

# UAS Staff Council March Meeting

Wednesday March 2, 2022, 8:30–10:00 a.m.

[Zoom link](#)

[Committee Updates](#)

- I. Call to order
  - A. Eric Lingle, President 20-22
  - B. Michelle Nakamura, 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. Shayla Sulser (She/Her)
    2. Cody Bennett
    3. Claire Batac Ligsay
    4. Jackie Wilson
    5. Clair Fitzpatrick
    6. Kiwana Affatato
    7. Trisha Lee
    8. Jonathan Lasinski
    9. Kelsey Walsh
    10. Amy Bannerman
    11. Leah Gregg
    12. Ryan Sand
    13. judith ramos
    14. Courtney MacArthur (she/her) UAS Sitka
    15. Greg George
    16. Alison Krein
    17. Sean Demello
    18. Donovan Grimes
    19. Jennifer Gross
    20. Katy Jordan
    21. Michelle (Jessie) Lampton
    22. Kathy Bolling
    23. Beverley Keefe
    24. Kailey Pritzl
    25. Tessa Nelson
- II. Adopt agenda (2 minutes)
  - A. Motion: Michelle Nakamura
  - B. Second: Kim Davis
- III. Approve [minutes of January 2021 Meeting](#) (2–3 minutes)
  - A. Motion: Michelle Nakamura
  - B. Second: Kim Davis
- IV. Special Election Results: Vice President, 2021-23 term
  - A. Eric: Congrats! Thanks both Michelle and Leah

- B. Michelle: Introduces herself
- V. Guest: Jackie Wilson, Dean of Students
  - A. Eric: it was announced by Chancellor Carey that there wouldn't be a Community Thanksgiving in lieu of another event happening a week earlier. There were staff members that didn't feel comfortable letting people know that they weren't happy with this decision. Hope to have an open dialog to help air this topic.
  - B. Traci: It's a challenging topic. Mixed messaging ('it's canceled due to COVID' vs. 'it was decolonizing'). Doesn't feel that this serves the students and community the same way (canned food drive, food for students to take home). There wasn't a safe place to raise these concerns, people felt that they would be "put in a box". Jackie was asked to come in and discuss the decision making process.
  - C. Eric: motion to go into executive session
    - 1. Second: Traci
    - 2. Everyone voted in favor

VI. Mask Policy Poll and Discussion

- A. [Stepping Down Mitigation Measures](#) poll
- B. Eric: COVID is lessening, seemingly. Michael Ciri reached out to SC for their opinion on ramping down mask mandates. SC created a poll to gauge interest. Opening up for discussion
- C. Colin: The survey only mentioned mask mandates, not quarantine or travel. Masks were easier to understand.
- D. Jessica: Travel quarantine is already in place. Quarantine period is down to 5 days.
- E. Eric: outlines the options in the poll. Easiest thing is for folks to fill out the poll so that we can gauge opinion.
- F. Traci: know that we're all tired of this (masks, worries, etc.) Doesn't like change (like in the middle of a semester). Feedback is most welcome.
- G. Jessica: should we go into exec session?
- H. Amy: Agrees with Traci. If there's a change in policy, thinks that it should either be after spring break or after the semester. Feels that senior leadership is going to do what they want to do.
- I. Eric: gives kudos to administration
- J. Amy: is a little shocked that administration is asking for our input
- K. Shawn Demello from Sitka campus: local schools are going to change (on the 28th). We're in a unique position in that MEHS students are coming over to the Sitka campus.
- L. Eric: also another question is that where should the authority be vested? UA President, chancellors, campus directors.
- M. Jessica: in Ketchikan there's a similar situation as in Sitka and it feels unusual.
- N. Clair Fitzpatrick: supports the mask mandate continuing. Thinks it's a good idea in spite of the fact that everyone else is removing their mandates.
- O. Michelle Lampton: Agrees with Clair. Has seen the difference in her own household.

- P. Michelle: supports moving to the option where masks are optional but giving employees and faculty the authority to require masks in their space. Would feel this is a happy medium.
  - Q. Clair: this does sometimes put people in an uncomfortable position to ask people to mask up.
  - R. Michelle: there's also the reverse of that, where people simply don't believe in masks.
- VII. Board of Regents motion to directly appoint Pat Pitney as UA President
- A. Eric: Informational topic. The BOR announced that they'd put forward a motion to directly appoint Pat Pitney as the President, after announcing in the past that they'd do a search for the president. However, there was no input from Staff Alliance or other governance groups, and this raised concerns amongst the governance groups. Our local feeling at SC level is that it did raise concerns but we are in favor of Pat Pitney. UAS voted in favor at the SA alliance level to the motion opposition. Feels that the reason a search wasn't done was that Pat is doing a good job and that the timing of the legislative session + its budget process makes it a good time to move from the "Interim" title. This is a demonstration of how governance is ignored.
  - B. Colin: how about the Faculty side of the governance house
  - C. Eric: yes the Faculty Alliance has requested that President Pitney not be appointed and to instead seek to go through the process.
- VIII. Advocacy Updates
- A. Compensation — David Bishko at our recent BOR meeting ran through a presentation including the following:
    1. [Compensation Discussion](#)
    2. [Compensation Philosophy](#)
  - B. Highlights include recognizing the high turnover rate, the disparity in pay compared to peers. Using the philosophy to guide further increases.
  - C. Moving forward: a 2% increase (2-step) this fiscal year seems likely. Hopefully a policy for predictable increases year over year. Price of oil is going up, PFD is doing well, hopefully this is something that can be sustained.
  - D. Educational Attainment Policy — brought up by Traci (as an example policy from the VC of Administration) to the Chancellor and to statewide. Outlines potential increases depending on attainment (certificate vs. AAS, vs. BS, etc.). Haven't seen anything hard yet.
- IX. Staff Development Day: May 11, 2022
- A. Statewide Speaker: May 5 — Stay tuned for an announcement for a shared speaker.
  - B. UAS Speakers/presentations — Working on getting a presentation lined up for UAS. Hoping to go back "live" in person.
  - C. Photography headshots — Hoping to do a repeat of photography session. May be over a couple of days.
  - D. Longevity Awards — Catching everyone up (missed a couple years)

1. Trisha: wanted to clarify — will those who missed their longevity award the past couple years get one?
  - a) Eric: Yes!
2. Leah: What's the longevity award?
  - a) Eric — in the past it was a glass thing or a catalog thing,
  - b) Colin — outlines pins and how they would look
  - c) Alison — chimes in — similar to William Spear pins
  - d) Colin — intent is to have enough of these to supply us for a few years out

E. Staff Excellence Awards - Nomination form — expect this to be released in the short term.

X. Adjourn (2-3 minutes)

A. Motion: Kim

B. Second: Traci

VIII. Parking Lot

A.