

# UAS Staff Council May Meeting

Wednesday May 5, 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. Greg George
    2. Marina Ogai
    3. Jessica Driscoll
    4. Dash Hillgartner
    5. Suzi Vollmer
    6. Trisha Lee
    7. Kelsey Walsh
    8. Romee McAdams
    9. Lauren Hartmann
    10. Annie Kessler
    11. Kristen Handley
    12. John Ingman Jr.
    13. Sam Kito III
    14. Cody Bennett
    15. Claire Ligsay
    16. Shayla Sulser
    17. Tessa Nelson
    18. Richard Hitchcock
    19. Emy Roles
- II. Adopt agenda (2 minutes)
  - A. Motion: Gwenna Richardson
  - B. Second: Kim Davis
- III. Approve [minutes of April 2021 Meeting](#) (2–3 minutes)
  - A. Motion: Gwenna Richardson
  - B. Second: Kim Davis
- IV. Guests and Public Comments
  - A. Lauren Hartmann - Staff Alliance Ad-Hoc Committee — serves on System Office Staff Council. Here to propose an ad-hoc committee

1. [Ad-Hoc Committee Staff Governance \(AhCSG\) Charter DRAFT](#)
2. Discussion began in January over concern over “what is shared governance”. In response, end of February/beginning of March, an ad-hoc committee formed in loose format to discuss. Lauren is attending all staff council meetings in May across the university system. Would love to get UAS representation, either from staff council or else someone who has experience with staff council.
3. purpose: “Elevate, evaluate, better define staff governance’s role in university leadership to ensure a high level of confidence in decision making & to position the university for future success as it recovers from the challenges it’s facing”
4. Originally was going to go through the summer, tentatively now would like to continue until the end of FY22, and then re-evaluate
5. Goals:
  - a) Propose changes to current BOR bylaws — currently re: Shared Governance, the Policy and Regulations are very vague, and this committee would like to strengthen that
  - b) Would like to explore [a case study of Rhodes College](#). A big push to overhaul their board, and along with that, a new governance structure (“Common Table”). In this structure, board members are in a group along with staff and faculty. Would like to see if that is applicable at UA to have a closer tie with BOR members. Currently working on crafting statements that we could make at BOR meetings concerning this.
  - c) Shift to a better overall culture of shared governance. Training would be required for new leadership. For regular staff, would like to increase awareness of staff governance as part of onboarding.
  - d) Examine our own constitutional bylaws to see if improvements can be made
6. Mae: This is an important committee to have at Staff Alliance, because with reorganization at statewide, administration doesn’t understand how governance groups work with staff. Example given: how communication is relayed to staff and including governance in decision-making. Appreciates the current makeup of the group including experienced (historical knowledge) & current members (idea of how shared governance should work) of governance. Further example: the compensation committee hasn’t received a response from the CHRO. It’s worth having this committee at the same level as healthcare/compensation committees
7. Eric: the way that this makes sense to me is that every corporation is a dictatorship, but the university is a democracy of sorts. Staff governance reflects our democratic principles.
8. Denise: A couple of big differences between faculty and staff governance,

is that faculty have a work release as part of their service. She struggles with participation because of the pressures of her jobs as an hourly employee. Is any part of the conversation about equity, so that more feel comfortable to participate? A lot of staff are burdened, taking on additional work [for Staff Council] is difficult.

9. Lauren — will bring this up. According to BOR regulation, staff are supposed to be granted this freedom but in practice this has been a challenge.
10. Denise: also, the voice of student government is not very strong. Will they be invited to the conversation?
11. Lauren — since she's at the system office, doesn't have a lot of interaction with students. In the case study (Rhodes College), all three governance groups were included. As we move forward would be open to including them
12. Eric — We'll get someone on that committee from UAS

V. Student Government Resolution: In Support of Adding a Racial and Ethnic Harassment statement to the Student Code of Conduct

A. Discussion:

1. Eric: Student Government or Juliette was not able to attend. Wants to know the backstory and how it relates to the student code of conduct. Would like to know comments or concerns about this resolution.
2. Cody: why not just use the term "harrassment", as opposed to a particular shade of harassment?
3. Eric: this did actually come up. The current student code of conduct does bring up harassment, but not targeted towards racial and ethnic groups
4. Gwenna: Romee is on the call, wonders if she can assist in difference between in Title IX and bullying
5. Romee: President Spencer and Vice President Dominy reached out regarding this statement. Advised them on the document and to see how this plays out in UAA and UAF. This is the first that she's seen of it since that initial email. Language closely mirrors Title IX language, "severe, pervasive, objectively offensive" — there's a fine line between free speech and what can be interpreted as harrassment. Not familiar enough with Student Code of Conduct to comment fully on whether generalizing this as harassment in general is advisable. This version looks better than she originally saw.
6. Eric: isolated from student experience. Trying to get a grasp on this.
7. Mae: would it help to have a rep from Student Government join us? Kali is working here this summer. Would like to hear more from student government.

