

## UAS Staff Council Meeting Notes

Wednesday August 12, 2020, 10:15 - 11:15 AM

[July Meeting Items](#)

[July Meeting Recordings](#)

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- I. Call to order and roll call
  - A. Eric Lingle
  - B. Mae Delcastillo
  - C. Colin Osterhout
  - D. Denise Carl
  - E. Gwenna Richardson
  - F. Kim Davis
  - G. Members of the Public
    - Auguste Stiehr
    - Cody Bennett
    - Ke Mell
    - Krsten Handley
    - Rachel Jacobus
    - Aimee Richards
    - Alexa Koontz
    - Amy Bannerman
    - Arielle Parker Fargnoli
    - Barbara Morse
    - Caitlin Purdome
    - Claire Ligsay
    - Cindy Eriksen
    - Dash Hillgartner
    - David Felts
    - Emy Roles
    - Gabe Wechter
    - Gloria Merry
    - Greg George
    - Heather Burge
    - Janelle Cook
    - Jasper Vic Soriano
    - John Ingman Jr.
    - Jonathan Lasinski
    - Kathy Bolling
    - Kayti Coonjohn
    - Katy Jordan
    - Ke Mell
    - Kelly Jensen
    - Kolene James
    - Lacey Hall
    - Laurie Williams
    - Libby Stringer
    - Martin Carter
    - Michelle Nakamura
    - Nathan Leigh
    - Peter Sommers
    - Phillip Bode
    - Rachel Jacobus
    - Romee McAdams
    - Ronalda Cadiante Brown
    - Russell Peterson
    - Ryan Sand
    - Sam Kito III
    - Sean Demello
    - Suzy Vollmer
    - Shayla Sulser
    - Sonia Felts
    - Thomas McBrien III
    - Traci Taylor
- II. Adopt Agenda:
  - A. Motion: Gwenna Richardson
  - B. Second: Kim Davis
- III. Approve [minutes of July Meeting](#) (2-3 minutes)
  - A. Motion: Denise
  - B. Second: Kim
- IV. President's Address (4-5 minutes)
  - A. Big picture goals
    - Prevent UAS merger with another campus
      - a) Much progress to this first goal — BOR has rescinded the first motion
    - Reorder of the work that we do — upsides/downsides to remote work as well as in-office work. Assuming that we're going back to normal, how can we merge the best of both worlds to create a better work environment.
      - a) Eric's impressed by work being put in

- b) Believed that the largest issue would be that staff would be forced to work in-person, but Chancellor Carey emphasizes flexibility has been attentive
    - B. We are in a “ridiculously challenging time” — \_THANKS\_
- V. Advocacy updates (5-10 minutes)
  - A. Inclusion in merger study to BOR/President Johnson
    - Put in letter to request staff inclusion on the merger study a week prior to his resignation
    - Met with Interim Chancellor Karen Carey who suggested to request a rescind of the merger motion
  - B. Rescinding merger study to BOR/President Pitney
    - Letter sent to BOR//President Pitney requesting that the motion be rescinded
  - C. Support of UAS from Staff Alliance
    - Put forward a resolution to adopt the UAS staff council position which was approved unanimously.
    - Sent on to President Pitney
    - Regent Hargraves mentioned a flood of advocacy received from across the spectrum from students, state and community.
  - D. Concerns regarding reopening and moving to “Phase C”
    - Earlier in the summer SC sent a letter to COVID committee requesting more information about the phases.
    - Michael Ciri informed us that moving to Phase C allows us to be a more nuanced position and provides flexibility to manage
    - COVID committee started releasing bi-weekly email communicating status to staff
    - Appreciate the advocacy
  - E. Childcare
    - Big issue with staff here at UAS
    - Most folks responded to survey sent out earlier in the summer
    - Approximately 44% of staff have children who have child care needs
    - No easy solution, but bringing it up every meeting Eric gets a chance
    - Worried about emergency leave drying up
    - Conversations with administration — bring it up with leadership
  - F. Market Based Compensation Study
    - Found that many people at the university are underpaid
    - Big effort to determine who was underpaid and whose salary should be increased
    - Due to budget cuts, that’s on hold
    - Over the summer, Staff Council has back burnered this particular issue until we’re out of the threat of the merger
    - Now that we’re beyond the merger (for the moment), childcare and market compensation is on the front burner

Staff Alliance Level — Pretty quiet on the market based compensation study. No exact question yet.

From John Ingman: I am wondering if Staff Council is still looking at the thought that if a staff member quits or is let go, that the responsibilities disappear if the position is not refilled. Currently some or all of the responsibilities are transferred to other staff members, or one staff member.

Aimee Richards — has raised point with HR (years ago) that much is being shifted over to their area. HR should be involved during that process. Should be raised again as this is once again timely. Alexa responded via chat: “A manager can also request an re-evaluation of a position with additional responsibilities added to the current position.”

Aimee: many staff are doing COVID specific jobs — which are additional duties. In addition to their normal job descriptions until COVID goes away. This in conjunction with attrition increases responsibilities. Some of us have weekly additional duties which have temporarily been added to the job description but there’s no evaluation/additional compensation for this.

John: this will lead to burnout. Often folks don’t want to complain about it, and when it gets too bad they’ll just leave

Gwenna: Some will receive a reevaluation, some will not. Unfortunately on the compensation [side], they are talking about it but for the next fiscal year, not this fiscal year. Do managers and supervisors need to start reevaluating what is really necessary?

Kristen: Staff exit surveys: not a requirement to fill out, but some do. Alexa states that: “The UA Benefits and Transition team does provide an exit survey and this information is shared with the CHRO.” David states: “Hi Kristen, I think that transition and benefits has been working on that at a UA-wide level”

- VI. Chancellor’s changes to meeting/committee structures (3-4 minutes)
  - A. Staff Council will have representation on the governance working group
  - B. Chancellor is dissolving current structure
    - Many of the committees are the same groups of people talking about the same issues
      - a) Example given: Chancellor’s cabinet — departmental check-in
      - b) Instead, there’ll be a governance group along with faculty [senate] and other leadership
      - c) Eric supports
  
- VII. Work from home or live at work? Time for questions and discussion about work life

balance, and the ideal future of work.

A. Move to breakout rooms to discuss

B. Suggestions

■ Kristen: ideal mix: working from home or the office

a) what does that mean for logistics like workers comp?

■

VIII. Adjourn (2-3 minutes)

A. Motion: Gwenna

B. Second: Kim