

UAS Staff Council March Meeting

Wednesday March 3, 2021, 9–10:30 a.m.

[Zoom link](#)
[Recordings](#)

- 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. Michelle Pope
 2. Amy Bannerman
 3. Julia Guthrie
 4. Ryan Sand
 5. Michelle Nakamura
 6. Louisa Cryan
 7. John Ingman Jr.
 8. Arielle Parker Fagnoli
 9. Cody Bennett
 10. David Song
 11. Kiwana Affatato
 12. Kelsey Walsh
 13. Audrey Beam
 14. Shayla Sulser
 15. Jonathan Lasinski
 16. James Yauney
 17. Kayti Coonjohn
 18. Kristin Handley
 19. Tatiana Topping
 20. David Russell-Jensen
 21. [Elisabeth Genaux Farmer](#)
 22. Tyler McMichael
 23. Sonia Felts
 24. Emy Roles
 25. Claire Ligsay
 26. Delores Graver
 27. Cindy Boesser
 28. Alison Krein
 29. Abby Kosmos
- II. Adopt agenda (2 minutes)
 - A. Motion: Kim Davis

- B. Second: Gwenna Richardson
- III. Approve minutes of [February Meeting](#)
 - A. Motion: [Gwenna Richardson](#) (with recommended grammatical changes)
 - B. Second: Mae Delcastillo
- IV. Guests and Public Comments
 - A. Invited guests James Yauney and Michelle Pope
 1. Statewide has formed post-COVID workplace committee
 2. Idea is to present recommendations to President Pitney
 3. [Project notes](#)
 4. The document's an overview
 5. Idea is to take the good things that we do and incorporate that into our normal workplace
 6. Find better ways to do our work without being confined to traditional in-office workplace
 7. Provide flexibility to supervisors
 8. Help employees feel more engaged
 9. Goal is to develop overall policy and procedures
 10. Wants to apply across all campuses and departments while maintaining supervisor flexibility while maintaining legal compliance.
 11. Exclusions (not up for discussion within this group):
 - a) Curriculum development / instructional delivery
 - b) Allocation of office space
 - c) When campuses move between COVID phases
 12. Discussion
 - a) Eric: the fear is that we'll just go back to the way that things were done before. Preliminary survey results reflect that sentiment amongst our membership.
 - b) Michelle: Feels that there's a pretty significant change. Has interviewed President Pitney and all the chancellors. Message consistent: no desire to go back to how it was before. Desire to add flexibility. Attracting and retaining employees is a priority. Before COVID, there were a lot of barriers in place.
 - c) Eric: wondering about any projected timeline
 - d) In the document — it's a big project. Three teams involved:
 - (1) project team itself — responsibility for tracking deliverables, keeping stakeholders up-to-date (administration, governance)
 - (2) technical expertise team — responsible for advising project team in the details. Pointing out problems we may encounter, best practices, legal considerations. Includes members from IT, land management, general counsel, etc. who know the details and constraints.
 - (3) transition monitoring team — responsible for being the ear to the ground. Be a direct feed back to project team. Big

role for governance. Reviews communications out to employees, making sure to address gaps or concerns. Should have representation from each campus.

- e) Two requests
 - (1) One or two representatives from SC to be on the team (transition monitoring team).
 - (2) Point of contact for Michelle to send updates to (bi-weekly updates) in order to relay on to staff council or memberships
- f) James Yauney — echoes Michelle's sentiments. All decisions at the MAU level but want to make sure to allow for flexibility.
- g) Eric: equity is important, what does that mean?
- h) Michelle: project team responsible for making sure that policies are fair and equitable. Guidelines can be applied consistently and fairly to all departments, but the final decision is at the supervisor level.
- i) Eric: Relays that Chancellor Carey is a little less keen on having a fully-remote staff, however some technical jobs may benefit from having a larger applicant pool. What are the thoughts on fully-remote work outside of Alaska?
- j) Michelle: Chancellor Carey's sentiment is shared across the administration — employees should be in Alaska. Some positions are difficult to fill from people in Alaska and this may have to be an exception. Documenting that philosophy and including that will be a big part of this process. Have to examine scenarios we may not be aware of.
- k) Gwenna: When should we get names to you [for the transition monitoring team]?
- l) Michelle: March 19th at the latest. Biweekly meetings at the outset, but dependent on the group. Probably about 5 hours a week commitment, could be more or less. Michelle to be the facilitator.
- m) Cindy Boesser: will there be members of the faculty on the committee?
- n) Michelle: we are hoping for one or two reps from SC and from Faculty Senate or a diversity/equity/inclusivity group. If there's a need to switch out members, that's perfectly fine. Team is essential for the duration of the project and perhaps beyond — concerns may pop up after implementation and adjustments may be needed. Have to build in flexibility and learn as we go.
- o) Eric: we're coming up on elections
- p) Michelle: doesn't have to be a member of Staff Council
- q) Eric: we have a public relations person, will official communication come from them or from the transition team members?

