **7-0-0 MSC.**
- C. Information Item: Post-Retirement Health Plan – Buckley said the AS provides a post-retirement health plan and explained that when employees retire, they pay to have some sort of health plan. He said the AS currently has a liability of \$1.2 million for our post-retirement health plan based on the last actuarial study. Buckley said this plan has been in place for about 10 years and the AS pays \$200/month for the retiree only, and then the retiree has to pay the difference of what the premium is. He explained that once someone turns 65 they are eligible for Medicare. They are then also eligible for a Medicare supplement plan, the difference between what Medicare covers and the supplement plan. He said we have one retiree on our Medicare supplement plan. Buckley said since presenting this item at the last Board meeting, there have been two employees that have retired that are under 65 and they would like to stay on our plan. He said AS staff contacted two brokers inquiring if there are other plans on the market that are equal to, or cheaper than our plan. Full premium for our plan would be approximately \$800. He noted plans for those between 60 and 65 are expensive. He said staff directors discussed going ahead with an actuarial study of a bridge plan for those between 60 and 65, and then eliminating the other plan. He said options could be that we leave as is (\$200 to go toward employee's cost and the AS has a \$1.2 million liability), or could eliminate this plan which would increase net assets by \$1.2 million, and/or eliminate our Medicare supplement plan which is available elsewhere for retirees at a cheaper cost. He said they've discussed a Bridge plan, which is for those between 60 and 65. Once the retiree reaches 65, they'd then be on their own for a Medicare supplement plan. They discussed having an actuary do a study, reviewing those currently 50 and above who would be grandfathered in. Anyone below 50, the plan would be eliminated at that point. Buckley said this would provide those under 50 plenty of time to plan ahead for plan costs. He said staff directors are concerned about taking the plan away from someone who is 50 or older. Buckley next reviewed Medicare Supplement Plan costs vs. AS Plan costs and discussion was held. Railey said it's hard to compare the various plans and there's a point in time that someone on Medicare will have to pay a few thousand dollars out of their pocket, even if they have prescription coverage. She said our plan is pretty rich regarding prescription coverage. Railey said by 2020, people shouldn't be out of pocket as much. She said one of the reasons they think people aren't signing up for our plan is they may be healthy and want a less expensive plan and will take their chances (Douglas joined the meeting at 3:54 p.m.). Buckley said it makes more sense to have the actuarial study done, with different scenarios being provided, such as a bridge plan, or employees 50 and above. He said the Board will make no decision at this time; this item will be brought back in a few months.
- D. Information Item: CalPERS Unfunded Liability – Jennings reviewed the information in the packet with the Board, explaining the AS provides a defined benefit retirement to career employees through the State of California retirement system, CalPERS. She said the AS has two plans, Classic and PEPR and that each year an actuarial valuation report is prepared for these plans which provides us with the current value of the

estimated pension liability as well as the current market value of assets of the plans (the difference between the pension liability and the market value of plan assets is referred to as unfunded liability). Jennings said the CalPERS actuarial valuation report received for 2016 reflects unfunded liability balances of \$1,778,803 for the Classic Plan and \$46,474 for the PEPR Plan. Jennings next reviewed the savings if we paid the unfunded liability in one payment, as well as if spread over five years. She said the staff directors have been reviewing and discussing this item and that she's in contact with our auditors to see how this would be handled on our financial statements. She said cost over 30 years would be \$1.8 million higher than what would be paid in a single year. Discussion was held and Jennings said unfunded liability has gone up over the past few years, and is expected to go up because of the lowering of the discount rate. Buckley said he's more in favor of paying down quickly to save money. Railey said in addition to saving funds, this would provide employees some protection in case down the road management changes their mind about this plan.

- E. Information Item: Revisions to Associated Students Corporate Codes – Duties for the Associated Students Vice President of Business and Finance – Slaughter presented Items E. through H., noting that he, Krater and Bang have been reviewing existing codes, policies and duties for consistency in format and shared content. Basically a clean-up project.
- F. Information Item: Revisions to Associated Students Corporate Codes – Code Format – See Item E.
- G. Information Item: Revisions to Associated Students Corporate Codes – Investment Committee Code – See Item E.
- H. Information Item: Revisions to Associated Students Corporate Codes – Scholarship Committee Code – See Item E.
- I. Director of University Affairs Report – Camacho said she attended last week's EPPC meeting, and a lot of conversation revolved around curriculum redesign, mostly regarding adding Social Justice in to the curriculum. She said more conversations will be held regarding this item. She said a minor in Digital Illustration has been brought forward. She said they also had a report from the Study Abroad Office, and said this program is doing amazingly well. Camacho said they approved as Info Item a Certificate in Entrepreneurship. She said the main rationale for this was that they want this to also be open to community members to attend. • Camacho said a Student Academic Senate meeting was held on Friday and Chief Reid came and spoke with them about campus and community safety, as well as his role on campus. She said discussion was held regarding the Show of Solidarity event, and the request for additional officers to be present. Camacho said she would forward the Social Media Toolkit. • Camacho said she'll be reaching out to committees to see if they have any freshman or sophomores that might be interested in the Chancellor's Office student trustee position. • Camacho said the Academic Integrity Council met and she followed up to find out who AIC reports to. She said they report to EPPC and the AS and they are supposed to submit a written or verbal report to the AS once a semester, per EM 040306. Further research will be done. • Camacho said CSSA at Sonoma State was cancelled this past weekend due to fires in that area.
- J. Director of Legislative Affairs Report – O'Donnell reminded that the Cal State Contact Congress will be held from 11 a.m. to 2 p.m. on Monday in the BMU auditorium. She said LAC meets on Friday. O'Donnell said she'll be meeting with President Gayle regarding student rights. O'Donnell said she attended the Dream Ally Training on Friday and suggested others attend when possible.
- K. University Vice Presidents' Reports – Stivers said regarding Halloween coming up, that Chief Reid and his department report to him, and that Chief Reid is on loan from Channel Islands. He said he's very much about students and education. With Halloween approaching, Stivers encouraged students to stay safe and encourage others to stay safe as well. Stivers said the design of the new Science Building is nearly finalized. Stivers said last fiscal year's budget has been closed out and they are beginning to work on next FY's budget. He said he is getting rumblings out of Sacramento and the Chancellor's Office that funding will be very tight again. • Douglas said a large contingent from Chico was at Long Beach last week, from Tuesday through Friday. He said one of the interesting aspects of the conference was the meeting between the VPs of Student Affairs, Business and Finance, and the Provost, with the main purpose being to look at different campuses and see how people work together. He said the VPs on this campus work very well together. Douglas said the retention rate of under-represented males was also discussed and a lot of work needs to be done regarding this. He said it's good to see that there is a grant that one of the VPs was able to get. He said he'd like to see other individuals from Chico State go to the Chancellor's Office to attend meetings and take an active role regarding this issue. He said the GI 2025 was also discussed. Douglas

