

UAS Staff Council February Meeting

Wednesday February 3, 2021, 9–10:30 a.m.

[Zoom link](#)

- I. Call to order and roll call
 - A. Eric Lingle, President 20-22
 - B. Mae Delcastillo, Vice President 19-21
 - C. Colin Osterhout, Secretary 20-22
 - D. Denise Carl, Member-At-Large Juneau 19-21
 - E. Gwenna Richardson, Member-At-Large Ketchikan 19-21
 - F. Kimberly Davis, Member-At-Large Sitka 20-22
 - G. David Felts, Past President
 - H. Members of the public:
 1. Arielle Parker Fagnoli
 2. Emy Roles
 3. Trisha Lee
 4. Kiwanna Afattato
 5. Cody Bennett
 6. Michelle Nakamura
 7. Kelsey Walsh
 8. Marina Ogai
 9. Louise Brady
 10. Shayla Sulser
 11. Amy Bannerman
 12. Jennifer Gross
 13. Jonathan Lasinski
 14. John Ingman Jr.
 15. Jennifer Gross
- II. Adopt agenda (2 minutes)
 - A. Motion: Gwenna Richardson
 - B. Second: Denise Carl
- III. Approve [minutes of November Meeting](#) (tabled from last meeting)
 - A. Motion: Mae Delcastillo
 - B. Second: Kim Davis
- IV. Approve minutes of [January Meeting](#)
 - A. Discussion
 1. Denise asks Jonathan what COVID leave can be used for
 2. Jonathan mentions that there's [a PDF that details this](#), and that to his interpretation, yes COVID emergency sick leave can be used for this. Final decision is on the Human Resources side. Questions can be directed to James Yauney
 3. Notes from January meeting updated to reflect this clarification. (Item V.4)
 - B. Motion: Denise Carl

- C. Second: Kim Davis
- V. Guests and Public Comments
 - A. New staff members
 - 1. Denise provides quick overview of Staff Council for new attendees
 - 2. Eric provides overview of Staff Alliance and how Staff Council fits in
- VI. Advocacy updates
 - A. UAF resolution regarding [Staff Council Governance Support position](#)
 - 1. Statewide has moved the duties of the Staff Council support position to an executive assistant position to Steve Patin (CHRO)
 - 2. Issues:
 - a) that we have is that many of the issues that SC raises is HR related, thus raising conflict of interest potential
 - b) these duties was split off from the original position who performs this function for Faculty Alliance, and thus we feel it weakens our position in shared governance (hence, there's two positions, one handling Faculty Alliance, and another performing these functions for Staff Alliance as well as other duties for the CHRO)
 - 3. Eric provides some background from Steve Patin:
 - a) There's been complaints in the past about the performance of the person in this position
 - b) It's easier to oversee this position as a direct report
 - 4. Mae
 - a) in full support of UAF's resolution
 - b) since the position hasn't been filled, these duties have been spread out amongst Staff Alliance
 - c) In the past this position has supported Staff Councils (training)
 - d) Seems that too many duties have been lumped into this position
 - e) Doesn't feel that it makes sense to split this off
 - 5. Cody: has there been an effort to understand why this was split up?
 - a) Gwenna: what are they looking for in moving this position under CHRO instead of Paul Layer (VP, Academic Students & Research). Agrees with Mae, thinks this position is wrong.
 - b) Eric: Steve feels that the position of supporting SC should be under HR, and not VP and Academic Students & Research
 - c) Gwenna: Feels that each of these support positions should be under the same organizational structure. Perhaps a #1 and #2 position, but not segregating
 - d) Dave expands on equal access: Staff feels like they're a junior partner in governance. Routing us through a different channel than the previous organizational structure results in equity issues
 - e) Kim: agrees
 - f) Denise: Raises issues that Staff Council and Staff Alliance were not consulted ahead of time. In support of UAF's resolution
 - g) Eric: in agreement

