I. Call to order at 2:04 pm

II. Roll Call – 31 Active Senators

   Senators Absent (2): Senator Morgan, Senator Rodgers

III. Recognition of Visitors

   Kristi Archuleta, Past President, UCO Faculty Senate
   Jerry Legere, Emeriti Faculty Association Representative
   Senators Elect: Sarah-Kate Hudson, Ian Huff, Rachel Baugh, Sydney Richardson, Brenton Wimmer, Dr. Michelle Johnson, Adriana Edwards-Johnson, Nadeeka Siriwardana, Tracey Romano, Shelley Selanders

IV. Approval of the Minutes [May 5, 2020]

V. Senate Executive Committee Reports

1. President DeBoard

   The Executive Committee met with President Neuhold-Ravikumar and Vice-President Freeman on May 20.
The University’s FY21 budget gap is expected be approximately $18 million. The number could vary significantly based on actual credit hour production. UCO’s state appropriate is $1.7 million lower than FY20. The current budget model is based on 326,000 credit hours, down from 350,000 in FY20.

Summer enrollment is strong. Current numbers exceed the budgeted level. It is not clear if this will carry over to fall.

The university has begun its phased reopening. Two task forces are being created. The Reopening Task Force and the New Normal Task Force. The Reopening Task Force will consider, among other things, what types of events can be safely held on campus in the fall. The New Normal Task Force will focus on what and how the University can improve service to students and employees by analyzing what worked well in the rapid shift to alternative classroom delivery and teleworking and what didn’t.

The Executive Committee met on May 27. We discussed methods by which the Senate can conduct officer elections at the July meeting if that meeting is held as a webinar.

2. Vice-President Bieri  
   
   Vice-President Bieri gave a report.

3. Secretary/Treasurer Wellington  
   
   No Report

4. Webmaster/Historian Kaiser  
   
   No Report

5. Parliamentarian Baird  
   
   Parliamentarian Baird gave a report on the process the Senate uses to accelerate the normal legislative process.

VI. University-Wide Committee/Representation Reports

1. University Planning Council  
   President DeBoard

   UPC met on June 1. The entire meeting focused on budget scenarios for FY21 and beyond. The FY21 budget reflects an $18 million-dollar budget gap as compared to FY20. That gap was filled with a combination of federal CAES Act relief funds, permanent budget reductions, and one-time funds.
2. Committee on Diversity

The Committee on Diversity met on May 13, 2020. The committee heard and discussed the institutional land acknowledgement policy and statement at the University of California Santa Cruz. The committee proposed the Inclusive Community Response Team be the name of the new bias response team. The committee also heard about the ongoing efforts to develop an inclusion and diversity certification program for faculty and staff. Finally, the committee participated in a run-through of the Dreamer Ally Training as part of its meeting.

3. Employee Insurance Committee

Report given by Senator Beezley

VII. Senate Standing Committee Reports and Membership

1. Constitution, Parliamentary Procedure, and Elections
Committee Chair: Senator Baird
Vice Chair: 
Members: Senators Clavin, Gamagedara, Harrel, and Lafave

No report – Did not meet. Committee is working on staff senate officer elections that will take place at the July meeting. Nominations close on June 23.

2. Compensation
Committee Chair: Senator Platt
Vice Chair: Senator Seigman
Members: Senators Beezley, Hendricks, Liskey, Morgan, Rodgers, and Scism

On May 6th, the committee met to discuss the information presented by Erica Cerda at the May Staff Senate Meeting regarding potential changes to the vacation leave policy. We decided to gather feedback from our constituents and look at our peer institution’s policies to see how we should move forward.

On May 11, the committee discussed the feedback we received as well as how UCO’s leave policies compared to our peer institution. Due to the short time our committee had to respond to this matter, we voted to prepare a resolution on this topic.

After gathering more information on the Vacation Leave Policies Discussions the committee unanimously voted to retract the earlier decision to present a resolution and have extended an invitation to HR to meet for a Q&A session. This has not been scheduled as of yet but we will be meeting with the benefits team this month as they are presenting a tentative list of benefits seminar ideas for the rest of this year and continue discussions on expanding education of benefits for the campus.
3. Policy and Staff Welfare  
   Committee Chair: Senator Vaughn  
   Vice Chair: Senator Schmidt  
   Members: Senators Andrews, Delaney, Ratterman, K. Smith, and Stephens  

   No report

4. Stakeholder Relations and Involvement Committee  
   Chair: Senator Hunter  
   Vice Chair: Kuschel  
   Members: Senators Anderson, Herd, Keever,

   Members from the Stakeholder Relations & Involvement Committee met on May 21, 2020 via Zoom and Microsoft Teams. Our committee discussed the shorter 2020/2021 winter break and decided to move forward on drafting legislation to address this issue. Staff Senate President DeBoard suggested that our committee approach the shorter winter break resolution with a focus on recent changes affecting staff and low staff morale.

   Our committee believes that UCO staff employees have recently been overlooked and that morale is especially low due to the COVID-19 pandemic. In 2019 UCO faculty were given a raise however UCO staff were not. It also appears that vacation leave policies may soon change which primarily impacts staff, and the UCO Grievance Termination policy may be eliminated which many staff employees wish to remain. We feel as though taking away the three (3) days of winter break will only worsen the already low morale of staff across campus.

   Senator Herd volunteered to draft the resolution during the week of May 25th and share with the committee by the end of that week via Microsoft Teams or by email. The committee will be making changes and distributing to President DeBoard and the UCO Staff Senate, possibly as a late agenda item.

VIII. Unfinished Business

1. SSR 2019/2020-003 Staff Senate Past Presidents Association  
   Vice-President Bieri summarized the resolution. Debate ensued. The resolution passed.

2. SSR 2019/2020-004 Archive of Staff Senate Records  
   Webmaster/Historian Kaiser summarized the Resolution. Debate ensued. The Resolution passed.
IX.  New Business

1. SSR 2019/2020-005: Grievance of Termination Policy Removal

   Parliamentarian Baird introduced the Resolution. Debate ensued. The Resolution passed.

2. SSR 2019/2020-006: Resolution Against Racial Injustice – passed 25-0

   Vice-President Bieri introduced the resolution. A motion was made by Senator Beezley to amend the resolution. The motion passed. A motion was made by Senator Baird to form a sub-committee to draft amended language for the resolution. The motion passed. The sub-committee was comprised of the following senators: D. Herd., T. Delaney, S. Smith, T. Keever, T. Baird, S. Beezley, L. Renteria-Mendoza, and W. Andrews. Senator Beezley amended language of the resolution. The meeting was called back to order at 3:39p. The amended resolution passed.

X.  Announcements for the Good of the Order

   An announcement was made recognizing Sharon LaFave’s years of service to the Staff Senate.

XI.  Adjournment

   President DeBoard adjourned the meeting at 3:49.