



**Staff Alliance annual retreat  
Meeting Minutes  
Aug. 18, 2015  
8:30 a.m.-4:30 p.m.**

Members Present: Nate Bauer, Kolene James, Gwenna Richardson, Tom Langdon, Faye Gallant, Liz Winfree, Kathleen McCoy, and Monique Musick

Staff: Morgan Dufseth, Executive Officer, System Governance

The retreat began with a brief discussion on cuts to UA governance office budget. Although funding remains for Staff Alliance travel, the \$15,000 in salary support to the chair was removed. This decision was made by the interim executive officer, Joseph Altman.

**Discussion on governance process and governance review; open meetings act**

Members reviewed a presentation prepared by outgoing president Monique Musick. Intent of the presentation was to clarify opportunities for staff input. Some concern that a few historical opportunities to either listen or offer input have gone away, such as the Human Resources Council. Monique recommended that Staff Alliance follow up on these areas and clarify Staff Alliance role and opportunities to comment as laid out in BOR policy.

**UA General Council Ardith Lynch**

Ardith attended to answer questions and offer guidance. To general question about open meeting requirements, she explained that Open Meetings Act of 1994 was rewritten because original version from 1984 was not synced to state law. Staff Alliance members expressed concern the list of bodies covered by the open meetings act no longer available. Ardith said under state law, employee groups are exempted from the Open Meetings Act. However, in some constitutions and charters, you could make your own requirement. For Summit Team the regulations regarding furlough are the president's decision. The BOR sets policy. The Summit Team is considered employees advising the president, so this group would be exempt from the open meetings law.

Discussion on 45-day review period, and possible electronic option for posting documents for comment and review within that 45 days; before review period is over, governance groups would have the opportunity to review the final version of the document before it goes to the BOR. Example: sick leave taken out of temporary employee benefit list, caught at the last minute.

But some items, we would just like to say “no need for review.” Ardith suggested a transmittal form or checklist to communicate this.

### **FY17 Budget discussions; Statewide Transition team update**

Michelle Rizk, UA budget officer, joined retreat to address budget and SW transition team issues. She and three universities headed into a BOR meeting to present FY17 budget proposals. Aug. 21 meeting streamed and reports are available here <http://alaska.edu/swbir/budget/reviews-and-meetings/fy17budgetmeeting/> OMB suggested UA plan on a 4 percent reduction in FY17. Another is flat funding. Work ongoing; chancellors will submit budgets to BOR Sept. 17 regular meeting.

Staff compensation: Michelle mentioned that Tara Ferguson is available to run data on compensation ideas. She offered to forward to Staff Alliance the union contracts, the CPI, and the governor's guidance and intent language from the legislature last year. Michelle also noted legislative intent was no COLA beginning in FY 17.

Other revenue sources: although has been discussion on tuition increases nothing is settled as of yet.

Statewide Transition has filed its report with Jim Johnsen (and Patrick Gamble). Johnsen took over officially Sept. 1 (but served as acting president from early August). Discussion on defining statewide role, discussion on what services might move to campuses or stop altogether. Michelle suggested Staff Alliance ask future questions of Pres. Johnsen (including any questions regarding the Summit Team).

### **Dan White, VP Academic Affairs and Research**

Governance is located under Academic Affairs and Research. White commended the 68-page presentation on governance created by Monique. Suggested we read "The Speed of Trust." His experience is that organizations function best in a culture of trust.

### **President Jim Johnsen**

Teleconferenced in from Anchorage. President Johnsen noted he values governance process; however, there are times when decisions will need to be made rapidly and with less time for advance consultation. In those instances, it is important to maintain good communication.

But when time is not urgent, Johnsen said, that is where governance has big role. He asked the Alliance for the two or three big issues we want to work on. He is not concerned that Staff Alliance governance is housed in Academic Affairs. "If an organization has good people, less concerned where the boxes are." He also noted he wanted a much more open and transparent leadership approach.

President Johnsen noted he wants to build a powerful case for support from the legislature. How can we ramp up fundraising? How can we grow our research revenue, but also how can we maximize the economic value not just for the university, but for the state's economy? Our tuition is low, but don't want to price ourselves out of the market.

Perhaps consider more differential tuition for high demand courses that have good job market salaries.

Noted that Alaska is No. 2 in the country for support of higher education.

