

# UAS Staff Council January Meeting

Wednesday January 19, 2022, 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. Clair Fitzpatrick (sitting in for Jessica Driscoll for the Ketchikan campus)
    2. Cody Bennett
    3. Kelsey Walsh
    4. Michelle Nakamura
    5. Kelsey Walsh
    6. Yolanda Cordero
    7. Kayti Coonjohn
    8. Kimberly Davis
    9. Julie McBrien
    10. Greg George
    11. Julie McBrien
    12. John Ingman Jr
    13. Eric Lingle
    14. Clair Fitzpatrick
    15. Judith Daxootsu Ramos
    16. Richard Hitchcock
    17. Sean Demello
    18. Jon Lasinski
    19. Suzi Vollmer
    20. Courtney MacArthur
    21. Kiwana Affatato
    22. Michelle (Jessie) Lampton
    23. Mary Glaves
    24. Dashiell Hillgartner
    25. Amy Bannerman
    26. Shayla Sulser (She/Her)
    27. Marina Ogai
- II. Adopt agenda (2 minutes)
  - A. Motion: Ke Mell
  - B. Second: Kim Davis
- III. Approve [minutes of November 2021 Meeting](#) (2–3 minutes)
  - A. Motion: Ke Mell
  - B. Second: Traci Taylor

#### IV. Advocacy Updates

##### A. Staff Alliance meeting on 1/21

1. Eric — at last month's meeting, President Pitney met with Staff Alliance. Eric asked about the status of compensation increases that was in his view vague. Wanted to get a compensation philosophy approved by the Board of Regents. Waiting on budget to be proposed by governor, however initial signs are good.
  - a) Faculty Union negotiating something separately. Eric feels that we should hear by February.
  - b) President Pitney brought up the concept of the "Educational Attainment Policy" — step increases for degree/certificate attainment. President Pitney feels that this policy will be adopted across the university.
2. Cody — (in chat) Just saw CPI is up by 7% in 2021, it's excruciating to continue flat or going backward, and 1 or 2% is pretty minor:  
<https://www.cnbc.com/2022/01/12/cpi-december-2021-.html>
3. Ke — "2% Pat!" Ke feels that President Pitney realizes this is not enough.
4. Colin — has there been any proposed text? Eric: No
5. Eric — another concern brought up to President Pitney is that people at UAS get paid less than corresponding folks at UAA and UAF.
6. John — (In chat) So if you have a Masters Degree and you're on step 1, is that something that might change, or is it only on new education.
7. Cody — (in chat) John, the way I've read the memo for this is that any prior education went into your grade/step level of securing that position initially, so in short, "No".
8. Traci — (repeats John's question and that Cody answered it). We don't know how it's written yet.
9. Eric — Doesn't believe that retroactive degrees will be awarded based on educational attainment. Overall not much more news to report. The outlook isn't terribly positive
10. Ke — it feels like a difficult situation but there's seemingly not any malice. When prices go up 7% in one year and there's no increase it's tough.
11. Cody — Tries to remember the good things that are happening. It's been challenging for many years. Enjoys working with all of UAS.
12. Colin — are other public sector jobs tracking CPI in a better fashion?
13. Eric — anecdotally, no
14. Ke — haven't seen or heard anything
15. Cody — (in chat) Was it Fairbanks that was moving forward with a 10% bonus to city employees because of staff shortages?  
[https://www.newsminer.com/news/alaska\\_news/city-employees-to-receive-10-bonus-based-on-salary-savings/article\\_5f9a9936-789d-11ec-bbb0-3fb79fba4757.html](https://www.newsminer.com/news/alaska_news/city-employees-to-receive-10-bonus-based-on-salary-savings/article_5f9a9936-789d-11ec-bbb0-3fb79fba4757.html)
  - a) "Some city of Fairbanks employees will see a 10% bonus after the city council approved a resolution at Monday's meeting supporting

the financial boost.”

V. Staff Development Day

- A. Eric — beginning to plan this out better. Longevity awards — we’re about 3 years behind in this regard so we’re going to work with HR to figure this out. Overall goal is to shift away from Zoom.
- B. Eric — In addition, Staff Excellence and Staff Make Students Count awards nomination periods will be opening up soon.
- C. Eric — In conversations, we’ve come up with three goals for Staff Development Day in May:
  - 1. Socialize (in-person), bring people together. Recognize staff.
  - 2. Individual professional development. Work with speaker/groups to help design individual career plans.
  - 3. Provide opportunities for professional headshots for staff. Could be used for the website, or for personal purposes, such as LinkedIn
- D. Traci — would be nice to know how many people would take advantage of this. Eric suggests survey will be coming up to help gauge this and requests that members-at-large also ask around.

VI. [Student Leave of Absence Policy](#)

- A. Eric — Jackie Wilson brought this to our attention; has been in the works across the different MAUs even pre-COVID. Requests feedback from members.
- B. Cody — read through it and mentioned concerns about the review committee — the number of people who could serve seems high

VII. Call for nominations: Vice President

- A. Ke — has accepted position with CBJ as Airport Architect and leaving the university. The term of Vice President began in July 2021.
- B. Eric — nomination form will be sent out soon
- C. Ke details position (supporting president, filling in during absence, attending Staff Alliance meetings). Staff Alliance meetings are somewhat bureaucratic and not as fun. Liaison to the Master Planning Committee and this is separate from the enumerated position duties.
- D. Eric — even though the Staff Alliance meetings are somewhat bureaucratic, UAS has an outsized influence due to the makeup (we’re 25% of the constituency)
- E. Traci asks about the different roles of the Staff Alliance and Staff Council, Eric and Ke detail the relationship. Staff Alliance has a direct conduit to the President, and that’s valuable. The president of Staff Alliance has a 2h/month meeting with the University President each month.

VIII. Opens

- A. [Michelle Nakamura](#)— brought up idea found on Facebook whereby staff could help the substitute shortage in our local school districts. Eric will bring this up in the next meeting with the Chancellor.

IX. Adjourn (2-3 minutes)

A. Motion: Ke Mell

B. Second: Kim Davis

VIII. Parking Lot

A.