

Location: Novatney Conference Room (Juneau) • Room 110 (Sitka) • P515 (Ketchikan)

Toll-Free Number¹: 800-893-8850 Participant PIN: 8036459

Call to Order and Roll Call

Gwenna Richardson, President
Mae DelCastillo, Vice-President
Debbie Muller, Secretary
Mischelle Pennoyer, Juneau
Member-at-Large

Marianne Ledford, Ketchikan
Member-at-Large
Kim Davis, Sitka Member-at-Large
Members of the Public: Hildegard
Sellner, Nicole Duclos, Cheryl Strom,
Nicole Rogers, Dayna Mackey, Kim
Schulte, Elizabeth _____.

Adopt the Agenda – as amended; Kim Davis moved, Marianne Ledford seconded, passed unopposed.

Adopt the Minutes for February – as amended; Mischelle Pennoyer moved, Kim Davis seconded, passed unopposed.

President and/or Vice-President Report

Chancellor’s Meeting (did not meet) – individual campus meetings on “Campus Master Planning”
Staff Alliance Meeting (see attachments) – extremely productive 2 day retreat/meeting, got to meet Donald Smith, interim Director of HR (also Director of Labor Relations); meeting really good, many things discussed...Marianne Ledford moved, Kim Davis seconded that we discuss particulars later in “Other Business.” Two main things: 1) Juella Sparks, Chair of Staff Alliance is drafting a letter to present to President Gamble in reference to policies that are getting written up with no staff input. Ms. Sparks said there may be “repercussions” as the President may get a little upset that we (staff), the majority of UA employees, are taking a stand about being left out. Mae DelCastillo added comment that administration is not communicating to Staff Alliance – don’t hear until already done – not in communication plan. 2) Having staff set up a task force to research other vendors or options for health care; because of what is happening FY13. There will be a survey for Staff about the Tobacco Policy. There are 3 possible options: Surcharge, Tobacco-free campus, Tobacco-free hire. Donald Smith indicated with that policy anyone who applies for work at the University who is a tobacco user, or someone in their family is a tobacco user, will be eliminated from consideration immediately. Survey should be out by the end of this week. Hildegard Sellner asked why the designated smoking area option was not included and would there be place on survey for comments/questions. Yes, there will be. Mischelle Pennoyer asked about inclusion of Faculty. Juella Sparks is talking with Dan Monteith, so that faculty can be invited to answer survey as well. Discussion followed about taking care involving faculty.

System Governance Meeting (did not meet this month)

Committee Check-in

Communication:
Debbie

No report – tell Nicole Duclos when minutes are ready to be posted.

¹ Note that this conference line has limited capacity; we encourage people to attend the local meeting with their campus representative.

Healthcare: Gwenna

Next Meeting Date: SHCC meeting is this Thurs. 3/29 and is open to the public...Gwenna will send call info to campus representatives to distribute.

Training: Dayna

Last week's training they viewed a video with T. R. Reid about healthcare in America. About 10 people were present and 4 or 5 online attendees; discussed healthcare changes; Jim Danielson talked about questions and changes.

Next training is April 18 with Erika Van Flein attending by video conference from Fairbanks. Discussing the upcoming health care changes. Dan Montieth – Faculty Senate has been contacted about invitation to faculty to attend.

In anticipation of a lot of questions and venting, Dayna Mackey brought up the possibility of having “Brown Bag” open forum meetings in the weeks leading up to the April 18 training. This would give employees the opportunity to vent and collect questions to provide to Ericka ahead of time, in hopes that the entire training would not be spent “griping.”

Gwenna Richardson will collect all the questions and comments.

Marianne Ledford was unsure it would help to have a forum without the ability to provide answers. She will collect questions and forward to Gwenna.

Kim Davis believes she has already heard from everyone, but will send an email requesting questions, complaints, suggestions and forward to Gwenna.

Discussion about possibility of providing an update on the staff council training website. Mischelle Pennoyer says she likes idea of giving people a chance to “say it out loud” before the training, in hopes we can drill down to maybe the 5 most important items, which we can then present as a cohesive unit in a concise, civil manner to Erika, Jim and Kirk.

Attempt to diffuse emotion a bit;
Communication – why are these things happening and what can we do about it.

Gwenna will consolidate once per week: this

is what has been presented so far; we can add to, and/or elaborate.

Evening presentation had very good turn out – library almost full; about 4 staff, mostly public. Sitka conferencing equipment was going haywire; Ketchikan had no information about attendees; distance hearing issues noted in Juneau.

Tentative Juneau open forum dates:
This Friday 3/30
Next Wed. 4/4 and
The following Mon. 4/16.

Elizabeth noted that she had heard no discussion of the cost increases at Health Care Committee meetings.

Wellbeing: Marianne,
Mischelle, and Kim

No meeting for awhile; Mischelle Pennoyer stated she has started printing anniversary cards; will take to retreat in April for Gwenna Richardson to sign.
Marianne Ledford says will have Staff Award information ready to present at April retreat.