Process improvement and leadership development are two of his areas. UA working on state's big problems – only 25 percent of teachers hired each year are Alaska grown. In terms of midlevel leadership he cited what they did at ACS – 2-3 UAA professors taught it for them. He'd like to tap leadership training resources that exist at UAA. VP White recommended Staff Alliance form a staff development committee. Some discussion of UAF's Supervising for Success, and also sharing training and development resources among three campuses.

Staff Alliance challenged President Johnsen to do a 30-second commercial on his support of staff governance.

### **Replacing UAKJOBS with Page Up**

Heather Arana, HR Compensation Analyst, provided an update on the upcoming software change from UAKJOBS to Page Up. Other American universities moving to this system: Pepperdine, University of Alabama, Columbia and Stanford. Their tag-line is: Two clicks to anywhere you want to go. The program works well with low bandwidth requirements (a plus for UA's rural sites). UAF did process improvements and demoed it with statewide HR.

The new program will go live Jan. 1 for recruitment and onboarding. E-learning and training tracking will go live two months after that. The program will have the top 25 trainings that employees want and will work with the current single sign-on at UA. Banner will feed into it and it will feed into Banner. Employees can visit the site at Pageup.com.

### **Health Wellness Benefits Update**

Erika Van Flein, director of UA Benefits, presented on several new initiatives. PatientCare is a new service added to benefits package. Two purposes: advocate for your health care concerns and claims questions and put more distance between HR and employee health care personal details. Find details on the UA benefits homepage <https://www.alaska.edu/benefits/>

Best Doctors is for clinical issues  
Patient Care is for benefits issues.

Also Premera added Teladoc, a way to talk to a doctor without an office visit, get a prescription refilled etc. Details at <https://member.teladoc.com/premeraak>

Erika also reported on a change to way UA pays out of network providers. They were paid at 80 percent of billed charges. No incentive for them to sign a contract with Premera. Now pay at the allowable charge of 125 percent of the Medicare cost. Out of

network provider Premera will pay 80 percent in less developed communities, and 60 percent in developed communities, but of the 125 percent of Medicare charge.

**Sarah Rodewald, Healthy Roads Representative**

Plan going forward is the same we had this year. Personal Health Survey, plus biometric screening, pulse 5 additional points. Changed the look back period extends to May 1, 2015. This year there will be more online educational opportunities, including a monthly health calendar, highlighting local wellness events. Thirty-four percent of employees utilized Healthy Roads and received the insurance rebate. Fourteen percent use of CommPsych, which is high (typically around 4 percent at most organizations). If campuses want a visit from Sarah, the campus must pay for it.

The contract is one year with four yearlong renewals. We are in the middle of year 2. However, due to timing within the fiscal year, the first “year” was 18 months long.

**Tara Ferguson, HR Compensation Director**

General discussion on employee position contraction and what that means for the employees who remain. Explained reclassification in light of workload shifting. Out of class requires different work, not just doing more of the same work. Saving a fulltime FTE means a savings of \$75,000, so it is conceivable that remaining employees could see some increase in pay. If departments lose many positions they will have to reorganize. PDs will need to be changed and updated. Submit to HR for consideration.

**Erik Seastedt, CHRO**

Erik discussed the leave share, and also when changes in regulations defining temporary employees will go into effect (likely at end of September). Under new regulations there are five categories of temporary employees. Adjustments made to ensure temporary employees were not endangering their retirement. A new category is casual employees who work less than 14 hours a week or less than 750 hours a year, no break in service required.

**New working committees**

Two were selected. Governance Process Committee and Morale committee. As well as maintaining the committees from last year.

**JHCC** Gwenna and Kathleen, Monique alternate

**Retirement committee**, Lisa at SAA, ask for a report from Lisa

**Core Values**, Monique and Kolene

**Staff Health Care** – each campus two names plus an alternate. Kathleen is on. (and Maureen Hunt from UAA)

**Student Services**, Nate, Tom

**Compensation**, Gwenna, Faye, Liz plus people from campuses

**Morale**, Gwenna, Kolene, and start local groups for morale

**IT governance**, Liz and Tom

**Common Calendar**: Suggest a staff member from at-large, contact AVP Saichi Oba

**Blog** – make it transferrable. Monique will pass off.

**New officers:** Faye, chair, Monique is co-chair

**Next meeting:** Tuesday, September 15, 2015  
10 a.m. – 12 p.m.

draft