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Minutes

Staff Alliance

Tuesday, October 13, 2015

10 a.m. – 12 p.m.

1. Call to Order and Roll Call

Voting Members Present:

Faye Gallant, Chair, Staff Alliance 2015-16; President, UAF Staff Council 2015-2016

Monique Musick, Vice Chair, Staff Alliance 2015-16; Vice President, SAA 2014-15

Nate Bauer, Vice President, UAF Staff Council 2015-2016

Tom Langdon, President, SAA 2015-16

Gwenna Richardson, Vice President, UAS Staff Council 2015-16

Kathleen McCoy, Vice Chair, Staff Alliance 2014-15; Co-President, UAA Staff Council 2015-16

Staff Present:

Morgan Dufseth, Executive Officer, System Governance

Guests Present:

Alesia Kruckenberg, UA Budget Analyst

Members Absent:

Kolene James, President, UAS Staff Council 2015-16

Liz Winfree, Co-President, UAA Staff Council 2015-2016

2. Adopt Agenda

Kathleen moved to adopt the agenda, Nate seconded. The motion was passed without objection.

3. Approve Minutes

- 3.1 Nate moved to approve the September 15 minutes, Kathleen seconded. There were no objections. The minutes were approved without amendment.

4. Public and Guests Comment

No public or guest comments were given.

5. Chair's Report

- 5.1 Sick Leave Share Regulation Changes – Faye noted she had distributed by email to the Alliance CHRO Seastedt's response to her questions on the revised regulations.
- 5.2 Upcoming BOR testimony and meetings – Faye will attend the BOR's FY17 budget meeting in Anchorage on Nov. 4. She encouraged Anchorage staff to attend the meeting to provide public testimony (which doesn't have to be coordinated with SA but can be a personal opinion). Faye asked for campus reps to send her updates from their campuses, and she will share her oral report with the Alliance prior to the Board meeting.
- 5.3 Compensation – Faye met with President Johnsen the previous week. She noted he felt continuing compensation increases was important in order to retain good employees at UA. The president will come to the December Alliance meeting with UA's compensation director, Tara Ferguson, to talk about different compensation models.

6. Staff Alliance Committee Reports

- 6.1 Staff Health Care Committee – SHCC has not met.
- 6.2 Compensation Committee – Liz, Faye, and Gwenna – The compensation increase currently being discussed is 2.5%, and that will be presented to the Board at their November budget meeting.
- 6.3 UA Core Values – No update.
- 6.4 Governance Process Committee – No update. Faye had discussed process with President Johnsen, including where governance review is appropriate—his response: review is appropriate for policies or regulations that affect staff but aren't emergency issues. Faye would like the administration to calendar issues with governance moving forward but at present has no real specifics to address. The president agreed with General Counsel regarding SA timelines for review. Faye will work with Tom and Monique to meet the last week of October.
- 6.5 Morale Committee – No update but the committee should have a message out later this month asking for additional input from the campuses.
- 6.6 "Review" v. "Grievance" Task Force – No update. Tom will email CHRO Seastedt to see if an employee has tried to use the process to date.

7. External Committees

- 7.1 System Governance Council – SGC has not met yet. However, Faye did meet informally with the Faculty Alliance chair, Cecile Lardon; they discussed morale and stress levels at UA, as well as compensation.

- 7.2 Student Services Council – No update but they haven't been contacted by SSC. Morgan will follow up with AVP Oba (he was notified of representation on 9/29)
 - 7.3 Tuition Task Force – Morgan will follow up with AVP Oba to have him contact SA reps
 - 7.4 Joint Health Care Committee – Met on Sept. 25 – David Hinkley gave report on FY15 utilization. Monique will work with Gwenna on distributing a survey to get staff responses to health care changes. Something coming up is an increase to specialty drugs cost. Monique will attend the Premera vendor summit for the first day and Kathleen will attend for the second and third days.
 - 7.5 Common Calendar Task Force – see Monique's story in the SW Voice – It gives a full re-cap of where administration is in the process.
8. Staff Alliance Blog – Nothing to report as the blog has not yet been transferred; Monique also realized she hadn't yet posted Faye's September BOR testimony – Faye will email to Monique to post.
9. New Business
- 9.1 FY17 Compensation – see Faye's report above – Currently, the budget request includes a 2.5% increase in employee compensation.
 - 9.2 Constitution and Bylaws Discussion
 - Proposed changes were drafted at 2014 retreat and had added two new officers; however, these revisions were never finalized. They have been pulled back for further review and development by Staff Alliance.
 - 9.2.1 Terms of Office – Should Staff Alliance align their elections with campus staff councils and SAA? After discussion, it was decided Morgan will contact campus staff councils to see what their election schedule is and then try align terms after that.
 - 9.2.2 Officers – There was no opposition to eliminating/not moving forward with the secretary and treasurer positions.
 - 9.2.3 Alternate v. Proxy – Currently, the bylaws confuse alternates and proxies. A proxy will attend on an as-needed basis, whereas alternates would need to be elected each year, are not provided for. Morgan will draft revisions and distribute to SA for review.
 - 9.3 Employee Engagement – UAF will send out a survey shortly. May want to see if it would be worth distributing on across the system.
 - 9.4 Written Committee Reports – The chair requests short written reports from committee chairs – essentially to help keep a good record of what is happening with the committees. Committee chairs are asked to submit their written report to the System Governance Office prior to the meeting. None opposed.

10. Ongoing Business Topics

10.1 SW Transformation Team

The report was distributed on Sept. 29. Deadline for individual employee feedback is Oct. 20. Tom, as SAA chair, will invite employees to attend forums to share their individual feedback; he will then incorporate that into his response to the Transformation Team on Oct. 28.

10.2 Title IX Update – Haven software on sexual assault/harassment bystander, intervention, and prevention training is now available via UAOnline.

11. Agenda Items for November 10, 2015 Meeting

11.1 Revisions to Staff Alliance Constitution and Bylaws

12. Announcements

12.1 Revisions to Temporary Employee Categories – Monique asked if campuses had been discussing this issue with their Staff Councils – UAF has briefly; UAS has discussed it at the HR level; Monique will follow up with CHRO on FAQs for the impact of the revisions.

13. Roundtable discussion

14. Adjourn

Kathleen moved to adjourn, Nate seconded. No objections. The meeting adjourned at 11:42 a.m.