

UNIVERSITY of ALASKA

Staff Alliance

Draft Minutes

Tuesday, April 14, 2009

12:30pm – 2:30pm by audio conference

Fairbanks site: 204 Butro – Carter Conference Room

Bridge # 1-800-893-8850, pin # 4236369

1. Call to Order and Roll Call

X Heather Swanson, Chair, Staff Alliance and President, UAS Staff Council
X Juella Sparks, Vice Chair, Staff Alliance and President, UAF Staff Council
X Megan Carlson, President, UAA Classified Council
X Paloma Harbour, Vice President, Statewide Administration Assembly
Bobbi McCoy, Vice President, UAS Staff Council
X Julia Martinez, President, UAA APT Council
X Martin Klein, President-Elect, UAF Staff Council
Jason Davis, President, Statewide Administration Assembly

2. Adopt Agenda passed

3. Approve February 25, 2009 minutes POSTPONED

4. Chair's Report – *Heather Swanson*

Attended BoR meeting by audio, president may returned unused unrealizable university receipt authority because it won't allow him to move the money around where needed. Re distance ed, 27 percent of the students took de class; national 12 percent. SAC committee DE formed to look at DE as a whole; rich whitney, eric madsen from uaf, Kathy lecompte (get list from Heather) inhibitors each mau is in competition for students; no systemwide coordination; pres Hamilton says highly unlikely students would take de classes outside the courses. Most successful de programs are centrally located at one mau. DE committee has to address pedagogical et al issues at all maus; looking at duplication and surprised at the strengths of our program; legislature just finished a de audit ongoing for a couple of years; still waiting on the management report (about a year now). Consensus is that de is important, regent Jacobs said it needed to be accessible. President concerned about the number of clicks it takes to get to the de class resources; regent fischer talked about transferability. UAS just hired a DE advisor. Regent Fischer wanted to know about business classes; flexibility. One teacher is teaching via tweety. Chancellor Rogers said students are concerned about course alignment, especially spring break across the MAUs. Need to coordinate with the school districts. UAF and UAA does but UAS does not. Health care costs was discussed. Behner requested child care be an agenda item for the June BoR meeting; very strong support from

Ulmer and UAF; UAA and Providence may partner. Ulmer said early childhood is a growing field but why because they can't be in business (no money in it). Both chancellors said it was a student retention issue. 3700 students applied for 600 scholarships. Regent Drygas wants the Juneau BoR meeting extended; too rushed. Pete Kelly said it was a bad idea to have so many groups attending legislature. Regent Martin said students have a better chance than regents; Kelly wants a few power brokers: Jacobson said everything should go through Pete Kelly. The impression was that Pete only wants a few people. Williams said the best advocacy is the students but don't tell them what to say. A better way would be for regents to find legislators in October, November and December. At the June BoR meeting, report to the BoR for Heather to bring up the benefits of staff meeting with legislators, be proactive and thank the regents for the opportunity to advocate. MOTION; Juella: recommend Heather touch base with President Hamilton and Pete Kelly reaffirming their views.

5. Staff Make Students Count Status Attachment 5.

UAF, UAA and SW entries have been received. UAS is in the mail.

6. Budget/Advocacy Update Attachment 6.

Conference committee for op budget did meet this morning; settled all the issues; looking at 7 appropriation structure; health money from house miney has been added the Ces and enrgy pieces in the senate were added as one time items, senate version from ISB was accepted less 500,000 so only \$525,000 to open ISB.

7. Non-Retention Status - *Juella Sparks*

Met with Pres Hamilton first week in March and nonretention was one of the issues. Hamilton continues to support it as an option; doesn't believe he plans to respond to SystemGov Council; intent of SGC was never to have it go away but rather be used for the intended purpose and not just because supervisors are too lazy to do the right thing and that is to follow the process for mediation and termination with cause. There is a lawsuit progressing with some potential for success. If UA loses the lawsuit, that may force a change in policy. Members will continue to communicate misuses of this policy. Juella will continue to work with Kris Racina re staff evaluations across the system. Juella was asked to remain in contact with the Staff Alliance once she steps down

