

UAS Staff Council Meeting Notes **DRAFT**

Wednesday June 10, 2020, 1 - 2:30 PM

[June Meeting Recordings](#)

June Meeting Items: https://drive.google.com/drive/folders/1NMvK_rqWsWDF7j4rC7x0oo6wMzj5sHul

I. Call to order and roll call

- A. David Felts
- B. Kate Govaars
- C. Cody Bennett
- D. Denise Carl
- E. ~~Shellie Tabb~~
- F. John Ingman
- G. Members of the Public
 - Chancellor Rick Caulfield
 - Amy Bannerman
 - Colin Osterhout
 - Gwenna Richardson
 - Kim Davis
 - Keni Campbell
 - Aimee Richards
 - Eric Lingle
 - Amanda Triplett
 - Libby Stringer
 - Suzi Volmer
 - Anita Parish
 - Sam Kito
 - Trisha Lee
 - Sonia Felts
 - Emy Roles
 - Michelle Nakamura
 - Jon Lasinski
 - Clair Ligsay
 - Heather Burge
 - Ronalda Cadiante Brown

II. Adopt Agenda: Motion: John I., 2nd: Kate G.

III. Approve May Minutes: Motion: Kate G, 2nd: John I.

IV. Guests and Public Comments:

A. Chancellor Rick Caulfield

- Thanks: to incoming and outgoing SC members, a robust SC is important.
- Budget: Everyone is aware that the University is working under the compact with the Legislature applicable through FY20, 21, & 22 for a total of \$70m reduction. We have put forward a budget proposal for UAS approved for FY21 - a 2.7m reduction after working with Deans, Directors, and [SPBAC](#). We were also asked to do that process for FY22, to provide a general outline of how we might achieve our anticipated reductions.
- BOR Meetings: With addition of additional COVID crisis, the president presented at the BOR audit committee a pretty grim picture. The Audit Committee asked him to come back with options to deal with budget challenges for their June meeting. The President composed an array of options which included a structural option for merging UAS with a northern campus. We had a great outpouring of community support opposing any notion of merger. Despite that, the Juneau-based regent, Dale Anderson put a motion forward to ask for a study of the merger idea of UAS and UAF (not UAA). The idea is to create a report by Oct 15, and BOR will be able to review for the November meeting. There seems to be thought of hiring an external consultant to assist in the study. The action was *to study*, so it's not a done deal. Dale also provided a perspective that a merger of UAS *into* another campus is not what is called for, though the BOR motion gives that impression. Kate noted that we as a Staff Council would love to be present in that process; Rick suggested that this group send a letter to the president being direct about our desire to be involved. President has been quoted indicating that a merger of UAS into another campus could achieve a 15m or more savings for UA, but it's unclear how that would be achieved.

- Covid planning process: Thanks to Employees and Students for stepping up to endure the migration to remote courses in the spring. There is an onsite operations plan put forward by UA with A-E phases of restrictions and precautions. We are currently in Phase B. UAS has a Covid Response team working through the process. There will be documents reviewed by this team to prepare ourselves for moving UAS's phase. Phase B has largely remote work, hopefully entering next week. Phase C has more allowances for working on campus, and offering face to face courses. From Executive Cabinet perspective, we are hoping to be operating in phase C by fall. There are some limitations we will need to solve for: numbers of persons in rooms, exceptional cleaning, limitations of population to achieve social distancing. Hope to have Phase B achieved next week, with a goal of reaching phase C by June 26. A real consideration could be a spike in cases in Alaska or a campus, and we may need to move back to an earlier phase up to directing students away from housing and other precautions taken earlier this year.
- Interim Chancellor: Rick will be retiring at the end of this month. The President has decided to hold the recruitment and look to have an interim chancellor from July 1 for 12-14 months, and engage in recruitment again if the BOR turns down the options for merger in October. Hope is for it to be an internal candidate. The Faculty Senate has invited feedback from members on the topic. The President asked for feedback by Friday this week.
- Question: A budget-related question - is Chancellor White prepared to cut the UAF budget to keep the UAS system open? When the president put forward his presentation, he noted an 11-36m gap. The reason for the 25m spread is that he is not confident that UAA/UAF will be able to meet the reductions. UAS has received praise for our planning efforts and putting forward a path to achieve reductions. The president and chancellor caulfield has concerns that UAA/UAF may have challenges reaching reduction. The Chancellor allowed a memo to be posted on BOR Docs, being willing to look at a number of other options that does not require dismantling one of our accredited universities. It is an open question of whether UAA/UAF will be held accountable for their portion of reductions. We do have a plan moving forward, but hope that colleagues up north are able to step forward in the times.
- Question: Is there a way to pin the president down on real numbers? 15m estimate is nearly unbelievable. Seems disingenuous to put out the information in the first place. We certainly want to speak to the desire to see other BOR options. We appear to be missing the student perspective about their needs. We know that many students in the region need additional support, and would need to have this support within the region.
- Question: Do we know the President's status? He is the sole candidate with the UW system, and we should know a result within the next couple weeks. There is no clarity of who an interim president might be, nor what impact it might have on the BOR's consideration of options.
- Question: Will there need to be FY21 budget adjustments based on declining enrollment? It is a wildcard at this time. We are likely to see a 10% drop, and that may be optimistic. So many are waiting to see what fall will look like.

