

UAS Staff Council Meeting Notes **DRAFT**

Wednesday July 15, 2020, 9 - 10:30 AM

[July Meeting Items](#)

[June Meeting Recordings](#)

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- I. Call to order and roll call
 - A. Eric Lingle
 - B. Kate Govaars
 - C. Colin Osterhout
 - D. Denise Carl
 - E. x-Gwenna Richardson
 - F. Kim Davis
 - G. Members of the Public
 - Karen Carey (Interim Chancellor)
 - Alexa Koontz
 - John Ingman Jr.
 - Michelle Nakamura
 - Louie Scott
 - Kiwana Afatato
 - Amy Bannerman
 - Cody Bennett
 - Sam Kito
 - Julia Guthrie (sub for Gwenna-should be listed as Ktn MAL)
- II. Adopt Agenda:
 - A. Motion: Kim Davis
 - B. 2nd: Denise Carl
- III. Approve June Minutes:
 - A. Motion: Kim Davis
 - B. 2nd: Dave Felts
- IV. Guests and Public Comments (20-25 minutes) (9:15am when Karen joined the meeting)
 - A. Chancellor Carey
 - Updates
 - a) new interim president appointed yesterday, Pat Pitney
 - b) Karen anticipates a good working relationship
 - c) she starts August 1
 - d) Michelle Rizk will be in the role until then
 - e) Still working on COVID at the moment
 - (1) Currently in phase B
 - (2) Rick wanted to move to phase C
 - (3) Waiting on statewide
 - (4) There will be classes on campus (about 65% of classes previously scheduled as on-campus classes), including:
 - (a) Art
 - (b) on-campus labs
 - (c) tech center and classes in Ketchikan and Sitka
 - (i) "With all kinds of personal protective equipment provided to those students"
 - (5) Other classes
 - (a) communication
 - (b) sociology
 - (c) a couple classes in English
 - (6) Main reason to identify F2F vs. online: we're saying to students, if a class is going to be face to face, then you need to be on

campus. It's difficult to prepare F2F as well as on-line course. Karen has asked faculty to reach out to all students if they're teaching face to face asking them that if they don't feel comfortable then if the faculty member can do anything to provide materials/instruction to those students.

(7) Ryan Sand will be working with faculty to make sure students stay safe

(8) #1 priority is safety (of staff, students)

(9) If you want to remain at home, work with supervisor

(10) Many of staff have children which impact schedules

(11) Bottom line: work with supervisor — flexibility is important

f) Merger is also at the top of her list

(1) Believes that merger will be put off

(2) Or do something differently for FY22

(3) Has informed Michelle Rizk that merging by FY22 is unrealistic due to amount of effort required

■ Q&A

a) Kate Govaars: has there been any work pursuant to the merger charge?

(1) Karen: no there hasn't been any movement

b) Eric: we are likely to submit a new memo to the interim president.

Originally we asked for a seat at the table: after discussion with Karen agreed with a unified voice: put the merger on hold

c) Eric: appreciates the charge for flexibility. A lot of the social distancing requirements. Relying on behavior of people (social distancing) seems risky. Worries that young people/students may have a detrimental effect

(1) Karen: If people are vulnerable, they need to stay home. The faculty who want to come back can come back. Those that want to stay home can stay home. Many faculty and staff have vulnerable people at home, so making sure that those people are given the option from working from home is important. Families are #1. If there's any issues, please reach out directly to her. (Conveys that feelings of security/safety is paramount)

d) Cody: Do you have a bead on statewide decision to move to a different stage?

(1) Was in an IMT statewide meeting yesterday. Statewide cases are going up. Karen's concerned that we're going to remain in stage B and is OK with that but wants to have statewide make a decision as we need to know that as there's impacts locally (social distancing, capacity in the room) so that we can prepare.

e) Cody followup: might we stay in phase B even if UA statewide goes into phase C?

(1) wants statewide to make a decision, then rely on Michael, Nathan, and Ryan to help make the local decision