- B. Gwenna: Makes a motion in support of UAF's resolution
 - 1. Discussion: Eric mentions that Dave Noon (President, Faculty Senate) has expressed support of UAF's efforts
 - 2. Denise: seconds
 - 3. Roll call
 - a) Mae: Y
 - b) Colin: Y
 - c) Denise: Y
 - d) Gwenna: Y
 - e) Kim: Y

- VII. Training Ideas for Staff Development Day
 - A. Please complete the [Google Form](#) to provide input on this year's SDD. Can also be found in Friday's (1/29/21) newsletter.
 - B. Call for volunteers to help plan event
 - 1. Feel free to email anyone on staff council
 - C. Zoom-based, we could use volunteers to help moderate, or help present
 - D. Denise mentions that you can also opt-in on the form. Level of participation expected: SDD is optional, but definitely encouraged. Hopefully your supervisor is in support of your participation. Open to everyone.
 - E. Gwenna: chancellor is highly supportive of this. There's issues with supervisors that could be at play. The chancellor will be there.

- VIII. UAS Staff Excellence Awards
 - A. [Open for nominations](#)
 - 1. please nominate exceptional employees! Nominations close on 3/19
 - 2. Then nominations are deliberated on and then recommendations are made to Chancellor Carey
 - 3. Gwenna: includes local 6070

- IX. UAS Staff Longevity Awards Update
 - A. Meeting w/ VC Michael Ciri
 - 1. No awards happened last year due to confusion (COVID)
 - 2. Want to rectify that situation
 - 3. As public employees, we cannot receive gifts with the exception of longevity awards at certain intervals
 - 4. In the past there were symbolic gifts awarded (pin, plaque, paper weight)
 - 5. Recent years, a catalog was provided as a menu of options. Feeling is that this was not as meaningful and was a headache for HR. Even though the gifts were small, they did have meaning.
 - 6. Michael advocates that we go back to the old system of set awards at set intervals
 - 7. Michael volunteered to organize this award
 - 8. We're going to go back to a standardized award system
 - 9. Anyone who missed out on the longevity award will be recognized this

year

10. Awards not picked out quite yet

11. Discussion:

a) Gwenna:

- (1) Longevity awards given out in 5 year increments
- (2) Michael will present Staff Council with what they will look like
- (3) in support of Michael taking care of this

b) Mae: do you know when these are going to be presented?
Convocation, staff development day?

(1) Eric will check with Michael

c) Cody: we moved to the catalog version because perhaps the pin and other gifts were not commensurate with the mission of the university. Worried that over time staff will sour on these gifts as well

(1) Eric: idea is that even though the gifts aren't the greatest, they are standardized based on service length and serve as a symbolic item to place on desk

(2) Michael seems to be driven

d) Gwenna: Michael understands

e) Colin: is there an issue with the awards being given late?

(1) Gwenna: Michael should be on it

f) Gwenna: award based on adjusted service date (benefited time accrued combined across different employment terms). Time spent as a student worker wouldn't count.

g) Denise: proposes that these awards be given at convocation so that it's a more inclusive event and that faculty are aware

(1) Gwenna: in the past, names were read at convocation, but the actual awards were given on a different date

h) Jonathan: if we had to go back and award a longevity (non-cash) award in year 6 for an employee for their 5-year service, this would not be charged

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

A. COLin to add nomination form on the SC website

XI. Open

A. Mae: can you provide update on [Staff Make Students Count award](#)

1. Eric: Matthew Mund (Staff Alliance) is driving this, should be open pretty soon

2. Mae: provides background

a) Shayla has won it. \$1000 award.

b) Staff Council reviews nominations

3. Denise confirms award value, plus there's plane vouchers to receive

award at the BOR meeting. Can be frustrating for students that don't face students as much.

4. Eric reads the eligibility criteria for the [SMSC award](#)

- B. Mae: Staff alliance is looking for volunteers to serve on morale committee and ad hoc committees
- C. Denise: also looking for health care representative as there's no one yet from UAS
- D. Statewide office is also forming a committee to reevaluate flexible work schedules

XII. Adjourn

- A. Motion: [Gwenna Richardson](#)
- B. Second: Kim Davis