8. Cody: what is the hoped-for outcome of this group? Is student council asking us for support?
9. Mae: the ask is to support the resolution given the current climate in the world today.
10. Eric: proposes that we table action on this

VI. Plea for Ketchikan Representation on Staff Council

- A. Eric: we have nominations for 2 out of 3 positions on staff council, but we need representation from Ketchikan
- B. Gwenna: will nominate someone
- C. Eric: we need one member from each campus in order to do business
- D. Gwenna: Campus director for Ketchikan is in full support.
- E. Eric: election information forthcoming through email

VII. Staff Development Day - Wednesday, May 19th

- A. Eric: Planning chugging along! Denise has been point person.
- B. Denise: Hopefully youve received calendar invite and email. Starting at 8:55, an unusual time, should be wrapped up by noon. Paul should be a great speaker. It's a massive investment from the institution, both in time and money. There will be a survey at the end. Paul will speak to staff at convocation as well as spring startup assuming we like his message
- C. Mae: will there be a prize for the person who logs in first?
- D. Denise: there will be goodies from Paul for attendees. Those will be in KTN and SIT mailboxes. Denise will be on campus that Friday to hand out goodies.
- E. Mae has prize available for first person who logs in.
- F. Eric: Wear a hawaiian shirt! We're trying not to have a boring staff development day

VIII. Advocacy Updates

- A. Compensation Committee:
  1. Eric: Still no response from SW. We're unhappy about this. Rumors have it that the recommendations are sitting on the CHRO desk, but he's retiring.
  2. Gwenna: His last day is May 11. If it's still there, it needs to be pushed
  3. Denise: the compensation study is different from the compensation committee recommendations, correct?
  4. Eric: yes — those study recommendations were shelved during budget

crisis. Mae and Gwenna served on the compensation committee to come up with non-monetary ideas that the system office could implement to assist

5. Denise: there's been no push to bring up the compensation study recommendations, correct?
6. Eric: Correct, at the same time the compensation study came out, the merger talks were ongoing and that staff council was putting energies into fighting the merger. (Put in the Parking Lot)
7. Mae/Gwenna clarify the origin of the compensation (market) study a few years back. There was indeed a response from the president at the time for the results.
8. Greg Geoge (in chat): I don't know the percentage of staff that were under the median, but as one below, it felt optimistic to move towards that level of pay equity.
9. Cody: back in June 14, 2019, an email went out to supervisors (and also for staff) to find where they landed on the going market rate. Link: <https://online.uas.alaska.edu/uamarket> — not considerations for longevity or other concerns.
10. Gwenna: this was a direct result from the original compensation committee at Staff Alliance. Had been doing this for faculty, good that this happened.
11. Cody: big challenge — the budget and merger climate made change difficult. Now that we're two years past that, the numbers will have changed. Would have to contract again in order to update these numbers. This effort had challenges from the outset. Appreciates HR for going through with the study.
12. Gwenna: everyone did get the 1% last year — given since there was no increases for the past five years. Issue is that faculty have local 67; staff do not have a union, so we have to rely on the budget — was not intended to address the gap, across the board
13. Cody: was under the impression that if you were very far below the median (lowest 1/3), that there would be an effort to help close this gap.
14. Greg George (in chat): Correct on the 3/3 steps. The first of the 3 steps were administered.
15. Eric: Let's start with a response from statewide re: the compensation committee recommendations

B. Staff Governance support resolution:

1. Eric: Email from Paul Layer received and they're going to restore the original position. This position supports staff alliance and staff governance in general, and that position was then put under the HR office, which staff

governance felt this would result in a conflict of interest. Staff Alliance passed a resolution that the previous position should be restored, and UAS concurred. President Pitney's response was that we should give this a shot for a year. Email received last night (5/4) that this original structure would be restored.

- a) The pressure from staff alliance and staff councils seems to have worked

IX. Thanks Gwenna!

- A. Discussion of Gwenna's time in Staff Council.
- B. Strongly urges to get involved in Staff Council. You don't know what you're missing! Has served in every position on Staff Council and has served at Staff Alliance as well. It's an eye-opener. You work with other entities (committees, governance groups, people). Lasting friendships throughout the system are priceless. Just since we're not governed by a union doesn't mean we're not heard.
- C. Mae — Join! Get your nominations in!

X. Adjourn

- A. Motion: Gwenna Richardson
- B. Second: Mae Delcastillo

XI. Parking Lot

- A. Compensation (market) study