r) Michele: Biweekly updates will go out to various teams and administration. Formal communications will go out to employees and supervisors. These communications should be reviewed by the transition team.

s) Reach out to Eric, Michelle, or James with any questions

B. Flexibility Survey Preliminary Results (quick copy and paste from results)

1. n=71 out of a total of 153 responded
2. roughly ½ take care of dependents
3. most are interested in a flex schedule [Some internet issues here]
4. [Mae taking over from Eric]
5. Supervisor training topics would be helpful to share with HR.
6. Topics like performance evaluations could be difficult given this past year.
7. [Eric makes it back]
8. Wanted actual data to verify how people thought and felt about issues
9. People are very interested in flexible work (both staff and supervisors)
10. Flexibility is really important when considering positions
11. Will try to send analysis out over the next few weeks
12. Important for morale and retaining good employees
13. Cindy

a) Surveying student population is important. Have seen the frustration of students trying to get services (Whalecard, etc.)

14. [Michelle Nakamura](#)

a) Students may not have a total view of which staff are forward facing and have a direct impact on them on campus

C. Morale survey / morale committee update (Tatiana Topping)

1. Next meeting March 9th
2. Collected feedback from SC and relayed on to head of the committee
3. Provides background:
 - a) Statewide trying to make this consistent across the different MAUs, with campus specific questions as well
 - b) Results should be in by April 16th
 - c) Present to Statewide
4. Gwenna: is this from Staff Alliance? (TT: Yes). For all employees across the system? (TT: Yes). Confirms it should go to the alliance before anyone else
5. Cody: will this be added to the committee doc in the future? (Eric: Yes)
6. TT: Looking for materials promoting the survey in the past that'd be something that the committee would be interested in. (Eric: We'll dig around)

V. Advocacy Updates

A. [Governance Support Memo](#) — believes that moving our support person directly reporting to director of HR is not in the best interest of staff. Resolution passed in support of UAF's resolution.

1. Submitted to HR and Staff Alliance

2. Matthew Mund met with Interim-President Pitney, and was rebuffed; plan from president is to try it for a year
 - B. [Compensation committee recommendations](#) — Mae and Gwenna have worked on this committee
 1. Mae
 - a) Compensation committee forwarded recommendations to Staff Alliance last month. Chair of Staff Alliance, Matthew Mund, forwarded this on to President Pitney and is awaiting response.
 - b) Short time frame, but fun group. Would be great to get a compensation committee going at the start of the fiscal year in order to have more time
 2. Gwenna: compensation is not just monetary. There were four of us on the committee. 3 out of 4 served on the committee 10 years ago. Working on different options now as opposed to later wouldn't be such a bad thing.
- VI. Staff Development Day
- A. Eric: Scheduled for Wednesday, May 19 from 8:30–12:30
 1. Survey results indicated a half day was preferable
 - B. Denise: Vision for Staff Development Day
 1. Contracting with professional speaker with 20 years in higher education
 2. May 19th will be the presentation with Paul Wesselman
 3. Part of what SC presented to Chancellor Carey is to have some continuity throughout the year (a theme)
 4. Revisit at convocation, and spring startup, and potentially expanding over spring break for follow-up opportunities
 5. Chancellor Carey is in support of this plan. Reaching out to supervisors to make sure this message gets across
 - C. Eric:
 1. Chancellor is in support; we've put the ask in, but hasn't fully responded on the full-cycle plan
 2. We have the funds to move forward with the first phase
 3. Save the date!
- VII. Staff Awards — Reminders!
- A. UAS: Staff Excellence Award [Open for nominations](#) (four recipients, two from Juneau, one each from Ketchikan and Sitka) - Due March 19
 - B. Statewide: Staff Make Students Count — [packets due](#) March 26. More involved of a nomination process.
- VIII. Call for nominations for Vice President, Juneau Member at Large, Ketchikan Member at Large. Elections will be held in April.
- A. [Call for nominations](#) (yourself or someone else)
- IX. Adjourn
- A. Motion: Gwenna

- B. Second: Mae
- X. Parking Lot
 - A. Staff Development Day / Constitution
 1. Mae: for the upcoming elections, if there's a retreat this summer, perhaps this is a good time to revisit the bylaws. Once we have our senior business partner on board we'll have a better idea of how staff development/appreciation will be handled.
 2. Eric, restating: as part of the proposal for Chancellor Carey, perhaps we should add a member who is specifically interested in assisting with full-cycle training. If SC is to fully take on SDD, and there's a budget, perhaps there should be a SC member to handle this task. If that's the plan, this would require a change to the constitution (amendment).
 3. Denise, further clarification: the constitution explicitly states that we will work with HR to put on SDD
 4. Cody: Seems like employee development is something that ought to land in HR's bailiwick.
 5. Eric: in the past this has been pretty terrible
 6. Cody: Terrible yes... It would be important for SC to advocate the staff needs in this area. Thanks for the work here.
 - B. Transition monitoring team
 1. Eric: let us know if you want to be on the transition team
 2. Gwenna: get clearance from your supervisor