said at yesterday's Campus Emergency Response Team (CERT) meeting lead students came in and presented to the group. A sub-group of the CERT has been set up in order to answer some of the questions that students had.

- L. Executive Director's Report – Buckley said every year during his evaluation he is given goals and recommendations by the Board. He reviewed the HR goal of developing a plan (for BOD consideration) to hire (or reassign duties) for a staff development trainer/on-boarding specialist. He said he has discussed this goal with the staff directors and there is no one that has time to do this. He said in addition, HR is buried in work and the only option would be to hire a full-time person. He expressed concern about adding costs to the Corporate Services area because that cost gets split out of the other areas. Buckley said onboarding is weak at this time, and a plan needs to be set up for more focus on programs. He said he would come back to the Board with ideas. • Buckley next discussed the recommendation of creating and administering a corporate-wide innovation fund to encourage new ideas from AS employees and a professional development fund to send Directors and other employees to statewide/national conferences. He said he's not sure what Drew Calandrella and Michael Pratt expected, and they didn't know either. Perhaps a pot of money to come up with ideas for innovative projects. Buckley said the issue would be where the funds would come from and he doesn't have a pot of money to provide for this. He said if the Board wants him to move forward, they'll have to let him know. • Buckley said Railey and Clyde have begun group meetings with staff to get their input on benefits, perks and opportunities for staff. He said he'd come back to the Board to talk about employee discounts and membership at the WREC. Buckley said in 2010 the Board voted that there would be no free memberships for AS employees. • Buckley said Krater advised him that she attended a meeting in southern California where controversial speakers were discussed. He said he has started staff discussions regarding controversial speakers, as there has been a lot of violence related to these speakers. He noted that the CERT is also discussing this issue. Buckley noted that because the AS has the auditorium we have our own policies, and the campus has their own policies about how to handle these types of situations. He said, per Krater, that there are groups with right-wing speakers and they want to see how we respond, see what we do, then file lawsuits because they feel discriminated against because of content of speech. He said in the past we've focused more on concerts; who is responsible for costs in the BMU, and those outside of the venue. Douglas said the CERT is working on a policy, and it's almost finished. He said they also hope to get input from students as well. Buckley said it's important to make sure that everyone is treated the same, such as how to deal with police coverage. He said the AS rents to anybody as long as it's legal. • Buckley said another of his goals is that he is to work with Railey to look at recruitments and improving the process. He said they continue to have problems with strong applicant pools for positions and noted they had another failed search for the Wildcat Leadership Institute program director position. He said over the past three or four years they've had problems filling positions, and think salary is a big problem. • Buckley said the RFP for Pouring Rights is due this Friday. He said Clyde will be working with Gray, Rogers and others to review RFP's and their recommendation will go to the Board for final approval.
- M. President's Report – Gray said last week he went to the Grad Initiative Symposium which he found very helpful. He said the director of Social Justice spoke regarding equity within the CSU system. Gray said GI 2025 is looking to have 500,000 new graduates by 2025. • Gray said the student Board of Trustees' application is out and he'd like to send an email next week to all students at large to let them know we want them to apply and that there are resources to assist with applying. • Gray said Sexual Assault Awareness Week will be happening very soon, and he went to a Title IX meeting today where #metoo was discussed. He said U_Matter would like to partner with the AS to create some type of event. He said multiple students have reached out to him regarding the Harvey Weinstein issue. Camacho said she would be happy to meet with U_Matter. Camacho said when her roommate was a freshman she went to a forum for victims, or allies to attend, to share their stories, which provides a giant group to show support. Gray said this would be brought to GAC for further review. Slaughter suggested reaching out to GSEC as well, as there are programs that already exist, or they can be a strong ally. • Gray said he spoke with Dean Patrick Newell who wants to set up a forum regarding library hours, and other new things as we move forward with the Master Plan.

VII. ANNOUNCEMENTS – Sharma said the GAO is partnering with CADEC, Prime Time Productions and AS Productions to put on an event the Saturday of Halloween weekend called Pizza in the Plaza. She said they would show a movie, as well as pass out pizza and water from 9 p.m. to 1 a.m. • Chico Preview Day is on Saturday and the team is excited to be there.

VIII. PUBLIC OPINION – Limited to three minutes per speaker, five minutes for entire topic – None

IX. ADJOURNMENT – The meeting was adjourned at 4:43 p.m. by the Chair, Gray.