

UAS Staff Council April Meeting

Wednesday April 7, 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. Trisha Lee
 2. Eric Alldredge
 3. Dash Hillgartner
 4. Jessica Driscoll
 5. Ryan Sand
 6. Greg George
 7. Kiwana Affatato
 8. Marina Ogai
 9. Kelsey Walsh
 10. Cody Bennett
 11. John Ingman
 12. Amy Bannerman
 13. Suzi Vollmer
 14. Amanda Triplett
 15. Sam Kito III
 16. Donovan Grimes
 17. Yolanda Cordero
 18. Lynne Johnson
 19. Claire Ligsay
 20. Audrey Beam
- II. Adopt agenda (2 minutes)
 - A. Motion: Kim Davis
 - B. Second: Gwenna Richardson
- III. Approve [minutes of March 2021 Meeting](#) (2–3 minutes)
 - A. Motion: Gwenna Richardson
 - B. Second: Kim Davis
- IV. Guests and Public Comments
 - A. Cody Bennett: Are the committee updates useful? If so, can we get those written up more in advance? He uses these prior to the meeting to get up to speed. Eric acknowledges that we need to get these done sooner
 - B. Cody: Congratulations Eric Lingle! (recently married)

V. Advocacy Updates

A. Post-Covid workplace committee

1. Eric goes over the project scope for the committee and provides update of recent activity:
 - a) [Website created](#) to gather feedback from folks re: the transition
 - b) President Pitney has approved the scope of the project
 - c) Staff Council survey responses (n=70) were sent out through newsletter as well as shared to leadership and Faculty Senate + Staff Alliance
 - d) Recommendation from Staff Council — almost all staff indicated that they're more in favor of flexibility. There are minorities who would prefer to work either 100% on campus or 100% remotely, but the vast majority would find increased flexibility beneficial.
 - e) Updates from last meeting: textual responses have been analyzed and scrubbed to remove identifying information from the submissions before sending on to leadership and the Post-COVID committee
 - f) This upcoming Monday Eric will present these results to the Executive Leadership meeting
 - g) Results from supervisors were broadly similar to the responses as a whole.
2. Cody: 'From Pitney this week, "Starting in mid-May we expect to return to in-person work at certain locations, with remote work available as determined by the chancellor of each university and the UA president for the system office." Seems like there might be a leaning towards on campus activities.' — believes that there will be a push to more on-campus activity after the spring semester, partially due to less people normally on-campus.
3. Eric emphasizes that this committee is dealing with the longer view — what does work look like ... five years out? Chancellor Carey is supportive of this move. As part of this project, Michelle [Pope] has been interviewing key stakeholders.
4. Amy Bannerman: 'Will UAS staff receive clear/direct guidance from UAS senior leadership regarding return to campus based on President Pitney's comment (as Cody shared)?'. Eric does not have an answer and will email Chancellor Carey after the meeting (or VC Ciri, as Cody points out that Chancellor Carey is out this week). [Edit from Eric Lingle, 4/27/21: "I did email Karen/Michael Ciri. The most clear answer was from the townhall - gradual reopening driven by data. We are not following a mandate from SW."]
5. Eric is optimistic that this will result in a better workplace for everyone

B. Transition Monitoring Team

1. Eric: Subset of the committee, charged with surveying constituents more

2. Colin:
 - a) Site: <https://alaska.edu/hr/remote-work/>
 - b) Current status: Charged with surveying folks in three main categories
 - (1) employees
 - (2) customers
 - (3) supervisors
 - c) Expect surveys to hit inbox soon! We're in the last stages of survey development now.
 - d) Thanks for keeping up with it, even if you're surveyed out!
3. Eric: Ask folks to fill it out again — we're hoping to have regulation in June. Our UAS survey has been the only one that's gone out to gather data. Statewide wants to move fast
4. Colin: Statewide wants to move fast but get regulations down on paper, but want to make sure not to conflate campus covid status and long-term remote policy

