



Minutes

Staff Alliance

Tuesday, June 14, 2016

10 a.m. – 12 p.m.

1. Call to Order and Roll Call

The meeting came to order at 10:00 a.m.

Voting Members Present:

Faye Gallant, Chair, Staff Alliance 2015-16; President, UAF Staff Council 2016-2017

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

Nate Bauer, Vice President, UAF Staff Council 2016-2017

Tom Langdon, President, SAA 2015-16 *joined at 11:35 a.m.*

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

Kathleen McCoy, Co-President, UAA Staff Council 2016-17

Kolene James, President, UAS Staff Council 2015-16

Liz Winfree, Co-President, UAA Staff Council 2016-2017 *joined at 10:30 a.m.*

Staff:

Morgan Dufseth, Executive Officer, System Governance

2. Adopt Agenda

Kathleen asked for an amendment to discuss part-time designations. Monique moved to adopt the agenda with amendment, and Kathleen seconded. There were no objections. The agenda was adopted with amendment.

3. Approve Minutes

3.1. May 10 Minutes

Kathleen moved to approve the May minutes as presented, and Nate seconded. There were no objections and the minutes were approved as presented.

4. Public and Guests Comment

None given.

5. Chair's Report

Faye Gallant

Faye noted she gave her report to the Regents at their June meeting in Anchorage. She discussed the scope of changes coming at UA in addition to the budget, and noted the uncertainty has started to take a toll on staff morale. In her meeting with President Johnsen, she noted communication from leadership had not been clear and there was frustration regarding the plan to use the recently re-added \$35M to the UA budget for strategic priorities. She also discussed the upcoming Strategic Pathways working teams and governance representation (a number of Alliance members were invited to serve on the working teams). Faye noted she will send an email to UA staff providing contact information for the governance representatives on the working teams to provide a conduit for feedback on the specific focus areas (management, engineering, teacher education, athletics, information technology, research administration, and procurement). Faye noted this will be her last meeting as chair, although she will help organize the July retreat, and thanked everyone for their support during her tenure as chair.

6. Staff Alliance Committee Reports

- 6.1. Staff Health Care Committee – The committee is working on informational posters— still working to simplify the complex ideas that often confuse employees. There has been a lot of back and forth with the Benefits Office, but haven't been able to come to an agreement yet. They are trying to arrange a meeting shortly after the next JHCC meeting on June 30.
- 6.2. Compensation Committee – Alliance members will review the recommended compensation increase at an upcoming meeting.
- 6.3. Governance Process Committee – Have not been able to meet.
- 6.4. Morale Committee – Have not been able to meet. Some discussions on finding new revenue. But were also waiting to find out more about SP and the FY17 budget. Will start anew once new officers for UAS Staff Council are elected.

7. External Committees

- 7.1. System Governance Council – Met with President Johnsen on May 27 to discuss recently announced decisions, including the working team review approach that will take place over the summer, the accreditation review that will be done by former vice president for academic affairs and research Dana Thomas, and the decision to seek another interim chancellor for UAF rather than fill the position permanently.
- 7.2. Student Services Council – Have not met recently.
- 7.3. Joint Health Care Committee – The committee met on May 17. UA benefits will move to 200% out-of-network charges on July 1 for FY17. They also discussed the use of the Healthyroads wellness rebate and roughly 40% utilization of the program across UA.

8. New Business

8.1. Resolution 2016-04 Regarding Layoff Review

Members briefly discussed the proposed resolution and noted they had no concerns with the language. Monique moved to adopt the proposed resolution, and Kathleen seconded. All were in favor, none were opposed. The resolution passed 7-0-1 (Tom was absent for the vote).

8.2. Strategic Pathways

Monique discussed SP communications and noted the SP website will be updated regularly and she will coordinate with SP working team communication reps to add new information. There is also a feedback form currently available on the site; Faye suggested having team specific feedback forms.

8.3. Single Accreditation – President Johnsen announced that the former vice president for academic affairs and research (Dana Thomas) had been contracted to conduct a review of accreditation at UA and the feasibility of moving to a single accreditation model. Dr. Thomas has also been recently named as the sole candidate for interim UAF chancellor. Should Thomas become interim chancellor, he will pass the project off to VP White. There will be an update on July 15; feedback on that report is due by August 1. A second report will be issued by August 15 and then a final report will be provided to the regents at their September meeting. Alliance members agreed they would like to spend some time at their retreat reviewing the July 15 update.

8.4. Open Nominations for Officer Elections

Faye formally opened the nominations for the Alliance officer elections that will be held at the July retreat. She asked that members send nominations to Morgan. Faye noted she will not accept a nomination for chair next year. Nominations will also be accepted at the retreat. Members interested in serving as chair should check with their supervisor ahead of time to make sure the noted obligations would not interfere with their regular duties.

8.5. Part-time designation

Kathleen noted that her unit has all moved to a 37.5-hour work week, however, they were unaware until recently that it mean they were also now part-time employees. Employees have been told their benefits won't be affected, however, employees are still concerned about this change. UAA Staff Council took this issue to UAA HR but have not yet heard back from them. Monique noted she had passed this question on to SW HR and expects a response from them shortly. She will share the response with the group when it is received. Members discussed how to address this issue—suggestions included: proposing a policy/regulation change, or a university-issued memo regarding full-time/part-time designations at UA. Monique asked about another designation: contract reduced full-time, with the reasoning that it would still allow 37.5 contract employees to be considered full-time.

9. Ongoing Business Topics

- 9.1. Retreat Date – Members agreed to hold their retreat on Thursday, July 21.
- 9.2. Support for Step Increases – Faye asked Morgan to check in with Tara Ferguson on the step increase changes and provide an update to the Alliance before July 1.
- 9.3. FY17 Budget – Members reviewed the approved FY17 budget. Development on the FY18 budget will begin in August. Members also discussed the upcoming Board of Regents’ Facilities and Land Management committee meeting being held to discuss options for moving forward with the UAF Engineering Building; there had been discussion at their June meeting to use a bond to finish the building.

10. Agenda Items for July Retreat

- 10.1. Single accreditation report
- 10.2. Compensation recommendation – 2% increase
- 10.3. Officer elections
- 10.4. Employment classification – contract reduced full-time
- 10.5. Strategic Pathways
- 10.6. CHRO introduction and Q&A
- 10.7. SW Transformation Outcomes

11. Roundtable discussion

12. Adjourn

The meeting adjourned at 12:05 p.m.