

## UAS Staff Council Meeting Minutes

Friday, Dec. 16, 2016

Ketchikan Campus, Z 114; Sitka Campus Room 216; Juneau Campus, EG 115

### 1. Call to Order and Roll Call 9:02 a.m.

- a. Kolene James, President, 2016-2018
- b. Gwenna Richardson, Vice President, 2015-2017
- c. Kiwana Sutton, Secretary, 2016-2018
- d. Mae Delcastillo, Member-At-Large Juneau, 2015-2017
- e. Marianne Ledford, Member-At-Large Ketchikan, 2015-2017
- f. Amelia Budd, Member-At-Large Sitka, 2016-2018
- g. Special guest UAS Chancellor Rick Caulfield

### 2. Adopt agenda

- a. Motion made by **Mae** to move Chancellor Caulfield to top of the agenda
  - i. **Kolene** seconds
- b. All in favor
- c. Motion made by **Marianne** to adopt agenda with changes
  - i. **Mae** seconds
- d. All in favor

### 3. Chancellor Caulfield

- a. Thanks to all for being involved in governance
- b. Thanks to Gwenna and Ketchikan for hospitality during recent visit
  - i. Chancellor toured shipyard and forward section of new ferry
  - ii. Several maritime UAS graduates working on the ship
- c. **Strategic Pathways**
  - i. President Johnsen originally made recommendation for Teacher Ed to be in Fairbanks
    1. Chancellor was disappointed in initial choice due to UAS's success with the program
  - ii. Johnsen visited UAS Juneau on Monday, Dec, 12 to speak to faculty and staff
  - iii. At noon on Dec. 12, Juneau Campus Advisory Committee showed large outpouring of support for Juneau to be lead school for Teacher Ed
  - iv. Lieutenant Governor, Juneau Mayor, City Manager, former Chancellors Lind and Pugh, and elected officials in attendance (about 40 people)
    1. Mayor understood the quality of the program and importance of UAS to Southeast through proven track record and economic impact
    2. Chancellor felt that logically because of history and depth that UAS should serve as lead campus for Teacher Ed
    3. Southeast Alaska stood up for UAS and for Teacher Ed

- v. On Tuesday, Dec. 13, there was a PITAAS presentation at the UA Foundation Trustees meeting
    - 1. Ronalda Cadiente Brown chaired the meeting
    - 2. The presentation was about the quality of the teachers coming out of the UAS Teacher Ed program
    - 3. Thanks to Kolene for inviting trustees to Native and Rural Student Center to meet Alicia and Nathan (Current UAS students)
    - 4. Regents met from 9-11 a.m. on Wednesday, Dec. 14 and voted 11-0 in support of UAS being statewide lead in Teacher Ed after President Johnsen changed his recommendation from Fairbanks being the lead, to Juneau being the lead
  - vi. City and Borough of Juneau (CBJ) pledges \$1 million for teacher education for Southeast
    - 1. This fund will show how important UAS is to southeast and Juneau
    - 2. This is an endowment with Juneau Community Foundation
    - 3. Over time there could be a \$30-50k return per year that can be used for teacher ed
    - 4. Kodiak, Kenai, and Valdez also invest in their local campuses
    - 5. This was not a one-time vote, this was insurance to show that Southeast is an integral part of the University System
  - vii. Chancellor gives credit to President Johnsen for changing his mind
    - 1. **Kolene** asks: how will we encourage the rest of the state to follow Juneau's lead and invest in the university?
      - a. Chancellor hopes to raise additional funds locally to add to the CBJ foundation donation
        - i. We will need to do a lot more to get Alaskans to invest in teacher education (philanthropic giving)
        - ii. Will need to happen at the community level (government and municipalities) and personal level
    - 2. **Kolene** requests that recent teacher ed alumni be contacted and highlighted
- d. Morale Survey**
- i. Chancellor shared survey results with Executive Cabinet
    - 1. Feels it is important to have this kind of feedback in tough times
- e. Governor's budget released 12/15/2016**
- i. Governor's budget proposed at (\$325 million for FY18-close to current operating budget and would result in little to no change in current budget)
    - 1. Regents put forward operating budget for UA System at (\$341 million for FY18)

- a. Chancellor encouraged that many new members of the House are friends of the university
- b. Question from **Gwenna**: Will there be an increase for staff or faculty?
  - i. Regents' budget did not include an increase for faculty and staff other than previously mandated increases/costs
  - ii. Current negotiations happening with faculty unions-university tries to ensure staff compensation is in line with faculty negotiations
  - iii. \*Chancellor excuses himself for another meeting

