

DRAFT updated 8/8/2019

UAS Staff Council Meeting Minutes

Wednesday August 7th 8:30 - 10:00 AM

Juneau Campus, Anderson 204

Zoom

Join Zoom Meeting: <https://alaska.zoom.us/j/166-792-473>

[Join by phone or computer](#)

1. Call to Order and Roll Call

- a. David Felts, President, 2018-2020
- b. Crystal Duncan, Vice President, 2019-2021
- c. Michelle Warrenchuk, Secretary, 2018-2020
- d. Denise Carl, Member-At-Large Juneau, 2019-2021
- e. Kate Govaars, Member-At-Large Ketchikan, 2018-2020
 - i. Kathy Bolling-Alternate
- f. John Ingman, Member-At-Large Sitka, 2019-2020
- g. Members of the public Sarah Belmont, Gwenna Richardson, Cody

2. Adopt Agenda: Denise motioned to adopt the amended agenda and Kathy second the amendment.

3. Start the meeting Michelle motion to call to order John seconded

4. Approve April and June Minutes: Denise moved to approve April minutes Kathy second.

June Minutes Michelle motion to approve John second the June minutes.

5. Public Comments and Guests:

- a. **Tentative In Person - Sarah Belmont HR - Furlough/Benefits/And Staff Layoffs Q&A**

- i. What are the levels of Layoff and Furlough? Termination and reduction of hours.

No updates have been discussed since July 1. No exact implementation date time or regulations regarding the process. Leave without pay and furlough combined can affect retirement, and leave status.

If you are terminated in December will you still have to take 10 furlough in the fall? Sarah does not have an answer but will be following up with Kelly on this.

- ii. What are our benefits, tuition waivers, leave payouts, retirement, pension plan cashout/payouts, faculty emeritus status?
*Sarah said that it is not laid off, it is termination or reduced hours. Healthcare is covered through the month you are terminated and qualify for the COBRA.
Pension and retirement if you are vested you will receive your full benefits. If you don't know what you currently have check with HR don't go to other staff as there are sooooooo many different levels of pension and retirement.
Education benefits- Tuition waivers, discussions are now happening to see how these waivers can be transferred and continued. HR recommends staff to check and utilize to State Dislocated Worker Program.*
- iii. Are furlough days "flexible" and if so when can we start them? *Not sure at this time this is another topic that Sarah will be bringing up to Kelly.*
- iv. *BOR meeting in September will snowball the further discussions of who will be terminated after December 30th.*
- v. David asked if Staff are really concerned and want to express concern how do they share these concerns with our Leadership? *Encourage staff to take their questions and concerns to the S.C member at large to so that they can bring them to our S.C president and he can bring them to Chancellor and UA President.*
- vi. David asked who is making all the decisions? *Sarah is not sure who perhaps Mc Guee ??? and ?????*
- vii. John mentioned -Cash out policy can cash out 40 hours and this can minimize the financial impacts for individuals taking furlough.
- viii.

6. Introductions of members-Tabled till September

- a. What do you do?
- b. Why did you join staff council?
- c. What do you hope to accomplish as a member?

7. Review individual roles/responsibilities/by-laws - Tabled till September

This item was tabled at July's meeting

- a. Has everyone had time to review their roles?
- b. Does anyone have questions or concerns about their roles?

8. President and Vice President updates - Table till September

- a. SPBAC- Convocation question, important to come together and move forward with fly in meeting
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- b. Chancellor's Cabinet- has not been a meeting since our last S.C meeting
- c. Staff Alliance- Elected new chair Mathwe Mund (Staff Housing) and Vice chair John Moore (he asks really good questions)
 - S.C is invited to an all hands meeting what would the governance model look like if we went to a 1 UA, lots of debate and discussions
 - Currently we have 4 unites with each contributing with two members to each alliance,
 - Consider this and how we could weigh in on how it can be structured for the future of 1 UA.

9. Morale Survey "homework" to review for this meeting - Table for September meeting

- a. Points of interest
- b. New findings with fresh eyes

10. Convocation role

- a. Day 1 staff council updates- 11:45 to 12:00 David will share who the members are and what our projects are for the upcoming year.
- b. Day 2 All staff assembly updates 10:15 -11:15
 - i. Chair Yoga - Follow up with PE instructor- David can contact Ameila
 - ii. Dealing with stress/supporting each other- share out 3 or 4 of the facilities stress email and hand out. Everyone take a look at this an Alternatieve-tap staff members who have expert like our counselors and see if they can take this
 - iii. HR info share update -pick top three of four focus questions to share out.
 - iv. How to talk to students about current situation- David would like to ask Lori to talk to this and share examples
 - v. Town Hall Discussion Topic? Least

11. Chancellor conversation upcoming-

- a. Feedback/specific asks on anything relevant to the Chancellor
- b. David is meeting with Chancellor sometime after the convocation

12. Communication plan next steps

- a. Conversation about draft feedback form- "suggestion box" to send out to and get to S.C anonymous

David likes the idea of drop down of ideas and choices.

We thought that this was specific to helping staff reachout to connect with Staff Council and voice their concern. If we ask too much and request action items we should be expected to take action on these items. Specific to one topic and general to text box idea. What we collect we want to do something with.

- b. Meeting notifications/announcements-Discussion in small groups draft agendas up on website regularly

13. Staff Council Committee Allocations: Table

Pick Committees to sit on this meeting

- a. UAS Chancellor's Advisory Committee on Equity and Cultural Safety-TBD
- b. UAS CACANE - TBD
- c. Staff Alliance Morale Committee- TBD
- d. UAS Strategic Planning Budgeting Advisory Committee -David & TBD
- e. Staff Alliance SHCC- (David would like to step back)
- f. Staff Alliance Compensation- Michelle & TBD (David would like to step back)
- g. UAS Title IX- TBD
- h. UAS Faculty Senate- David
- i. UAS Chancellor's Cabinet- David & TBD
- j. UAS Retention subcommittee- (David volunteered through everyday role)
- k. UAS Master Plan Implementation Committee-Michelle +TBD
- l. Statewide Community Campus Directors - David

14. Campus Updates

- a. Sitka-John - nothing to update since our last meeting
- b. Ketchikan-Kate
 - i. Kathy- Nothing to update on since the last meeting
- c. Juneau -Denise - enrollment day went well class enrollment are really good. Jeanne from registrar's office is leaving on Friday her last day

Michelle announces that she is stepping down from Staff Council.

15. Adjourn Kathy Motions to adjourn and Denise seconds that motions.