(2) Hope to hear from local team in the next day or two, and statewide soon

f) Louie expresses his thanks

V. Update on VP Position (4-5 minutes) (Kate leading discussion)

A. Kate Govaars is leaving UAS ~ beginning of August and stepping down from VP position

- B. Call for nominations close Friday
 - C. Received 3 nominations thus far, working on making contact and establishing interest
 - D. If there's more than 1, then there's a special election to start running next week
 - E. If only 1, then they're appointed to the role
 - F. Ideally there'd be some overlap to ease the transition
 - G. Eric gives a big thanks to Kate for her service
- VI. Advocacy updates (8-10 minutes)
- A. Specific accomplishments
 - Since the last meeting, a lot's going on regarding a few things:
 - a) Jim Johnsen has resigned
 - b) The approved merger study motion to the BOR
 - c) Chancellor search put on hold
 - Kate has set up a poll from within the staff council newsletter asking for recommendations for the interim chancellor + reasons
 - a) results of the poll: Provost Carey was the overall leading result
 - b) Memo sent to Office of the President with summary of the staff poll
 - Memo wrote re: inclusion of SC to the merger study if it continues
 - a) request that the lead of the study not be a member of the BOR due to perception that there may be a conflict of interest that would result
 - Memo wrote re: feedback from staff about concerns re: COVID and requested remaining in phase B. If we shutdown when there's a handful of cases why open up if the cases are rising?
 - a) Michael Ciri responded that phase C is a more flexible option but doesn't mean opening the floodgates
 - B. Next steps
 - Eric Strongly suggests that we reach out to president's office re: merger study
 - a) previous memo requested "seat at the table" for any study
 - b) current thinking: put together a more strongly worded memo requesting to take the merger option off the table. Justifications:
 - (1) Doesn't make sense (no documented savings)
 - (2) We're currently in a crisis at the moment due to COVID, and this feels like a self-inflicted wound.
 - (3) Hears from students that merger talk is a big dissuasion
 - c) Opens up topic for discussion
 - (1) Kate: Michelle's in place for another two weeks. Doesn't believe anything will move forward until new President comes in
 - (a) Eric: memo should be to Pat Pitney directly
 - (2) Denise: next BOR meeting is September 3-4th. Memo should go to the BOR as well
 - (a) Eric: while the BOR advanced the motion, it was done at the behest of President Johnsen
 - (b) Kate: the charge states that no one can act until the BOR has made a decision to act
 - (3) Eric: should the letter then go to the Office of the President as well as the BOR?
 - (a) Denise: should go to the chair of the BOR (Buretta) as well as the President

- d) Eric asked around if there were any concerns, and hearing none, agreed to write letter
 - Eric: Regarding COVID, feels that leadership is open to feedback+concerns from students and staff. Feels that Karen is correct concerning phase transitions (need direction soon from UA soon)
 - a) Kate: John Ingman shared some email exchange with Michael Ciri re: phases, appreciates that Karen is open to stepping back. Felt that some of the decision making was subjective, but appreciates the tough position of the university. Wants SC to keep an eye on the process.
 - C. Colin: wants to know about the status of COVID child care leave
 - Kate: no recent communication in the COVID committee
 - Alexa: currently, no changes to the original direction. If Federal Government makes any changes, then this will be brought back up with Statewide
 - The 20 hours a week got replaced with 80 hours total, then after that, then staff could use FMLA. COVID could be partly paid
 - Alexa will find out more
 - D. David Felts: Wants to know about the digital transformation readiness
 - Eric wants to know about that plus the market rate compensation study, but that is put on hold. His thoughts: while the talk of the merger study is on the table, we shouldn't bring up the market rate compensation study directly. If conditions approve, then perhaps we should bring it up again.
 - Comments:
 - a) Colin: can we work through Staff Alliance to push forward?
 - b) Cody: remains concerned due to turnover. Concerns of study: longevity didn't play a part in determining market salary. Certain departments have had whole-team rollover which impacts efficacy. Greater the delay puts more load on the remaining staff. Appreciates the timing issue but the need is pressing.
 - c) John Ingman totally agrees. Faculty isn't turning over [nearly to the rate of staff], but staff definitely is. Even if there's no movement, it's still appropriate to bring up just to keep it on the burner. It's an important issue as people are being underpaid.
 - d) Eric still feels like this is not as pressing as the merger
- VII. Covid 19 / WFH Updates and Concerns (8-10 minutes)
- A. Kate wants to see the VP role continue on to serve on the COVID committee
 - B. Eric feels good about the work from home concerns after the Interim Chancellor's update
- VIII. Staff Council Communications (8-10 minutes)
- A. Newsletter (next one comes in the first couple weeks of August)
 - There's a lot of work to be done for the Secretary and the President re: the Newsletter in this regard, but feels the VP should retain this role as well
 - Discussion of whether or not the poll should be sent separately from the newsletter
 - B. Polls
 - 31 responses
 - a) Most people have child care responsibilities (65% roughly)
 - b) 51% of people have significant child care responsibilities
 - c) Would love to get a higher response rate (would love to see ~50%)
 - Denise suggests that we re-ask the staff to submit the poll

- request additional COVID funds be granted for leave. Some folks have childcare, some don't.
- E. Dave: to work on convocation
- F. Colin: can we provide a "mixing bowl" where people can solve problems, share lessons learned
- Alexa: shared experience from SEARHC about breakout sessions using facilitators. People could sign up for sessions of interest.
 - Dave to work on that as well