



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Minutes

Staff Alliance

Tuesday, March 8, 2016

10 a.m. – 12 p.m.

Butrovich 204

Google Hangout

Audio call-in: 1-855-280-1855

(Please mute unless speaking.)

1. Call to Order and Roll Call

Voting Members:

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

Tom Langdon, President, SAA 2015-16 *joined at 10:50*

Kathleen McCoy, Co-President, UAA Staff Council 2015-16

Kolene James, President, UAS Staff Council 2015-16 *joined at 10:40*

Marianne Ledford, UAS *Proxy for Gwenna Richardson*

Staff:

Morgan Dufseth, Executive Officer, System Governance

Guests:

Heather Arana, HR Analyst

Chris Christensen, Associate Vice President for State Relations

Bridget Dooley, UAA Title IX Coordinator

Lori Klein, UAS Title IX Coordinator

Brad Krick, Compensation Committee Chair

Alesia Kruckenberg, Manager, SW Budget

Members Absent:

Nate Bauer, Vice President, UAF Staff Council 2015-2016 *excused*

Gwenna Richardson, Vice President, UAS Staff Council 2015-16 *excused and sent proxy*

Liz Winfree, Co-President, UAA Staff Council 2015-2016

Note for the record: Quorum was not met by 10:10 a.m., however, members opted to move forward with discussion items (Title IX and legislative update) until another member could join. Kolene James joined the meeting at 10:40 and the meeting officially came to order.

2. Adopt Agenda

Monique moved to adopt, Kathleen seconded. No objections. The agenda was adopted as presented.

3. Approve Minutes

3.1. February 9, 2016 Minutes

Attachment 1

Monique moved to approve, Kathleen seconded. No objections. The minutes were approved as presented.

4. Public and Guests Comment

4.1. Title IX Policy Revisions

Title IX Coordinators

Title IX Coordinators Bridget Dooley and Lori Klein reviewed actions-to-date made by the Title IX working group, including campus scorecards. Following the February 2016 Board of Regents' meeting, the president charged coordinators with bringing the university into compliance with regard to policy/regulation. Coordinators are working on including statements on discrimination/harassment, HR, and Student Code of Conduct into an expansion of Chapter 01.02. The coordinators are going to distribute revised policy and justification to Staff Alliance, Faculty Alliance, and the Coalition of Student Leaders for feedback. **They are asking for feedback March 28.**

4.2. Legislative Update

Chris Christensen

See also the [March 4 Capitol Report](#). House Finance Committee is taking up the committee recommendations this afternoon, however, it isn't known if much will be added back to the university's budget. The Senate Finance Committee has taken a smaller reduction to the UA budget (\$25M cut to leave it at \$325M). Things are happening quickly in Juneau and both committees are trying to finalize the budget by March 15 (three weeks earlier than usual), aiming to spend the last four weeks of session discussing revenue and how to fund the budget. Once the budget is passed by House and Senate committees, it will go to Conference Committee to reconcile the two budgets. Legislators will likely need to access the Constitutional Budget Reserve, which requires a two-thirds vote, which takes buy-in from the minority. Last year, the same situation was good for the university because out of negotiations came an additional \$5M for UA. SB 174 is also being reviewed by legislators. The university is trying to work with Sen. Kelly to amend the bill so that they have input on the final outcome, however, it is still helpful to share governance's position with legislators, even if it is outright opposition.

Monique asked about the wage-cap bill and if Chris thought it could pass. Chris noted the bill is being touted as a cost saving measure. Similar bills have been introduced in the past but have always failed, mainly because of the argument that the governor's salary is a political salary and does not reflect the job market in many industries. Chris suspects it will fail but isn't completely positive because this is such a strange year.

4.3. CHRO Recruitment Update Alesia Kruckenberg

The recruitment committee presented one candidate to the president. The president has met with the candidate and the committee expects to hear back from the president shortly (at the SAA meeting on 3/10, President Johnsen noted he had made an offer and was waiting to hear back from the candidate). The president will meet with governance groups to discuss. Suggestion was made to have the president meet with System Governance Council rather than all of the governance groups.

4.4. Page Up Presentation Heather Arana

Heather gave a short review of the new PageUp software. HR will begin implementation on March 28.

5. Chair's Report Faye Gallant

Faye met with President Johnsen last week. Their discussion focused on Strategic Pathways and how governance can be involved. Faye noted that feedback she has heard from governance members is that they aren't satisfied in just giving feedback, they want to be at the table, shaping the plan. During their conversation, the president had the suggestion to have governance heads appoint members to the working groups. Following chair's report, SA members engaged in a discussion of the UAF Staff Council resolution on grievance process.

6. Staff Alliance Committee Reports Written Reports

6.1. Staff Health Care Committee

6.2. Compensation Committee Brad Krick

Brad reported that the HR Compensation Director commented that, if an increase is approved, she would support a split step and across the board increase. She would also like to resume market surveys. The draft ASEA contract includes no pay increases the next three years, however, that is only for COLA—state employees will still get an increase. Also noted the CPI for urban workers in Anchorage is down 1.5%.

6.3. Governance Process Committee – have not met

6.4. Morale Committee – Morgan will seek members from UAA and SW. Kolene has been doing research and looking at other campuses to see how they tackled morale issues.

7. External Committees Written Reports
- 7.1. System Governance Council
Alumni and students held separate events in Juneau, each meeting with legislators. The students held a rally in front of the Capitol in support of the university. Alumni held a Pizza and Politics events and invited students. Council members met with President Johnsen and discussed Strategic Pathways. Mike O'Brien and Saichi Oba met with Council members and proposed their plan for governance review of Title IX-related policy changes. Council members agreed to stop taking feedback on Strategic Pathways on March 4.
- 7.2. Student Services Council – did not meet in February
- 7.3. Joint Health Care Committee
8. New Business
- 8.1. Resolution regarding SB 174 Attachment 2
Chair suggested reaching out to local staff groups or polling local staff for current climate, and then revisit the Alliance resolution via email (by Friday).
9. Ongoing Business Topics
- 9.1. FY17 Budget
See above update w/Chris Christensen.
- 9.2. Transformation Team Reports [Website](#)
Reports were issued on March 1. Monique provided an overview of the report. President Johnsen will meet with the Summit Team on March 25 to review the report recommendations.
- 9.3. Strategic Pathways [Website](#)
Members engaged in a brief discussion on Strategic Pathways.
- 9.4. Telework Regulation Attachment 3
Chair would like to issue a memo to Interim CHRO Lynch by Friday with feedback from UA governance. Members suggested waiting until the second draft is available for review.
10. Agenda Items for April 12 Meeting
None given. Send to Faye and Morgan if you think of any.
11. Roundtable discussion

12. Adjourn

Monique moved to adjourn. Meeting adjourned at 12:07 p.m.