**4. Approve August and November Minutes**

- a. August minutes
  - i. **Gwenna** recommends that action items should follow into the next month's agenda
  - ii. Corrections to August minutes done
  - iii. Motion to adopt August minutes with changes
    - 1. Amelia makes motion
    - 2. Marianne seconds
    - 3. All in favor

**5. November Minutes**

- a. Changes to November notes made
  - i. Mae to lead staff training committee
- b. Kolene motions to adopt November minutes with changes
  - i. Amelia seconds
  - ii. All in favor

**6. President/VP report**

- a. Covey group working with CHRO to develop trainings with leaders across the system

**7. Staff make Students Count**

- a. Send out email notifications to constituents/faculty/student reps to get the word out (at least once per week)
- b. Submissions close Jan. 20

**8. Kolene to draft a thank you letter to the President for School of Ed resolution**

- a. Amelia-Also send thank you to BoR?
  - i. All-agreed

**9. Staff Council Committees**

- a. Diversity action committee
  - i. Draft document submitted to chancellor concerning the creation of the committee and its format
  - ii. Some tweaking made to the format to be more inclusive of the campus makeups
  - iii. Suggestion of a name change for this committee in the future
    - 1. Chancellors Committee on Equity and Cultural Safety

- iv. UAS website will include additional tab with landing page for everyone to understand their rights/title IX/student/faculty/staff interactions, etc.
- v. **Gwenna**-Any idea of first meeting?
- vi. Upon the Chancellor's approval to changes, governance groups will begin identifying those who can participate and then meetings will begin.

**10. Staff Council Meeting with Executive Cabinet\* (concerning Staff Morale Survey)**

- a. Chancellor asking for 30 minute presentation followed by time for questions
- b. Chancellor would like 3-6 month action plan from staff council during this meeting
  - i. This will include recommendations from Staff Council on action items for campus leaders

**11. SPBAC (Additional Updates)**

- a. Budget update
- b. Presentations from Brad Ewing (Dashboard)
  - i. Mae working with Brad Ewing to create staff training for dashboard reports

**12. Kate Govaars new member of the SHCC**

- a. Looking at January meeting for SHCC

**13. JHCC voting via Doodle for Best Doctors/Retrofit/Patient Care**

- a. Staff voted "no" for Best Doctors
  - i. Patient Care is less expensive and has a better ROI
  - ii. Teledoc/Retrofit/Patient Care should cover all of what Best Doctors covers
  - iii. Voting is not complete; will be updated upon completion
  - iv. February meeting to discuss FY17 employee fees for health insurance
    - 1. June 2017 decision on Premera contract

**14. Compensation Committee**

- a. Mae-Non-monetary compensation ideas were discussed
- b. Recommendations forwarded to Staff Alliance
- c. Deema Ferguson new member of committee
  - i. Amelia-Any Sitka representation?
    - 1. No Sitka representation. Looking to add a Sitka member soon

**15. Campus updates**

- a. **Amelia**-Morale events continue
  - i. Winter event to occur in January
    - 1. Faculty/staff/students taking initiative to get together more often
  - ii. Held small native American Heritage Month event
  - iii. Some new staff joining Sitka in spring semester
- b. **Marianne**-New CNA instructor
  - i. Staff/Faculty social gathering before winter break
- c. **Mae**-Holiday Party upcoming
  - i. Race descriptions in Banner updated

- ii. SPBAC- Michael Ciri wants a 5% and 10% reduction scenario from each department
- iii. Communication and Collaboration
  - 1. SOM update
  - 2. Sitka and Ketchikan dialed in for the first time

#### **16. Other Business**

- a. Adjusting the constitution to include incentive for joining Staff Council
  - i. Gwenna request to table this until we can discuss fully
  - ii. Kolene motions to table discussion on constitution changes
    - 1. Kiwana seconds
      - a. All in favor
      - b. Gwenna- Recommends that we all take a look at the constitution in preparation for this talk
- b. **Staff training**
  - i. Gwenna to send out doodle poll to find out a day/time for training
  - ii. Begin in February
- c. **Next meeting Feb. 21, 9 a.m.**
  - i. Send items to Kolene for agenda
    - 1. Staff Excellence award
    - 2. Follow up with leaders on action items
    - 3. Include action items from August minutes
      - a. Kiwana to create list of action items in google doc for tracking
  - ii. **Kolene**-Continue holding audio-only meetings?
    - 1. All in favor

#### **17. Marianne motion to adjourn meeting**

- a. Amelia seconds
  - i. All in favor
  - ii. Meeting adjourned at 11:04 a.m.