Campus Reports

Juneau – M. Pennoyer Construction of parking lot turn around is causing loss of Trees; Perkins and will try to meet with faculty and staff in April; T.R. Reid presentation interesting – timing of his discussion of upside in health care, where some things are working versus hearing from Erika Van Flein and Donald Smith why we're paying 3 times as much. The training was an introductory talk about what goes into our health care and why it costs so much. Jim Danielson attended and was pretty frank in his answers and discussion. The evening lecture by T.R. Reid, sponsored by Juneau World Affairs Council and UAS Staff Council, he spoke about health care in America, some places it's working and that it isn't an insurmountable task. At the same time, the Supreme Court is looking at the constitutionality of Obama-Care. Additionally, Mischelle shared that a faculty member had approached her looking for an opportunity to ask questions and share thoughts. His faculty representative is not providing a forum. Reiterated faculty, Jim Danielson and Kirk McAllister are invited to attend April 18 training.

Gwenna Richardson requested copies of email contacts from staff to representatives or list(s) of comments and/or complaints.

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Ketchikan – M. Ledford Fairly quiet; Spring Equinox BBQ for students, faculty and Staff; this Friday (3/30) there will be a film discussing Women's History Month – Irene Sendler's "In the Name of Their Mother's."

Working on filling Summer semester classes.

Sitka – K. Davis Quiet; construction in “hangar” that won’t be done until after Fall semester starts; have a wellness break this Friday (3/30); Master Planner meeting has to be rescheduled as they got snowed in; Summer classes good; Fall semester up April 2nd.

Other Business

Staff Makes Students Count Status – Gwenna Richardson has received 3 nominations and is looking for committee members to finish up this week.

Mischelle Pennoyer, Hildegard Sellner, Elizabeth _____ and Kim Schulte volunteered.

Constitution & Bylaws (see attachment) – this is the 3rd year item is being worked on; no mention of Staff Council participation in Staff Alliance; would like to see terms of offices for President & Vice President go to 2 years and be staggered for overlap and continuity; go to www.alaska.edu/governance to compare ours to Statewide Administration Alliance and Staff Alliance (homework) so we can update ours; UAF & UAA also have staff council websites; everyone else is on 2 year terms; bring changes and recommendations to April retreat so we can discuss, try to get a solid plan/amendment to present to staff as a whole, see if they have any recommendations before we send to Chancellor Pugh.

Education Policy DRAFT Update – Donald Smith is presenting to BOR in two weeks; he will entertain extraordinary recommendations but policy takes effect 1 July; one question not answered is about the number of credits allowed for those off contract in the summer; according to this policy the academic year is Fall through Summer; this policy is the same for Faculty; ability to have the 6 month probation period waived has been extended to include staff (not only for faculty. (There was discussion on definition of “academic year.”) Paragraph J. of policy is about Satisfactory Academic Progress; for degree program participants, this will apply; needs more discussion. This is a draft, some things could change – particularly SAP.

Process for submitting Resolution – trying to get a definitive answer; our resolution was kicked back again, this time because the date System Governance approved exceeded the time limit; voiced disappointment on staff’s behalf.

Tobacco Use Update – survey going out to staff; Juella will invite faculty; 3 options and add comments, questions; representatives let your constituents know.

April Retreat – April 17 in Sitka; a.m. will be meeting, open to public; afternoon will be staff council only, work on constitution & bylaws, anything else added to agenda.

May Staff Development Day in Juneau – May 16th, Wed. in Juneau; Dayna discussed reasons for holding on Wed. – 3 days before start of Summer semester, 3 business days after faculty end contracts; Gwenna has looked at budget and it is possible Ketchikan and Sitka representatives could fly in to Juneau to participate – unfortunately, Marianne will be out of town and Kim is unable to leave work – is video conference attendance an option? We will try to have video conference ability.

Elections – next month, nominations open for a couple of weeks, then voting; by 2nd week in May will know new staff council; anyone wants to continue (or new) need to turn in a brief biography.

Public Comment – Dayna Mackey inquired about the new process for sending a resolution to the President; Gwenna Richardson replied that they are working on getting this defined, Juella Sparks is writing a letter; process is outlined in the BOR regulations (03.01) but it’s “changed.” This change

is “extremely frustrating” especially since we didn’t find out our resolution got kicked back until last week. They are also working on getting Donald Smith up on the process.

Nicole Rogers asked if the JHCC ever talked about 1 health care plan. Gwenna Richardson said, yes, three years ago it was discussed, along with many other options. Because of JHCC dynamics is sometimes difficult to get things through – things get set aside. At the beginning of this fiscal year, it was implied that our health care costs were going up, but not to the extent that it did. Staff Health Care Committee broke down when the chair changed jobs, info not shared, new administration; not sure what/why things happened, caught a lot of people off guard, no information from anyone that this would happen.

Nicole Duclos asked if pooling with State of Alaska employees was ever discussed. Gwenna Richardson replied yes, it has been brought up and it is being brought up again.

Mischelle Pennoyer recommended forwarding this up to Dayna and Gwenna for inclusion to Ericka Van Flien.

Faculty UNAC president is forming a task force of his administrative assistant and six research grads to research different programs and options.

Other options need to be looked at. Discussion with Donald Smith about what some of those were and where he can find them.

Nicole Rogers asked if the JHCC website listed committee members. Kirk McAllister is not a member, Jim Danielson is; three admin slots are filled.

Adjournment – Marianne Ledford moved, Kim Davis seconded, passed unopposed.

Next Meeting Date: April 17, 2012

Attachments:

Constitution & Bylaws

Education Policy

Staff Alliance Meeting Agenda & Attachments

2012 February Minutes Draft