8. Employee Relations

8.1 Employee Benefit Rates, Open Enrollment Attachment 8.1

Mike Humphrey reported that open enrollment is from April 15 through May 15. Employees should already have received a notice of open enrollment containing benefits already being received. A CD is being sent out. No response is required if no changes except for flex spending account or adding/deletng those covered by the plan. A number of people were concerned about the rising costs of healthcare. Julia had received several concerns from employees. Mike directed Julia to the benefits web page to benefits accounting and links to other public sector plans. UA takes a long term perspective to keep the rates stead instead of yo-yoing based on annual expenses,

i.e., looking two years out instead of quarterly. Result is this is first time in three years there has been any increases to speak of. Humphrey feeling good that, considering everything, the increases are warranted. The JHCC recommendation to management did not come easily.

8.2 Executive Evaluations

Attachment 8.2

Juella reported that yesterday in HRC Jeannine brought up that she is still looking for comment by the end of the week. Funnel comments through Juella. Lots of attention paid to this; Hamilton is thinking about freezing salaries.

8.3 Other Employee Relations Issues

None

9. External Committee Reports\

9.1 Human Resources Council – *Juella Sparks*

Juella HRC met yesterday for three hours; background checks and appointment letters; widely varied across MAUS making general counsel uncomfortable. For example, background check results not coming in until after employee is already hired; new Banner upgrades to make hiring process more user friendly. Updating the drug free schools act notice and changed laws; Mike did his spiel on benefits; changes in supplemental life insurance (no changes for this enrollment period) but in order to avoid 12 percent increase July 1, for every new employee if they want over \$200,000 worth of life insurance, they will have to have an evidence of insurability form. During open enrollment this year, limited to \$50,000 but next year can expand but must have evidence of insurability. Supplemental life insurance is not portable at the present time.

Child care at the June Bor was brought. Training and development – leadership channel and other trainings; noncredit courses for summer; list is a little sparse compensation and classification and effects on minimum wage; staff compensation, expects to have a task force meeting to discuss comments and feedback. Juella interested in feedback. Overwhelming response is merit based is not fair. Biggest driving force is cost. Fed pass/no pass evaluation – float it out there as a test system. Within the pass there are the job functions. If don't pass have six months to fix it or terminated. Might be more fair but concerned that wimpy supervisors that will pass. The task force really believes it should be merit based. Several hundred employees do not believe this. Have talked about supervisor training etc., but have a great number of supervisors never had training; evaluations may never be done at all. Inconsistency in application is a big factor. This is an entire shift in thinking and takes a great amount of resources; maybe have a consultant come in and we have taken the first step and valued the credibility; need to identify resources to bring about an organizational shift. Staff governance would vote merit based system down because we don't believe it would be fairly applied.

Another are of concern; task force talking about the big picture and then “Vicky Gilligan tweaking banner to make it happen. Who issue is worthy of a lot more discussion. Wendy Tisdale is taking Chris Racinas place; nothing from APEA on organizing efforts in quite a while. Possibility of 30 day wait period for benefits for new employees. Administratively it’s a nightmare to have an employee benefitted as soon as hired.

RE nonretention, discussed the restricted hire list. Right now all the reasons a person is flagged float around hr, dept, labor relations, lawyer; need a central place.

9.2 Business Council - *Bobbi McCoy* *Bobbi recovering from surgery.*

9.3 Student Services Council - *Paloma Harbor*

No report.

9.4 IT Council - ITEC - *Jason Davis, Juella Sparks* Attachment 9.4

ITEC didn’t want staff at the table. Begrudgingly given faculty and staff ex officio seat on ITEC. ITEC is much more active than the ITC and thus is much more important; They didn’t communicate the organizational change or even consider governance in making the change. Don’t think Faculty Alliance is happy with an exofficio. Jason should continue as ITEC representative. Letter should go to the head of ITEC saying Jason is the representative. His term of office expires June 30. ITEC will meet first week of May. Jason will continue on ITEC until his term expires

9.5 Joint Health Care Committee – *Heather Swanson*

Mike announced that the health care increase was the decision of the JHHC.

Compensation task force will meet before the end of the month and we will decide from there. Compensation Task force is all on line (send link to the SA)

9.6 Wellness Program Attachment 9.6

IHPs doing well; Mike said at HRC will be reviewing wellness plan and UA choice over the next year.

