

UAS Staff Council January Meeting
Wednesday January 13, 2021, 9–10:30 a.m.
[Zoom link](#)

- I. Call to order and roll call (9:04)
 - A. Eric Lingle, President 20-22
 - B. Mae Delcastillo, Vice President 20-21
 - C. Colin Osterhout, Secretary 20-22
 - D. Denise Carl, Member-At-Large Juneau 19-21
 - E. Gwenna Richardson, Member-At-Large Ketchikan 19-20
 - F. Kimberly Davis, Member-At-Large Sitka 19-20
 - G. **[not present]** David Felts, Past President
 - H. Members of the public:
 1. Kathryn
 2. Claire Ligsay
 3. Cody Bennett
 4. Denise Carl
 5. Gloria Merry
 6. Jessy Goodman
 7. Jonathan Lasinski
 8. Sam Kito III
- II. Adopt agenda (2 minutes): (9:05)
 - A. Motion: Gwenna
 - B. Second: Denise
- III. Approve [minutes of November Meeting](#)
 - A. Motion: tabled for edits
 - B. Second:
- IV. Guests and Public Comments
 - A. New staff members
 1. Jessy Goodman - writing center coordinator
 2. Kathryn Portelli - annual fund manager, mailings and mass emails development office started in late November, moved from Michigan
- V. Advocacy updates
 - A. Annual leave cash in policy - staff members can accumulate up to 240 hours in their leave, if at the end of fiscal year they have more than 240, they lose that, but they can cash in 40 hours per year. This year, due to COVID, many staff members lost amounts of annual leave. This issue was brought to the SW by UAF staff council to see if this could be mitigated in any way. Staff Alliance brought a motion to Steve Patin CHRO - the update is that any leave that was lost by staff members will be moved to their COVID emergency leave banks - people can not cash in this leave. This should be in effect now.
 1. Cody asked what happens when the COVID leave pool goes away - do folks lose it "again"? Yes, is the answer.

2. [stricken]
3. COVID leave pool will end at the end of the fiscal year (June 30)
4. Clarification about when you use sick leave vs using COVID leave. See [HR employee faqs](#), [timesheet quick reference](#),
5. From HR's email on 11/2/20:
Emergency Sick Leave, code 565, covers situations when an employee cannot work or telework because:they are subject to a federal, state, or local quarantine or isolation order related to COVID-19, they have been advised by a health care provider to self-quarantine related to COVID-19, they are experiencing COVID-19 symptoms and are seeking a medical diagnosis,they're caring for an individual subject to a federal, state, or local quarantine or isolation order related to COVID-19 or who has been advised by a health care provider to self-quarantine related to COVID-19, they're caring for their child whose school or place of care is closed (or childcare provider is unavailable) due to COVID-19 related reasons, or they have a substantially similar condition as specified by federal authorities,

VI. Training Ideas for Staff Development Day

- A. SDD in May
- B. Planning on using Zoom, and amend if things change
- C. Denise requests "What is Staff Development Day?" from Eric Lingle
 1. Day off from normal work
 2. Professional development and perhaps perhaps personally as well
 3. Lots of diverse talents in the UAS staff pool
 4. "Spread peoples' knowledge around"
 5. Denise — in the past it's 8–5, and some congregation of KTN and Sitka, and activities apart
 6. Gwenna — BITD, with Chancellor Pugh, there was an ice cream social in the afternoon. In the past 7–8 years, SC came up with the idea of combining the three campuses together; in the past it was done separately on each campus. SDD is meant for staff; however faculty have been invited. It's typically done after the end of the spring semester to celebrate staff while the campus is largely empty. Format could be similar to convocation. Feedback was positive.
- D. Breakout rooms for ~13m
 1. [Notes from breakout rooms](#)
 - a) Discussion about the need for connection
 - b) Northwest Coast Art (place-based)
 - c) Technical tracks
 - (1) Excel
 - (2) Banner

2. Kathryn: Who has final say?
 - a) Eric — it's bounced around over the years
 - b) Cody — after the HR merger, the HR focus changed. We're in new territory w/ the WfH dynamic and the structure. Final decision could be up to us.
 - c) Gwenna — the final decision is with the Chancellor, and they typically provide a welcome.
3. Gloria — there's a new store at the Mendenhall Mall, where people can carve
4. Denise — the carving class has space in the Spring!
5. Kim — Nick Galanin and Sealaska have a couple projects going both in Sitka and Juneau
6. Jonathan — make it fun! Not even work related after all we've been through.
7. Cody — SDD has been historically been responsive to what staff ask for, so it's great to poll the audience. Agrees that fun is preferable.
8. Colin — there's a lot of value in connecting socially to build trust and work efficiently

VII. Call for nominations for Vice President, Juneau Member at Large, Ketchikan Member at Large

- A. Staff council spots are two years, and we have three positions opening up (see [Staff Council constitution](#) for details on positions)
 1. Vice President
 2. Juneau at-large — Denise provides a description: it shouldn't be on top of your existing work
 - a) Discussion — there's no term limit or other limitation on serving
 - b) Denise is proud of the work we've accomplished over the past 3 years. Believes that we influence campus culture (examples: COVID townhall, campus surveys)
 - c) at-large members are behind the scenes, (but that's her preference)
 - d) lots of agency w/ SC
 - e) fun opportunity
 - f) value in diverse representation (roles on campus in particular)
 3. Ketchikan at-large — Gwenna
 - a) has served as President, VP, Secretary, Member at large
 - b) if you're interested — it's the avenue for having your voice heard, not just at UAS, but statewide (Staff Alliance) as well.
 - c) no idea is too small
 - d) very worthy position to fill — highly recommended not only to new folks, but gives you insight as to how the governance works
 - e) if you haven't served, you should get involved; it's a worthwhile action

f) Cody asks about the term time as Gwenna is retiring in May

VIII. Advocacy updates [stricken from agenda]

IX. Adjourn

A. Motion: Gwenna

B. Second: Kim

X. Parking Lot

A. Tabled: approving of November minutes