

UAS Staff Council October Meeting

Wednesday October 6, 2021, 8:30–10:00 a.m.

[Zoom link](#)

[Committee Updates](#)

- I. Call to order
 - A. Eric Lingle, President 20-22 — Absent
 - 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. Amy Bannerman
 2. Claire Ligsay
 3. Cody Bennett
 4. Cindy Ericksen
 5. Denise Carl
 6. Greg George
 7. John Ingman Jr
 8. Jonathan Lasinski
 9. Judith Daxootsu Ramos
 10. Kathryn Portelli
 11. Kelsey Walsh
 12. Mark Thompson
 13. Michelle Nakamura
 14. Marjean Ragsdale
 15. Sam Kito III
 16. Shayla Sulser
 17. Trisha Lee
 18. Yolanda Cordero
- II. Adopt agenda (2 minutes)
 - A. Motion: [Colin Osterhout](#)
 - B. Second: Traci Taylor
- III. Approve [minutes of September 2021 Meeting](#) (2–3 minutes)
 - A. Motion: Kim Davis
 - B. Second: Colin Osterhout
- IV. COVID-19 vaccine mandate discussion
 - A. Ke: No motion from SW in this regard. Other fronts: SW SC is discussing and considering all-staff survey. UAA Student government is also looking into this. No surveys, decisions, or statements
 - B. Kimberly: Faculty Senate is reaching out to faculty members to have Karen send a request to President Pitney for those attending face-to-face interactions.
 - C. Colin: in support of reaching out more to Faculty Senate and UAF Faculty Senate
 - D. Cody: Not in favor. This has a large effect on our population, and management.

Happy to encourage others.

- E. Mark Thompson: concurs with Cody
 - F. John Ingman Jr.: Sitka has been at a higher red level since May. Mask mandates have been in place for a while, but this is spotty in practice. Who would police this? Can of worms. What would we do about it. John's in favor of vaccination but having the university mandate it would open up issues. Keeping mask mandate is the right way to do this.
 - G. Mark Thompson: a mandate will not produce the result of having everyone vaccinated due to exemptions. This thing has become politicized, with information on both sides. Everyone should take a look at the [FDA approval letter](#), believes that the approved vaccine isn't available here in the States. Who would be liable for this? Read the [FDA letter](#). If people don't want to get the vaccine, they will have to make hard decisions to get the vaccine, resign, or get terminated. There's a lot of competing information.
 - H. Cody: UAS has a very low incidence rate. Strategies in place (masking, distancing) seem to be working.
 - I. Colin: this may be moot since OSHA may require this
 - J. Jonathan: Almost every state will sue the OSHA decision. Has no opinion, is vaccinated. What protection is out there if there are exemptions. Faculty Senate is pretty pro vaccination. Feels that that any decision will lean heavily towards Faculty Senate's position.
 - K. Traci: if you have a preference one way or another, let us know. Send us an email.
- V. Staff Development Fund Ideas
- A. Ideas:
 1. Professional headshots for all staff
 2. Formalized career navigation
 3. Speaker from outside the university
 - B. Discussion:
 1. Cody: What amount of funds are available for the Staff Development?
 2. Denise: memo written to Chancellor Carey re: SDD. We should revisit the memo if we want to go in a different direction. The money that was used for Paul Wesselman was twofold: money for how SC sees fit, which has been used in the past for a retreat, and then the SDD. Money for SDD traditionally been \$2000. At the statewide level the university system as a whole was trying to have a more equitable approach + more dedicated funds for staff development. Divided pro-rata to the different MAUs based on staffing levels.
 3. Colin: Under the impression that there was ~\$8500 available [one time funds]
 4. Cody: Are we constrained in what the money is spent on? UAS socks for everyone? Campus catered picnic event?
 5. Ke: doesn't feel that there's lots of constraints, wants to spend it in a way that staff feel is productive.

6. Colin: Feels that funds for professional photos shouldn't come out of professional development funds. Has discussed this with Creative Agency in the past for staff as well as faculty.
7. Denise: I think it would be great to have a training that benefits campus as a whole - a random suggest is something like Strengths Training or anything that helps teams communicate more effectively
8. Ke: what should the money not be spent on?
9. Cody: challenged by the one-time speaker situation. Feels like a get-out-of-work day. Cost the university in terms of lost work and benefits gained seem minimal. Potentially: a library of curriculum of sorts and done at the department level and have dialog afterwards.
10. Cody: How many staff are we serving with these 1-time dollars?
11. Ke: Intent would be to serve everyone.
12. Michelle: I think we just need to make sure that whatever it is, we need to make sure it is equitable for Sitka and Ketchikan as well. Sometimes the on campus stuff excludes them.
13. Colin/Ke: agree 100%
14. Colin: this year it was over Zoom so we were over a level playing field
15. Denise: Pre pandemic we talking Hartley McGrath to lead a session on Emotional Intelligence <https://www.pauseconnect.com/about.html> — what connections do people have access to? Hartley was an instructor at one of her classes. Had reached out to her before [a couple SDD's ago] for multiple speakers, with a discounted price. There are some ideas in the Staff Council drive from previous years.
16. Ke: do you still think that HMcG would be interesting or useful, viable for us now?
17. Denise: biased, but believes so. Perhaps poll people and find out what they're interested in. Thinks there could be great professional speakers and not so great speakers — making use of networks is key. Perhaps the new student activities coordinator has a network of professional speakers.
18. Colin: two track training scheme — technical track sessions utilizing in-house knowledge (can we incentivize this?) + outside speaker for things such as improving communication, keeping morale up, etc.
19. Michelle: Have we ever pondered allowing staff a stipend to sign up for their own webinar of some kind? For instance, sometimes there are NACADA webinars I would like to do, but there isn't funding for it. Then we could seek training that would be relevant to our own positions.
20. Ke read's Michelle's chat entry: "Have we ever pondered allowing staff a stipend to sign up for their own webinar of some kind? For instance, sometimes there are NACADA webinars I would like to do, but there isn't funding for it. Then we could seek training that would be relevant to our own positions."
21. Ke: Doesn't believe there's restrictions on that, but would be hesitant to put all the one-time money into something which will mostly benefit staff

who are best organized and able to apply for these things. Supports the two-track idea. If we have more than one training track the odds are that more staff will find something that meets their needs.

