



UNIVERSITY
of ALASKA
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Minutes

Staff Alliance

Tuesday, December 15, 2015

10 a.m. – 12 p.m.

Google Hangout / Audio Conference

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, Co-President, UAA Staff Council 2015-16 (joined at 10:25)

Kolene James, President, UAS Staff Council 2015-16 (joined at 10:35)

Liz Winfree, Co-President, UAA Staff Council 2015-2016 (joined at 10:35)

Staff:

Morgan Dufseth, Executive Officer, System Governance

Guests:

Michelle Rizk, Chief Strategy, Planning and Budget Officer

Alesia Kruckenberg, Manager, SW Budget

Brad Krick, Chair, SA Compensation Committee

Note for the record: Quorum was not initially met, however, the present members opted to discuss information items (agenda items 4 and 5). Gwenna and Kolene joined at 10:35 and the meeting was called to order at 10:52.

2. Adopt Agenda

Monique moved to adopt, Tom seconded. No objections.

3. Approve Minutes

3.1. November 10, 2015

Kathleen moved to adopt the minutes, Nate seconded. No objections.

[Attachment 1](#)

4. Public and Guests Comment (*provided before quorum was met*)

Alesia Kruckenberg provided an update on the Chief Human Resource Officer recruitment: the position closed last Thursday and received 17 applications. After preliminary screening 8 applicants were moved forward to the interview stage. The hiring committee is currently working on setting up interviews for the top three finalists. Alicia asked SA for input regarding what they want to see in a new CHRO. Alliance members responded that they desired someone with strong communication skills, experience with governance process (not just CBAs due to UA's mixed environment), experience working in university systems with a wide range of geographically distributed employees, and experience working in multicultural settings (rural v. urban and diverse workforces). Alicia noted she would include these parameters when reviewing each candidate and would share with the rest of the search committee. A member of the public, Brad Krick, asked about the timeline of the recruitment and whether it would allow for any public forums/Q&A sessions with the final candidates.

Brad Krick, chair of the Compensation committee provided a brief update and asked Alliance members if they had any input regarding the two goals the committee has decided to focus on this year: drafting a compensation increase recommendation and a review of the compensation system and how it works at UA.

5. UA FY17 Budget Update/Transformation Team Update Michelle Rizk
Michelle reviewed the [Governor's changes](#) to the proposed FY17 budget request and the President's [contingency budget](#) that is currently being developed. The campuses are developing a list of programs for expedited review; the president has asked that list be ready by mid-January.

[Transformation Team](#) Update – Six groups met Dec. 3 & 4 and reviewed Strengths/Weaknesses/Opportunities/Threats for each area and also discussed Transformation Team recommendations. The six groups chose their leader/co-leader who will work with other team leaders. The groups will start meeting again in late January and will provide final recommendations to the president in March. Alliance members can give feedback to specific team members, to the original TT members, or via the [online](#) submission form.

6. Chair's Report

The chair met with President Johnsen. They discussed UA Core Values and concluded this issue should be addressed by a different group and not Staff Alliance. The chair also discussed staff representation on the CHRO search committee – currently there is no SA representative but the SAA staff representative will update the Alliance regularly. The chair expressed concern with the absence of an Alliance representative and noted they would like to draft a memo to the president regarding the issue. The chair also discussed the possibility

of furloughs and how they would be implemented. President Johnsen suggested working directly with Interim CHRO Ardith Lynch. The chair provided an update on leave share regulation changes, which are currently being reviewed for final approval. The chair discussed spring retreat/meeting and asked President Johnsen about professional development activity around that and he was willing to lead a section of the meeting;

7. Staff Alliance Committee Reports Written Reports
 - 7.1. Staff Health Care Committee
 - 7.2. Compensation Committee
 - 7.3. UA Core Values
 - 7.4. Governance Process Committee
 - 7.5. Morale Committee
 - 7.6. “Review” v. “Grievance” Task Force

8. External Committees Written Reports
 - 8.1. System Governance Council – The Council elected Monique as the 2015-16 chair and will meet next on January 25. President Johnsen is scheduled to attend the next four meetings.
 - 8.2. Student Services Council
 - 8.3. Tuition Task Force
 - 8.4. Joint Health Care Committee

9. New Business
 - 9.1. Revisions to University Regulation 02.09 – Public Safety [Attachment 2](#)

After discussion, Alliance members agreed they were in support of the revisions. They decided to draft a [resolution of support](#), which was distributed for comments and revisions after the meeting, and subsequently voted on (by email) and passed unanimously.
 - 9.2. Staff Makes Students Count Committee

Alliance members informed the XO each local staff council formed their own committee to review nominations. The Alliance did discuss moving the award presentation from the June Board of Regents’ meeting to the April meeting. All members agreed the change would allow for students to attend the ceremony and asked the XO to pursue the change with the President’s Office.

10. Ongoing Business Topics
 - 10.1. Second reading – Constitution and Bylaws Revision [Attachment 3](#)
 - 10.1.1. MOTION

“The Staff Alliance accepts the proposed revisions to its constitution and bylaws as amended. These changes will be sent to President Johnsen and will go into effect upon his approval.”

Monique moved to amend article 5, section C, to remove specific dates, to read: “The officers shall serve from the time of election through to the following election.” Tom seconded. None opposed. *(This wording was subsequently changed with the approval of all Alliance members to read: “The officers shall serve a term of one year or until their successors are elected.”)*

Tom moved to approve the main motion, Kathleen seconded. None opposed. Revisions passed 9-0.

10.2. Title IX Update – Recently developed [scorecards](#) were reviewed at the BOR meeting and should also be reviewed by local staff councils. Some rural campuses may not initially score very well due to the structure of the rubric.

10.3. SW Leadership Transitions – see earlier update

11. Agenda Items for January 12, 2015 Meeting

None offered at the meeting. Please send any agenda items to Faye and Morgan for inclusion on the January agenda.

12. Roundtable discussion

13. Adjourn

Gwenna moved to adjourn, Kathleen seconded. Meeting adjourned at 11:55.