

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

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## Staff Alliance

### Draft Minutes

Tuesday, September 14, 2010

10:00am – 12:00 noon

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

#### 1. Call to Order and Roll Call

##### Members Present

Maria Russell, Chair, Staff Alliance 2010-2011 and President, UAF Staff Council  
Russell Pressley, Vice Chair, Staff Alliance 2010-2011 and President, UAA APT Council  
Megan Carlson, President, UAA Classified Council  
Margo Griffith, Vice President, UAF Staff Council joined at 11am  
Gwenna Richardson, Vice President, UAS Staff Council  
Dana Platta, Vice President, Statewide Administration Assembly  
Pat Ivey, Executive Officer, System Governance

##### Others Present:

Mike Humphrey, Director, Benefits

##### Absent, Excused

Lisa Sporleder, President, Statewide Administration Assembly

#### 2. Adopt Agenda

“The Staff Alliance moves to adopt the agenda for the September 14, 2010 meeting. This action is effective September 14, 2010.”

#### 3. Approve June 8, July 13, and August 20, 2010 minutes as amended

<http://gov.alaska.edu/staff/minutes/2010/06-08.pdf>

<http://gov.alaska.edu/staff/minutes/2010/07-13.pdf>

<http://gov.alaska.edu/staff/minutes/2010/08-20.pdf>

“The Staff Alliance moves to adopt the minutes for the June 8, July 13, and August 20, 2010 meetings as amended. This action is effective September 14, 2010.”

4. Guest and Public Comments

There were no guests or public comments.

5. Fisher Review

Alliance members discussed their meetings with Fisher consultants. Concerns were expressed about the short time frame, lack of preparedness on both sides, and resulting confusion and frustration. That UAS was an afterthought is a huge concern for the Alliance. Lack of opportunity for the entire SAA to meet with the consultants is another big concern. The greatest strengths of the university are its employees. UA employees wear several different hats and do far more than state or private employees. Staff Alliance members were asked a lot of general questions. No one felt prepared. Some of the questions didn't seem relevant to the groups or individuals being asked the questions.

6. Human Resources Reports, Review

6.1 Performance Evaluation Process Status

<http://gov.alaska.edu/staff/2010-09-08.PerfEvalForm.pdf>

<http://gov.alaska.edu/staff/2010-08-20.PerfEvalReport.pdf>

The Performance Evaluation committee will have at least one more meeting. Maria Russell will send an email to Kris Racina requesting status and will request that all Staff Alliance HRC representatives should be invited to participate in PEC. Maria encouraged sharing the rough draft with our perspective staff councils to encourage forward momentum and open for greater feedback. Should the Alliance PEC work group meet first or after the PEC?

Members may share this with their groups if they wish and share input with the Alliance PEC work group and/or the Alliance. Kris Racina is the contact person for the PEC. Send input to Megan Carlson or the Staff Alliance PEC work group.

6.2 Annual Leave Cash In Statistics

<http://gov.alaska.edu/staff/2010-08-25.leavecashin.pdf>

<http://gov.alaska.edu/staff/2010-08-25.leavecashin-hours-costs.pdf>

This was an item of information. No action was required. The data was interesting.

6.3 Union Update

Updates came through yesterday and were emailed to the Alliance. Ballots will be mailed out October 18. All eligible staff should vote regardless of whether they do or do not want a union. Votes are tallied on the basis of votes returned.

There is a forum site at IARC. SAA did a brown bag and Megan's group also had an event the end of August. Statewide HR mailed a pamphlet to employees' homes which had various reactions. The SAA event was very well attended and a video of the event is posted on <http://www.alaska.edu/opa>. SAA is thinking of doing another brown bag event.

#### 6.4 Other Human Resources Issues

No other human resources issues were discussed.

### 7. Chair's Report

Maria Russell was invited to be on the Maximus effort reporting team on effort reporting and electronic timesheets. There is a closeout review next Tuesday to go over the findings. Anyone interested should contact Maria. ITEC hopes to have the report by mid October and implemented by the end of the fiscal year.

The Board of Regents is meeting next week. Maria requested Staff Alliance input on testimony. Staff compensation is not in the FY12 budget pending the outcome of union elections. Maria will talk about the Alliance retreat; that the union organization efforts and the importance of continuing staff governance regardless of the vote and talk about things we do that have nothing to do with wages hours and working conditions.

### 7. External Administration Committee/Council Reports

#### 7.1 Human Resources Council

*Margo Griffith; Alternates Lisa Sporleder, Maria Russell,*  
<http://gov.alaska.edu/staff/2010-08-26.hrc-ag.pdf>

Lisa Sporleder attended for Margo Griffith and due to scheduling change Lisa is at the Business Council at this time. Humphrey reported that most of the HRC meeting consisted of updates from various statewide projects.

#### 7.2 Business Council

*Lisa Sporleder; Alternates Dana Platta, Maria Russell*

Business Council did not meet end of August and is meeting today.

#### 7.3 Student Services Council –

*Russell Pressley; Alternate Gwenna Richardson*  
<http://gov.alaska.edu/staff/2010-08-26.sscag.pdf>  
<https://www.noellevitz.com/default.htm?ReturnURL=%2fmyNoel-Levitz%2fMyHome.htm>

The SSC is focusing on Noel-Levitz reports on student progress and retention and in developing a statewide survey.

