

STAFF COUNCIL MINUTES

Friday, April 1, 2022 8:30am – 11:00am Virtual, Google Hangouts

Attendance:

VOTING MEMBERS

Roxanne Brumitt Kathleen Budway

Manny Carrillo

Seana L Chaves Adelita Cortez

Shari Dill

David A Donderewicz Erika Elias

Raphael Gill

Kathleen Hernandez James Johnson

Denise Kingman

Michael Lopez Sabrina Lovato

Erica A Martin

Charlene McConnell Dorothy Netherlin

Denise Quijada

Wendy Scheder-Black Lucy Simpson

Celia Tapetillo

Francine Tupiken Ruelas Jon Wesley

Fatima Wilson

PROXIES

Seana L Chaves for Christopher Rodriguez Fatima Wilson for Guadalupe Serrano-Villela Roxanne Brumitt for Milo Mazanec Jon Wesley for Gloria Coronado

NON-VOTING MEMBERS

Rachel Araiza David Bea

Gayle Bell

Ouatfa Chuffe-Moscoso Dolores Duran-Cerda

Glen Frieden Ricky Gonzalez

Evan Goldberg Keri Hill

Joseph Murrieta David Parker

Morgan Phillips

Vanessa Romero Jack Satterfield

Jeff Silvyn

Carleen Thompson Michael Tulino

Janette Valencia Aida Vasquez

Not in Attendance:

Stephen Ebel Joseph M Forish

• General Matters...... 8:30am

- Welcome & Introductions
- Guests please say Hello in the Chat

- o Roll Call Charlie McConnell, Roll Keeper Charlie McConnell took roll
- Minutes Status Update Erica Martin, Staff Council Secretary
- Business Reports 8:45am
 - Chancellor's Office: No Report
 - o President of Campuses: No Report
 - Provost's Office: Morgan Phillips, Vice Chancellor for Academic Excellence & Acting DC Campus
 Vice President
 - Provost's Report Dolores Duran-Cerda Highlights from report: Fall schedule is now live. Discussed Signing Day (in person, virtual option, WC) 4/14 Lunch provided, Cafe Con Leche/Virtual Office hours with Provost, Author Journalist Robert Feiseler will discuss his book about the arson of an LGBTQ+ club and the rise of Gay Liberation.
 - 4/7, Hilda Ladner and Ricardo Castro-Salazar, "Latin/a/x/o, Hispanic, Chicano/a/x? "What We call Ourselves: A Conversation about Individual and Collective Identity." 4/22, and 4/8, STEM Family Night.
 - Provost's Monthly Update-April 2022.docx
 - Question: "Any comments on the College Town Hall meeting yesterday?" Provost gave a brief summary and referred to Dr. Morgan Phillips and Dr. David Bea.
 - O Class and Comp and the HLC visit was part of the summary.
 - IT: Updates: Evan Goldberg, Deputy Chief Information Officer
 - Update -Banner is currently down. Sign-up for status updates: <u>Status.pima.edu</u> to receive status alerts.
 - Network Upgrade Project, replace main infrastructure and modernize it. Discussed what implementation might look like at campuses.
 - Discussed Multi-Factor Authentication Implementation (MFA) discussed purpose and reasons for the change (shared slides), a testing portal will take place in the Fall to prepare for November. <u>Question</u>: "Which systems specifically?"
 - Referred to Jack Satterfield Students will not need this yet but just about any system that employees would need to get into. David Parker commented as well on security and IT.
 - Questions: "How will these changes be communicated?"
 - Team communicated to Campus VPs. More communications forthcoming for MFA and will bring specifics to the next meeting.
 - "Did you mention insurance required for MFA?"
 - Yes, cyber security insurance.
 - Staff Council IT Report April 2022.pdf
 - O Human Resources: Carleen Thompson, AVC Human Resources
 - Update
 Class & Comp Presentation Aida Vasquez 15mins
 Compensation Study Update April slide deck.pptx
 - Gave updates to Class and Compensation and next phase slide presentation.
 - Question: "How does being a premier institution relate to Class Comp factors/salaries?"
 - Targeting the median for salary range. The median will align/reflect the market median. Doesn't mean an

individual's salary would be placed there. Could depend on the length of time employed.

