

# UAS Staff Council September Meeting

Wednesday September 1, 2021, 8:30–10:00 a.m.

[Zoom link](#)

[Committee Updates](#)

- I. Call to order
  - A. Eric Lingle, President 20-22
  - B. Ke Mell, Vice President 21-23
  - C. Colin Osterhout, Secretary 20-22
  - D. Traci Taylor, Member-At-Large Juneau 21-23
  - E. Jessica Driscoll, Member-At-Large Ketchikan 21-23
  - F. Kimberly Davis, Member-At-Large Sitka 20-22
  - G. Members of the Public
    1. Greg George
    2. Kelsey Walsh
    3. Denise Carl
    4. John Ingman
    5. Deb Rydman
    6. Amy Bannerman
    7. Richard Hitchcock
    8. Cody Bennett
    9. Claire Ligsay
    10. Marjean Ragsdale
    11. Julia Guthrie
    12. Michelle Lampton
    13. 19078218144
    14. Kathy Bolling
    15. Jonathan Lasinski
    16. Dawn Humenik (UAA Staff Council / Alliance)
    17. Yolanda Cordero
    18. Cindy Boesser
    19. Emy Roles
    20. Tessa Nelson
    21. Dawn Humenik
- II. Adopt agenda (2 minutes)
  - A. Motion: Ke Mell
  - B. Second: KIm Davis
- III. Approve [minutes of August 2021 Meeting](#) (2–3 minutes)
  - A. Motion: Ke Mell
  - B. Second: Kim Davis
- IV. Remote Work project update
  - A. Eric: Project is wrapping up. There could be some small additional comments or changes. There's been a movement to delegate pay for geographical differences to the chancellor level rather than have it within the Policy & Regs. Eric is happy with the progress so far — good outcome. Could be one more meeting to do a

project debrief. Big takeaway is that staff got involved very early in the game, particularly UAS. If we take the same approach (surveying staff early, pushing staff involvement) to similar projects down the road we would be well served.

V. Ethics & Conduct revisions

- A. Ke: Periodically GC looks at our ethics regulations and updates them as appropriate. There were some suggestions for changing what's allowed for "outside activities". Feels that "outside activities" should be better defined.
- B. Cody: everything that Cody's seen is related to gainful employment, side jobs
- C. Ke: this can also apply to volunteer work, which could lead to a slippery slope
- D. Denise: In the ad-hoc committee, folks were expressing frustrations/concerns. How involved does the university need to be? The university would like your employment with UA to be #1
- E. Ke: would be satisfied with a better definition
- F. Cody: the section leans into the Alaska legislative ethics act. Wants to have Jonathan weigh in from the business office standpoint
- G. Jonathan: It's more HR and risk. This feels pretty normal business operations. If you have outside employment/volunteer, that's something that they look at.
- H. Eric: highly suggest sending the comment forward

III. Advocacy Updates

A. [Compensation Memo](#) —

- 1. Eric: early in the summer in the Compensation committee met and was driven by one person in particular. The result was a 29-page memo which leaned heavily into matters of diversity and equity. The executive summary itself was ~2 pages. Most people at Staff Alliance didn't expect such a large paper when presented with the draft memo for an up-or-down vote. Eric's feelings were that the memo should deal with compensation matters solely. With a few edits this was sent out by Staff Alliance. Points in the memo:
  - a) Step increase per year
  - b) Cost of living adjustment — guesses that this won't be taken up, but this should still be advocated for
  - c) Extra paid holiday, either Juneteenth or Indigenous Peoples' Day. Juneteenth is perceived to be an easier ask as more staff and faculty are off during this time. IPD would also be very worthy.
- 2. Eric: other notes
  - a) The market based compensation study seemingly dead. Seems like a terrible look to announce a study and a plan and then not follow through with it.
  - b) Issues of equity and diversity aren't going away — but feels that this is better addressed through staff development and keep a pulse on this
  - c) Met with Karen Carey and she understands that staff need to be compensated. Raised the Administration compensation policy for degree attainment. This would represent a "concrete action" in

addition to step increases. We don't have a union, so this isn't really a negotiation, but administration is aware.

3. Ke: doesn't feel that this issue is going away

B. Travel Dependent Care Benefit

1. Eric: childcare is currently a non-reimbursable expense. There's a proposal to add a paragraph to allow for reimbursement for childcare, not to exceed \$75/day. That's a "sweet new benefit" in the regulations.

2. Colin: when does this take effect?

3. Eric: believes it would be within 30 days, it's open for public comment

4. Jonathan: Our NSF grants/other federal grants allow for childcare for travel to conferences. Folks could have claimed it before, but it would have been denied, hence this change in regulations. Expectation is sometime within September (30th feels likely)

5. Eric: if something happening is good, good!

IV. Call for Nominations: President

A. If no one is nominated, Eric can stay on and assist Ke while she performs the duties of President.

V. Opens:

A. Denise: is there going to be a push to change anything within the Constitution?

1. Eric: brings up the difference between the constitution and bylaws with respect to what happens when the president steps down. Constitution states that open seats will be filled with a special election, and the bylaws state the VP takes over to fill the slot of the President in the event of a vacancy. Feels that there will be a push to update the constitution and bylaws to clarify this during the next meeting. Bylaw changes don't require chancellor approval.

B. Denise: the state of Illinois is requiring vaccinations for staff and faculty, does this seem like a viable solution for UA/UAS?

1. Eric: no discussion at the Staff Alliance level.

2. Denise: on the COVID committee, everyone's busy with startup. There hasn't been any discussion on the committee.

3. Eric: doesn't get the sense that Mike Ciri will get behind this. Eric feels Michael's presumption is that those who were going to get the vaccine already have and those that haven't, won't.

4. Denise: things are moving somewhat quickly since the approval of the vaccine.

C. Denise: Can we ask if it's appropriate to have a town hall not related to COVID, but to the budget?

1. Eric — totally, the last one was ~a year ago (by memory). FY23 budget request is out of "the compact". The #akleg sets the budget, subject to veto by the governor (absent a supermajority in the legislature). Our guess is that we'll see a similar situation.

2. Ke — great idea!

VI. Adjourn (2-3 minutes)

- A. Motion: Kim Davis
  - B. Second: Traci Taylor
- VII. Parking Lot
  - A.