C. Student Worker Compensation

1. Eric: the lower tier of student workers (Student Worker A) make less than minimum wage, so the working group is looking at eliminating the Student Worker A tier and move people up to Student Worker B and Student Worker C positions.
2. Gwenna: Confirms possibility of eliminating Student Assist A, because it's so far down. Most of the student workers are already being paid at the B or C level. Some talk of providing a review of student employees. Also, after 2 semesters, they are eligible to receive a raise. It's supposed to be automatic. Work is being done on the Policy and Regulations involving student workers
3. Cody: the annual bump in step is as a result of two reviews. It's not automated in that it requires supervisor initiation.
4. Gwenna: corrects earlier statement — there's a lot of supervisors who weren't aware that there was a bump in pay after two semesters
5. Cody: the idea of doing away with Student A is problematic, as the role specified and supervision required is important (limited scope of responsibility). Encourages a bump in pay grade and not eliminating the role of Student A. Acknowledges that the salary scale needs attention.
6. Gwenna: emphasizes that we're the messenger and that we're relaying what was discussed.
7. Eric will track down the draft proposal [Edit — "[New Student Class/Comp Proposal](#)" now available as an attachment to the 5/5/2021 meeting].
8. Gwenna: gist is: big changes for student workers. Along with initiation of contract letters, discussing performance evaluations.

D. Compensation Committee

1. Recommendation has been forwarded, but no further update
2. Gwenna: went to Staff Alliance, then forwarded to President Pitney (a few

weeks ago?), but since has been quiet.

E. UAS Admin Review

1. Gwenna: UAS/UAF admin review went to final recommendations. Submitted to Chancellor Carey about a week ago. Committee has reviewed ~14 positions. No recommendations to eliminate positions.
2. Ke: we affirmed or strongly affirmed positions that were reviewed
3. Gwenna: Two positions were singled out for being unique: VC Klein and VC Ciri, since they wear multiple hats.
4. Gwenna: In either case we'd have a difficult time filling these two positions given their broad skillset and continuity is important in these positions.
5. Eric: next steps?
6. Gwenna: Chancellor Carey is reviewing what was submitted. Unsure of what the timeline is after this.
7. Ke: Also not sure about the timeline
8. Gwenna: next step is open form for feedback from the university community, governance, student groups. It will also be submitted to the statewide admin review. Approximate date is April 16th.
9. Gwenna: Statewide admin review is ongoing, with a survey going out to a number of people. Meeting is today at 1pm. We're waiting on survey results and then going from there. Targeting mid-May for completion.

VI. Elections May 3–7

- A. Eric: Elections happening first week in May. Positions: Ketchikan Member at Large, Juneau Member at Large, and Vice President. We're still in need of a nomination for the Ketchikan campus.
- B. Gwenna: will be doing a big push. One of the keys for the Member at Large for KTN is that it should start a bit early as Gwenna will be retiring.
- C. Form is available through the most recent newsletter

VII. Save the Date - Virtual Staff Development Day - Wednesday, May 19, 8:30 a.m.–1 p.m.

- A. Denise: We have secured Paul Wesselman to speak (virtually) at SDD. There's a quick survey linked to in the newsletter to help Paul. Excited that the administration has agreed to help with expenses. Looks like we'll have a half-day event as part of the SDD. Followed by awards presentation, election results. People will have to provide lunch for themselves.
- B. Denise provides Staff Development Day overview and recent history (canceled in 2020 as a result of COVID). Appreciative that the institution allows time for staff to engage in this.
- C. Gwenna: don't forget, there's gifts!
- D. Eric: we're hoping to expand this into a year-long effort with a theme
- E. Denise: we've put together a proposal to the Chancellor sketching out a year-long theme for training. The idea is for staff to get more out of the training than a one-and-done event. Current plan is for Paul to do a two hour event at SDD in

May, then join us at convocation for ½ hour. Following that, gauge the response from staff and then if the response is positive, bring him back for Spring Startup. Pie in the sky idea is to encourage other events happening in a similar vein across the university.

- F. Eric: we should have sufficient resources for this. Please take a minute to fill out [Paul's survey](#) to help him craft a better presentation. Please block off the calendar!
 - G. Amanda: it's been the standard practice for supervisors to encourage their staff to attend SDD. Would like us to reach out to Chancellor Carey to reinforce this message ("Give the OK!").
 - H. Gwenna: [Chancellor Carey] is in big support
 - I. Eric: will reach out to Chancellor Carey
- VIII. Open
- A. Colin: Reminder to submit [the morale survey](#)
- IX. Adjourn (2-3 minutes)
- A. Motion: Gwenna Richardson
 - B. Second: Kim Davis
- X. Parking Lot