22. Colin: There was a proposal floated about in internal staff council discussion about having a “scholarship”-type fund where people could apply or nominate individual staff members to receive a portion of professional development funds.
23. Michelle: some departments have more money than others. Her department will pay for her NACADA membership, but others will not. A lot of valuable information is there, but not a lot of funding to pay for that.
24. Ke: will reach out to SW to find out the date we need to get ideas in by.
25. Cody [in chat]: I think these development topics have been discussed each year - can staff council pore over those past notes (shared drives, google drive, etc) to try to provide a bit more ideas from past lessons?
26. Colin: Reviewing these past notes from previous years is how he has come to see the two different tracks of trainings [as mentioned above]
27. Ke: a poll/newsletter seems like a good idea

- VI. [By-law update](#) — Remove the clause from Section 1.C.1 “, and complete the term if vacancy occurs”
1. Colin: shared email from Eric. Unfortunately it appears that Eric copied and pasted the same text twice. Believes that the “, and complete the term if
 2. vacancy occurs” should be chopped
 3. Kim: concurs
 4. Ke: In terms of what we are trying to do, we’re trying to remove a conflict between the Staff Constitution and the By-laws.
 5. Cody: Sounds like there’s competing clauses in the bylaws
 6. Colin: reads the relevant constitution/bylaws.
 7. Cody: clarifies the concept of vacancy vs. absence
 8. Cody: wonders about the idea of including the term “may” instead of [the implied] “will”, as in “may complete the term” instead of “and complete the term if vacancy occurs”
 9. Colin: notes that this would run afoul of the constitution
 10. Cody: There’s no provision in the constitution for when we can’t fill the vacancy either through election or appointment.
 11. Colin: Feels that the real issue at hand is that it’s increasingly getting harder to get people to serve on Staff Council
 12. Ke: Requests roll call on motion
 13. Colin: motions that we vote amongst the membership to remove the clause from Section 1.C.1 “, and complete the term if vacancy occurs”
 - a. Traci: seconds
 - b. Vote:
 - Ke — in favor
 - Colin — in favor
 - Traci: in favor
 - Jessica: in favor

- Kimberly: in favor
- motion carries

14. Cody: Voting process could begin next week, Mona's on leave

VII. Advocacy Updates

A. President's update:

1. Ke: Eric will be on leave through the end of October but has withdrawn his resignation

B. Master planning committee

1. Ke: On September 13-20 DLR Group and JYW Architects hosted an intensive set of open houses and workshops for all UAS staff, faculty, students, administration, and communities at all three campuses. They explained the master planning process, asked four open-ended questions, and listened attentively. Since then they have hosted similar meetings with a few groups they were not able to schedule with initially. I will keep you posted as the planning proceeds.
2. Cody [in chat]: were those well attended? any recordings from those listening sessions?
3. Colin: yes — attended one presentation and it was fairly well attended with representation from SC. The link: https://uas.alaska.edu/facilities_services/master-plan.html
4. Ke: believes these were well attended. The DLR group — this is what they do.

C. HR

1. Colin: following open positions in HR: HR Systems Manager (system-wide), HR Coordinator listed for Juneau (grade 77), HR Business Partner for UAS (believed to be Romee's old position) which is not closed yet.

D. Kathryn Portelli [in chat]: Hello- on the topic of advocacy, I'd like to remind everyone in this meeting that our second annual UA Giving Day is coming up on November 9-10. A great way to make this event successful is to simply publicly share why you personally support UAS on those days. I will be sending out some information about this.

E. Budget town hall

1. October 13th 2–3 PM.

F. Ad-hoc committee: Denise is serving on the ad-hoc committee, looking at governance for Staff Alliance for recommendations. In the most recent meeting, Juella Sparks, in her recent meeting with President Pitney, apparently with SW HR, they are looking at staff compensation, but there hasn't been much public information. Juella wants to push compensation, in the broadest sense of the word. Not just money. Other question that Denise had, there was conversation about the "compact" (between Dunleavy and the university) is that Dunleavy has met the compact agreement because the legislature appropriated other money.

G. Colin: FY21 is the last fiscal year of the compact? Ke: agrees.

H. Longevity awards

1. Colin: back in April we had reached out to Michael [Ciri] concerning staff awards. This has been due for some time. The last idea was for a pin with an in-house design by Alison [Krein] for staff at different levels along with a gift certificate. Everyone seems on board, just a matter of pushing it forward.

I. Remote Work

1. Ke: thanks Eric for working hard on this.
2. New Regulations are finalized, take effect November 1
3. Link in chat: <https://alaska.edu/remote-work/>

VIII. Adjourn (2-3 minutes)

- A. Motion: Traci
- B. Second: Kim

IX. Parking Lot

- A.