- Question: "When will the salary structure be finalized?"
 - Aida Vasquez current Presentation is on development of salary structures. Maybe a couple of months with final tables and another date for implementation.
- Question: "What was the reason for using CUPA for faculty and different metrics for staff?"
 - Aida Vasquez- discussed reasoning.
- O Question: "Would class and comp. impact job loss?"
 - It would not, other metrics would if necessary.
- Question: "Could you explain why recruitment for a position would be canceled?"
 - Carleen Thompson: discussed various reasons and how to inquire.

HR Updates for Staff Council 4-1-2022.pdf

- o Facilities: Environmental Health & Safety: Ouatfa Chuffe-Moscoso
 - Safety Report presented Covid 19 Updates covid number updates, low covid risk at this point,
 - Question: "What are the numbers of employees vaccinated?"
 - David Parker 90% of employees fully vaccinated. Provide updates on 2nd Booster.
 - Question: "Is there a point in which a department would work remotely if there
 were a Covid Risk" "Are there guidelines to make a decision to close a
 department for a short time to work remotely."
 - Dolores Duran Cerda Dr. Morgan Phillips Ouatfa Chuffe-Moscoso and David Parker all provided perspectives on the question. David Donderewicz thanked frontline staff and provided perspectives.
 - Question: "Are there decision metrics written for us to refer to?"
 - David Parker closing areas/depts are not trends in promoting Covid safety.
 - O David Parker discussed Covid trends and how the Pandemic Advisory Committee follows them.
 - Question about obtaining a mask
 - Ouatfa Chuffe-Moscoso -discussed types of masks available.
 - 2019 Coronavirus Disease (COVID)-19 Update March 31,
 2022.pdf
- Finance, Admin, & Staff Council Liaison: David Bea, Executive Vice Chancellor-Finance & Administration
 - Annual Audit Cycle
 - College Budget Continues to be developed with a plan to talk to the Board in May.
 - Class/Comp Study Compensation will be folded into budget.
 - 04.01.2022 Finance and Administration Update to Staff Council.pdf

- Committee/Work & Task Group Representatives:
 - All College Council: Continuity measures
 - AERC-All Employee Representative Council: No message
 - Question: "Will there be an increase in medical benefit insurance for next fiscal vear?"
 - o The cost will be covered by the College.
- Employee Group Reports 10:15am
 - O AFSCME Report: No Report at this time
 - ACES Report: No Report at this time
- Open Forum and Discussion Topics (Staff Council and Guests)
 - O Glen Friedan Tucson MESH Presentation -PT instructor through AABC.
 - O Discussed MESH community-owned high-speed internet shared slide presentation.
 - o Staff Council Members: No questions.
- - A.P. 1.01.02 Discussion about Reviewing Temporary/Interim Policies
 - A.P. 1.25.01 Personnel Governance and Policy for College Employees
 - Presenting Jeff Silvyn, General Counsel
 - Discussed reasons for policy changes and when they occur. Create a way for a more structured review of policies APs.
 - Looking for diverse perspectives requested two or three Staff Council members to be a part of the group working towards these policy changes/language: Erika Elias, Celia Tapetillo, and David Donderewicz volunteered.
- - o Representative Reports: Constituent Feedback
 - Question: Sick leave related to Covid 19.
 - Dr. David Bea will ask ESC to review the subject matter.
 - o Table additional questions for the next meeting.
 - O Governing Board Update: Erika Elias, Governing Board Representative.
 - Discussed tuition increase. STU courses would remain free.
 - Communications and Outreach Committee:
 - Form questions and responses (Tabled for next meeting)
 - O Treasury Fatima Wilson, Treasurer:
 - Budget Update No update
 - Sub-Committee Reports
 - Bylaws Committee: New members
 - Election Committee: New members
 - Request the Bylaws and Election Committee Members join us for the next meeting right after this one.
 - Jon Wesley Gave a history of April Fool's Day.

Adjourn

Next Meeting
Friday, May 6, 2022 8:30-11:00 am
Virtual, Google Hangouts