B. Anita Parrish

- Fall Convocation: This year's event will be virtual this year. Save the date: August 11-12. A past critique was that there was not much engagement for staff specifically. Anita will be sending calls for sessions and involvement. We would welcome a staff track for convocation. If you are interested in presenting a breakout session for faculty, staff, or both, please send an email with a brief description of the topic and the intended audience to uas.provost@alaska.edu by noon on Friday, June 19 .

V. Advocacy updates:

A. BOR Meeting Updates: there was an emergency BOR meeting today that immediately went into executive session to discuss the president's potential departure. Thanks to Kate for helping pull things together for the 6/1 meeting.

- Next steps for UAS advocacy: Kate will draft a letter and get it sent ASAP to assure Eric can be considered for the group put forward for the merger study. A question was asked about whether there had been any interaction with Heather Batchelder/David Noon regarding a shared meeting with Dale Anderson to ask his intent and purposes. There have been some emails sent inviting the Faculty Senate to conversation, but nothing has materialized. We may consider a shared all-governance meeting with the Faculty Senate, Students, and UAS Staff Council. This is a good consideration given there was a comment sent through the staff council feedback form asking why we haven't yet merged efforts of advocacy with other groups.
- There are people who think a merger would be semi-inevitable and were open to discussion about how to best represent UAS expecting a merger.

B. Covid reopening updates: The chancellor did a good job with explaining the topic above. Any concerns with reopening mitigation steps should be addressed with one's supervisor, and if not handled to satisfaction, Staff Council may be able to help with advocating on behalf of staff. Please be watchful for additional information to be shared. The premise is to be able to scale forward and backward as needed. The process is aiming to be mindful of different populations and their needs.

VI. Communication Plan Updates: Kate noted that the past two months of newsletters were not sent out due to other priorities. It would be useful to consider a similar approach to how we've handled committee updates in creating a shared responsibility for populating content into a single document. Another idea would be to establish a calendar of dates that things go out and when information needs to be consolidated and reviewed. There may be a continuation of the quick poll included in the newsletter - creating opportunities for engagement would be great while focusing on things that have actionable outputs would be ideal. The suggestion box has been more active, but has been difficult in that anonymous comments do not allow follow up with the individual who took the time to share their thoughts.

VII. Chancellor's Departure: The Chancellor provided good information above. Regarding the leadership transition, it's a tough job, but all from the Executive Cabinet are willing to engage; Rick will not be staying longer. A survey to poll staff for preference in an Interim Chancellor was included in the newsletter, but it did have the ability to submit multiple entries. A great benefit is the rationale provided. Kate will send it out again in a singularly direct email. It might be worthy to inquire what we are wanting from a candidate (skills/abilities/etc) - this could be gleaned from the Chancellor Search materials.

VIII. Retreat Planning: The retreat is used for "get to know you", goals, how governance works at UA, how SC handles committee assignments. SC members should update the retreat planning

documents and we ought to be talking about dates/times. These are things that can be done external to this meeting.

- IX. Updates on Spring-2020 semester items:
- A. Staff Excellence and Staff Make Students Count Awards: We had great nominations and letters of support. Congrats to SMSC Award winner Louie Scott he had some fantastic remarks shared with the BOR. Congrats to SE Award winners: Leah Gregg, Louisa Cryan, Tessa Nelson, Sonia Felts! It's really great to see how much good our colleagues are doing. In selecting winners, the Excellence awards are selected with 2 from Juneau, 1 from Ketchikan, and 1 from Sitka. Katy Jordan put some congratulatory videos on Facebook (and perhaps instagram). We'll see videos through the week celebrating their awards. It's challenging to pick from great nominations. Thank you to those who participated, and thank you all for your service to UAS.
 - B. Staff Development Day (SDD) and/or longevity updates: SDD has been tabled for the moment, but conversations with Alexa Koontz continue in hopes of creating a fellowship events; recognition of longevity will be in HR's hands for the future - we want to be sure we didn't miss anyone if there is a skip of a year.
 - C. Morale Survey: SA recommended that the surveys be done as a collective in the spring and have shared questions that can be provided to leadership and assessed year over year. We will model that and not release the morale survey this year. Also considered a morale survey in advance of a new chancellor, but now that an external candidate is not in line, we wanted to have information that might be "pulse taking" be actionable information. It would be valuable to have continued polling to create data over time for reference.
 - D. Professional Development: Cody gave an update of recent Professional Development conversations with UA HR representatives. They are still trying to get their feet under them, and are planning to distribute a broad survey to gauge needs across UA. We shared our UAS staff survey, and offered that information. It was notable that they were able to register that "Training" is a different outcome than "Learning" and that development (learning) is the goal. There was no additional information about how they might share these opportunities with UAS employees.
- X. Onboarding New Members: David offered appreciation of incoming staff council members engaging (even those who are off contract!) to have good continuity in the transition. Sharing of documents is being composed including a handbook and spreadsheet of duties for specific positions. Cody may consider reaching out to Members-at-large looking to pull any specific tasks they are performing and should be capturing. Eric will be overlapping with the Staff Alliance meeting next week considering his upcoming role as President.
- XI. Written Committee Report Quick Questions: No comments about this section.
- XII. Shout Outs: Further appreciation for award nominations. Grateful for new members engaging in the transition of positions with the Staff Council. Thanks to Cody for connecting with SWHR about Professional Development. Thanks to outgoing members. [check recording], Thanks to David for committing to the role and sticking with through
- XIII. Adjourned: Motion: Kate G., 2nd: John I.
- XIV. Parking Lot: Nothing included from agenda, nor discussed in the meeting.