- 7.4 IT Executive Council - ITEC –  
*Dana Platta; Alternates Margo Griffith, Gwenna Richardson*  
<http://www.alaska.edu/pmo/itec/agenda-and-meeting-notes/>

ITEC ranked its FY12 capital projects in priority to be submitted in the UA budget but was not hopeful many of the projects would make it into the budget. The next ITEC meeting is September 21.

- 7.5 Joint Health Care Committee and Wellness Program  
*Gwenna Richardson; 1<sup>st</sup> alternate Lisa Sporleder, 2<sup>nd</sup> alternate Megan Carlson*

- 7.5.1 Wellness Initiatives  
<http://gov.alaska.edu/staff/2010-09-08.JHCC-WellnessInitiatives.pdf>

Gwenna Richardson was unable to attend and can't quite read Lisa's notes. Megan is the 2<sup>nd</sup> alternate on JHCC and should be on the mailing list for agendas and attachments.

JHCC heard a presentation from Navigenics who takes DNA and compares that to known factors that can be changed through lifestyle changes. Mike Humphrey tried it out sent his info from Navigenics to his doctor. His doctor felt compelled enough to come to the JHCC meeting and talk about the impact on the doctor. The doctor was concerned that this information that would scare the patient to death and increase health care costs. JHCC decided not to proceed with Navigenics. SHCC was also fine with getting rid of Navigenics. The rest of the meeting was taken up with the allocation of the \$300,000 of wellness incentive money. Discussions will continue at the Sept 15 JHCC meeting. Also on tomorrows agenda is an update on VSP.

- 7.6 Staff Health Care Committee

- 7.6.1 Joint SHCC/JHCC meetings?

Staff Alliance doesn't need this as a standing agenda item. The next JHCC meeting is October 26 and 27. Send more details to Megan Carlson to share with the Staff Health Care Committee.

- 7.6.2 Committee Chair  
<http://gov.alaska.edu/staff/2010-08-25.SHCC-chair.pdf>

Megan Carlson indicated that the question of who will chair the committee will be sorted out by next month.

- 7.6.3 September 13, 2010 meeting  
<http://gov.alaska.edu/staff/2010-09-13.SHCC-ag.pdf>

Gwenna brought a really good list of wellness incentives and SHCC was able to give some useful feedback. Ideas included:

- wellness competition on campuses,
- Mayo clinic reference books giving employees choices of books
- Expanding availability of discounts for health club memberships.
- Local wellness fairs partnering with other established entities.
- Trophy for three major campuses and trophy for community campuses.
- Include families in IHP

#### 7.6.4 Navigenics Recommendations

Navigenics was dropped by JHCC.

#### 7.6 Retirement committee

*Russell Pressley; Alternate Dana Plata*

There was a TIAA-CREF meeting and the results were sobering. Dana Plata will send the handout.

#### 7.7 Other External Committees/Reports/Assignments

There are no additional reports or assignments.

### 8. Staff Alliance Working Groups, Reports

#### Staff Alliance Performance Evaluation Working Group

There should be one Alliance and one non-Alliance member from each MAU on the Staff Alliance Performance Evaluation Working Group. Dana Plata is vice chair, Gwenna Richardson and Russell Pressley are also members. Margo Griffith, Lisa Sporleder and Maria Russell are part of the HRC Performance Evaluation Committee and will also be on the Staff Alliance PE Working Group. Each Staff Council should appoint one additional member and submit those names and contact information to Chair Megan Carlson by the end of the first week in October.

### 9. Staff Governance Reports:

#### 9.1 UAS Staff Council: *Gwenna Richardson*

The UAS Staff Council will have a new president on Monday. Elections started today. The Council hasn't met since the last Alliance meeting. Gwenna met with the Fisher Group; said the meeting was interesting.

#### 9.2 UAA Classified Council, APT Council: *Megan Carlson and Russell Pressley*

Classified Council met earlier this month. An advisory vote to combine the Classified and APT Councils resulted in direction to increase collaboration between the groups but not combine. The Faculty Senate put together a recommendation for a search committee to replace the chancellor

APT Council talked about the evaluation process and the non retention process and would like more information. Maria will send information as she gets it. UA has a right to appeal but has not yet.

9.3 UAF Staff Council: *Maria Russell and Margo Griffith*

The UAF Staff Council meets tomorrow. UAF is going through an administrative staff review; currently taking staff inventory, and will also talk about Fisher and Maximus..

9.4 Statewide Administration Assembly: *Lisa Sporleder and Dana Platta*

SAA met last week; mostly talked about the union and brown bag. A lot of UAF people appreciated the brown bag and that the video was posted so fast. Staff Alliance also appreciated UAA's efforts. UAA is planning to have a transcript of the questions and will circulate to the Staff Alliance to pass along. SAA is Planning another brown bag session; no idea when; probably not on a Friday. UAS wants to call in and listen. To do video streaming is cost prohibitive. Want to make sure this a statewide event but others can listen. A lot of UAS people think their vote won't count but in reality could swing the vote.

10. Other Items of Concern

There were no other items of concern.

11. Comments

There were no additional comments.

12. Adjourn

The meeting was adjourned at 11:55am