9.7 Staff Health Care Committee – *Megan Carlson* JHHC looking for input from this committee on how to distribute the overage from the cost recovery; non-eligibility in the first 30 days seems to be the norm in other industries; Megan only one protesting. UA not very good at bringing people on board; (inconsistency in process) Juella advocating for a new employee web site. Juella suggested a preliminary insurance default for the first 30 days before permanent insurance options kick in.

9.7 Retirement Committee – *Lisa Sporleder*
Hasnot met since last meeting

10. Staff Alliance Lead Goals - Committee Reports

10.1 Child and Family Friendly Policies – *Heather Swanson, Juella Sparks* Attachment 10.1

Looks like UAF is reformatting family friendly committee into a standing committee. Breaking off day care and moving standing committee on to other issues. Juella will ask for details on what is going on.

10.2 Integrated Advocacy – *Paloma Harbour, Megan Carlson*

Covered above

10.3 Retiree Benefits–*Juella Sparks, Bobbi McCoy, Megan Carlson*

Nothing to report

10.4 Internal Communications – *Megan Carlson, Julia Martinez, Bobbi McCoy, Jason Davis*

10.5 Handbook Committee – *Martin Klein, Bobbi McCoy*

Nothing to report

11. Staff Governance Reports: UAS, UAA, UAF, SW

UAA entering into budget allocation process; lots of concern about how to fill gap in opening ISB and impact on other initiatives. Both groups doing elections this month. Queried staff about how to communicate; lots do not know about staff governance; day of service at Bean's café. Cohosted an accreditation assembly for faculty and staff.

UAF Juella is not running; president-elect noms open; pass the gavel on the 12th but on hook until June 1. Staff appreciation day May 1. Biggest issues are healthcare benefits. Mike will speak at council meeting next week; compensation, constitution and bylaws update. Changing from unit to at large positions, dedicated seats from each campus changed from unit schematic.

UAS Still have issues re Kim Elton's replacement; the town and staff are tired of political pettiness. Tish Satre is retiring July 7. New cafeteria manager; already looking better. Community outreach bowling for big brothers-sisters about 45 faculty staff and students participated; day of caring on Saturday. Staff development day is May 15. Sitka campus is having its wellness day today 17 staff out of 43 showed up.

SW pat ivey reported that SA is working on same issues as SA; will announce election winners tomorrow, heart walk.

12. Items for next meeting, May 12, 2009; compensation task force update. Invite incoming members to attend. Last day of SGC is June 30 and SA is June 30 but Juella will continue as Alliance chair until next SA elections in August. Old members should continue through August Date, time location and agenda items for August meeting. HRC and other committee assignments continue through August.

13. Other Items of Concern

14. Comments

15. Adjourn

U N I V E R S I T Y *of* A L A S K A

Staff Alliance

Attachments

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5. Staff Make Students Count time lines
<http://gov.alaska.edu/staff/studentscount/2009/factsheet.pdf>
6. Advocacy
<http://www.alaska.edu/state/>
- 8.1 Employee Contributions 2009-2010
<http://gov.alaska.edu/staff/2009-04-08.healthcarecosts.pdf>
- 8.2 Executive Evaluations
Self – <http://gov.alaska.edu/staff/2009-02-12.execeval-self.pdf>
Supervisor – <http://gov.alaska.edu/staff/2009-02-12.execeval-supervisor.pdf>
- 9.4 ITC/ITEC
<http://gov.alaska.edu/faculty/2009-04-09.itec-facultyrep.pdf>
<http://gov.alaska.edu/faculty/2009-04-03.itec.pdf>
<http://gov.alaska.edu/faculty/2009-03-12.itec.pdf>
<http://www.alaska.edu/bor/agendas/2009/apr-8-9/090408ref15.pdf>
- 9.6 Wellness Program
<http://www.winformalaska.com/>
- 10.1 Childcare Needs Assessment
<http://gov.alaska.edu/staff/2008-12-08.UAChildcareFinalReport3.pdf>
<http://jedc.org/forms/JEDC-childcare-working-paper.pdf>