

# UAS Staff Council Minutes - Final

## February 21, 2012 @ 8:30 am

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

**Toll-Free Number<sup>1</sup>:** 800-893-8850 **Participant PIN:** 8036459

### 1. Call to Order and Roll Call –

- |   |  |
|---|--|
| <input type="checkbox"/> Gwenna Richardson, President (Absent)      | <input type="checkbox"/> Marianne Ledford, Ketchikan Member-at-Large |
| <input type="checkbox"/> Mae DelCastillo, Vice-President            | <input type="checkbox"/> Kim Davis, Sitka Member-at-Large            |
| <input type="checkbox"/> Debbie Muller, Secretary                   | <input type="checkbox"/> Members of the Public: Hildegard Sellner    |
| <input type="checkbox"/> Mischelle Pennoyer, Juneau Member-at-Large |  |

2. **Adopt the Agenda** – As Amended - Mischelle Pennoyer moved, Debbie Muller seconded, passed unopposed

3. **Adopt the Minutes for December & January- As amended** - Mischelle Pennoyer moved, Kim Davis seconded, passed unopposed

### 4. President and/or Vice-President Report

- a. **Chancellor's Meeting (See attachment)** – Mischelle Pennoyer received emergency text message from IT; Chancellor Pugh very proud of turnout at listening sessions at all 3 campuses; Hildegard Sellner compared student attendance of 4 to 5 people and faculty attendance of 4 to 5 people to staff attendance of 35 – 40; Marianne Ledford attended the Ketchikan listening session and reported that almost all staff, a few students and approximately half the faculty attended; Kim Davis didn't get to go to the Sitka listening session, some other people did, but she's received no feed back yet; there is a Statewide direct link to survey.
- b. **Staff Alliance Meeting** – tuition waiver bounced back to be sent through System Governance – haven't heard anything yet from them; listening session – UAF – Central Communication Tool, 1 email; same distance learning system – Blackboard – Mischelle Pennoyer says we are almost there, should be this Fall; tuition waiver – are we going to get a draft of new policy being promoted? Hurry up to get approved to take effect July 1<sup>st</sup>; Mae DelCastillo will check with Juella Sparks, she's unaware of any set deadlines; Mischelle Pennoyer shared about last weeks' training by Gwenna. Kim Davis inquired about Tobacco Policy – is University not going to hire tobacco users? Decision apparently not fully made...going through Legal Council, there is consideration of an alternate option of tobacco users paying an additional \$600 on medical.
- c. **System Governance Meeting (did not attend but see the agenda and attachments)** – Revision of BOR Policy letter from UAS

### 5. Committee Check in:

- |   |   |
|---|---|
| a. Communication: Debbie                      | Continue to record meetings   |
| b. Healthcare: Elizabeth                      | Next Meeting Date: Next Thurs. 23 <sup>rd</sup> 9:00 a.m.   |
| c. Training: Dayna                            | Next Meeting Date:  |
| d. Wellbeing: Marianne,<br>Mischelle, and Kim | Marianne – haven't met in couple of weeks, will report next month...Anniversary cards have been ordered, should arrive today... |

### 6. Campus Reports

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

- a. Juneau – M. Pennoyer – quiet right now, Art of Place Friday, Glacier View room at 10:00 – Hildegard Sellner – gearing up for Native Oratory on March 3<sup>rd</sup> “Difficult Dialogue Seminar” by Libby Roderick APU – learning to listen rather than interrupt, no Faculty attendees so changed to Staff audience, how we deal with Native American students and their culture, too...help Faculty to understand culture – just listen, not immediate feed back...for example when a Tlingit & Haida student approach the counter – withdraw from school because “not what elders taught them” forward student to Joe Nelson or Colleen James. Is this a possible Staff Development topic? Western way and Native way – two perspectives but can be blended – Western way is just as made up – help them understand and keep open mind.
- b. Ketchikan – M. Ledford – this month pretty quiet, next month Big Brothers, Big Sisters Bowl for Kids Sake and Spring BBQ – first day of Spring, March 20
- c. Sitka – K. Davis – Web Designers on campus – ways to make web more effective part of student success center; on Feb. 10 Finish Construction Tech area, Lecture Hall, expand Learning Center testing, advisors, computers, Open House on Saturday – community, seminars, hot dogs; Summer about to “roll out.” Anything we want her to do for Sitka Retreat?

## 7. Other Business

- a. **Staff Makes Students Count (see attachment in the Staff Alliance attachments)** – Pat Ivey retiring; Mae DelCastillo will send link to be sent out
- b. **Expressing (Mae)** – Kirk McAllister was unavailable, had ‘casual conversation’ with Chancellor Pugh; Deb Gregoire, Marsha Squires offered their kitchen next to Mourant Conf. for staff; Staff want a permanent solution – Mae DelCastillo believes the Chancellor is looking into it; there are changing tables in restrooms, which is Mae’s next item on “family-friendly” campus.

8. **Public Comment** – Hildegard Sellner “thrilled we’re vocal” compared division of students/faculty/staff to family groups – students are like children, faculty is like father, staff is like mother – staff is on the bottom; she’s showing up at faculty meetings; would like to see more combination meetings with chances to speak – we can all teach and all learn – faculty seems to only want to teach, not learn.  
Chancellor Pugh arrived at this point, spoke about President Gamble’s comments on smoking – smoke free campus(es) rather than health rigmarole, hiring declaration – current employees would be “grandfathered” in...

Some lively conversation ensued:

400 campus (nation wide?)  
 think “smoke free not tobacco free”  
 work into it or Cold Turkey?  
 Bartlett, State,  
 6 months on July,  
 already have a city ordinance  
 need to have a “safe” designated place (walking to/from without falling, good lighting)  
 Career Center has concern  
 No word from other campuses  
 Will only do if Statewide mandate from President Gamble

Mischelle Pennoyer – UAS should show we are in charge and can set an example – thinks we could encourage good life style choices – make it difficult for smokers

What is smokers’ cost in health care?  
 Demonstrate can be done in a civil manner...  
 Talk to Construction Tech – where, cost to build shelters away from intakes

Dayna Mackey joined us at 9:20 a.m.

Hildegard Sellner – wondered if there is any data on the cost of unhealthy food choices (to health plan)...would students be asked if they smoked and if so, would they be charged? Someone said that the students were the ones who brought up smoking by the cafeteria – Hildegard said she only remembers 2 comments.

Chancellor Pugh - Budget seems to be going well – doesn't anticipate any surprises.

Wonders why health care costs continue to go up for us when national average increase is only 5% - we're self insured, if we have a number of knee and hip replacements – in Alaska it's 100 times more expensive and we're all paying for that.

Update of committed space for mothers to express milk – Jessie Grant is looking into – library already has for their employees, but it's hard to open the designated area to students (because of where it is) – flurry of emails.

Difficult Dialogue seminar – embarrassed no faculty showed up, presenter was very understanding, great workshop, Cultural Inclusion Group has been meeting for 4 years; issue with faculty not attending things (discuss requiring at orientation). They don't come to Egan even when “their people” are presenting. There is a culture of not attending...keep working at it.

Leadership, better attending meeting...

## **9. Adjournment**

## **10. Next Meeting Date: March 27, 2012**

### **Attachments:**

- Alert Sign Up
- Expressing and Additional Info
- How to send an emergency alert
- January minutes from Staff Alliance
- Staff Alliance Meeting Agenda & Attachments
- System Governance agenda
- 2011 December Minutes\_Draft
- 2011 Fall Retreat Minutes\_Draft2
- 2012 January Minutes\_Draft