



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Agenda

Staff Alliance

Tuesday, June 14, 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 2016-2017

Monique Musick, Vice Chair, Staff Alliance 2015-16; Vice President, SAA 2014-15

Nate Bauer, Vice President, UAF Staff Council 2016-2017

Tom Langdon, President, SAA 2015-16

Gwenna Richardson, Vice President, UAS Staff Council 2015-16

Kathleen McCoy, Co-President, UAA Staff Council 2016-17

Kolene James, President, UAS Staff Council 2015-16

Liz Winfree, Co-President, UAA Staff Council 2016-2017

Staff:

Morgan Dufseth, Executive Officer, System Governance

2. Adopt Agenda

3. Approve Minutes

3.1. May 10 Minutes

Attachment 1

4. Public and Guests Comment

5. Chair's Report

Faye Gallant

6. Staff Alliance Committee Reports

Written Reports

6.1. Staff Health Care Committee

6.2. Compensation Committee

- 6.3. Governance Process Committee
- 6.4. Morale Committee

- 7. External Committees
 - 7.1. System Governance Council
 - 7.2. Student Services Council
 - 7.3. Joint Health Care Committee

- 8. New Business
 - 8.1. Resolution 2016-04 Regarding Layoff Review Attachment 2
 - 8.2. Strategic Pathways Attachment 3
 - 8.3. Single Accreditation
 - 8.4. Open Nominations for Officer Elections Attachment 4

- 9. Ongoing Business Topics
 - 9.1. Retreat Date
 - 9.2. Support for Step Increases
 - 9.3. FY17 Budget

- 10. Agenda Items for July Retreat

- 11. Roundtable discussion

- 12. Adjourn



UNIVERSITY
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Minutes

Staff Alliance

Tuesday, May 10, 2016

10 a.m. – 12 p.m.

1. Call to Order and Roll Call

The meeting came to order at 10:04 a.m.

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

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

Tom Langdon, President, SAA 2015-16 *joined at 11:45 p.m.*

Gwenna Richardson, Vice President, UAS Staff Council 2015-16

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

Kolene James, President, UAS Staff Council 2015-16

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

Staff:

Morgan Dufseth, Executive Officer, System Governance

2. Adopt Agenda

Gwenna moved to adopt the agenda as presented, and Nate seconded. There were no objections and the agenda was adopted as presented.

3. Approve Minutes

3.1. April 12 Minutes

Nate moved to approve the minutes as presented, and Monique seconded. There were no objections and the minutes were approved as presented.

4. Public and Guests Comment

None given.

5. Chair's Report

Faye thanked the group for their help in reviewing the memo response regarding the furlough policy. She noted she discussed the issue with President Johnsen and summarized the Alliance's stance on the matter. They also discussed the Strategic Pathways process—three academic and three administrative reviews will be conducted over the summer. The administrative review will conclude by end of summer. The academic reviews are expected to take a little longer; they will include: Education, Business/Management, and Engineering. The president expressed a desire to have staff, student and faculty representatives on each review team (likely the same three people on all teams). The president will come back to governance with more information and a specific plan on selecting those representatives. Faye noted she and the president also discussed the new leadership development program.

6. Staff Alliance Committee Reports

6.1. Staff Health Care Committee – See written report at end of minutes.

6.2. Compensation Committee – See written report at end of minutes.

6.3. Governance Process Committee – Morgan noted she had some ideas on process improvement (or clarification) and will call a meeting with Faye, Tom and Monique.

6.4. Morale Committee – The committee will need to wait until all of the new staff council members are settled to solicit additional members. Kolene noted they wanted to call themselves the Morale Movement, rather than committee. She also noted that demystifying the current change process will help keep anxiety at bay. HR is working on communication plan and FAQs to help ease tensions during the transition created by the expected budget shortfall.

7. External Committees

7.1. System Governance Council – The SGC passed a resolution in support of audio/video for public testimony at Board of Regents' meetings. They also reviewed the review of Title IX issues at UAF (the Feldman Report). AVP Oba gave an update on revisions to policies relating to Title IX; the working group has decided to postpone asking the Regents for approval to the September meeting. Council members reviewed a new pilot program for student loan refinance from the Alaska Student Loan Corporation (will help Alaskan's refinance their outstanding student loans and is paid for by tax exempt bonds). AVP Christensen provided an update on the state's budget and other legislative issues; UA's budget is currently stalled and likely to be one of the last settled. There is still a possibility that UA could receive the Senate funding (\$325M) rather than the House's (\$300M) as part of a deal to access the state's constitutional savings account. Legislators are currently looking at tax and revenue bills but nothing has a majority of support yet. Legislators are also only looking at budget/revenue legislation—all other bills are on hold (including SB 174).

7.2. Student Services Council – Have not met recently.

7.3. Joint Health Care Committee – See written report at end of minutes.

8. New Business

8.1. Revisions to R04.01.050 and R04.06.130

Members discussed the proposed changes to sick leave for extended temporary employees. Morgan will draft a response memo and share with Alliance members via Google Docs for review by next Friday, May 20, in time to send it by the May 25 review date.

8.2. Support for Step Increases

Faye noted this was a potential action item coming from the Compensation Committee. SAA also passed a motion asking for re-introduction of step increases. Alliance members discussed how best to move forward with this issue. There was general agreement to draft a similar motion that could be shared with the Regents. Morgan will draft and send to the group for comments and edits by May 25.

8.3. Officer Transition Schedule – elections next meeting? [Constitution & Bylaws](#)

After brief discussion of local staff council elections, Monique moved to suspend the Constitution rule on elections, and postpone the officer elections to July. The motion was seconded by Liz. Members voted by roll call and the motion passed 8-0.

8.4. Retreat Date

Members held a brief discussion about best dates for retreat. Faye noted she would prefer late July. Members from UAS noted a meeting on Tuesday, Wednesday, or Thursday would work best for them so they don't have to travel on the weekend. Members agreed that a Tuesday retreat would work and identified July 19 or 26 as possible dates. Morgan will check again at the June Alliance meeting.

8.5. Resolution of Appreciation for Faye Gallant

Monique led the discussion on the resolution of appreciation. After brief discussion, Monique moved to approve with minor amendment, and Nate seconded. All members voted to approve the resolution, however, Faye abstained. The resolution passed 6-0-1-1.

9. Ongoing Business Topics

9.1. UAF Resolution on Layoff Review

Faye noted the UAF Staff Council resolution was submitted to SW HR, however with the recent retirement of Interim CHRO Ardith Lynch, it is unsure who will review and provide a response.

9.2. FY17 Budget – See above update in System Governance Council report.

9.3. Transformation Team Reports [Website](#)

Reports are posted and available for review. Monique noted there was a short overview in the [April SW Voice](#). SW executives are responsible for establishing and executing communication plans to the campuses.

9.4. Strategic Pathways

[Website](#)

Members agreed most Strategic Pathways topics were already discussed during the meeting. Monique may be able to share new information with the group via email later this week.

10. Agenda Items for June 14 Meeting

None given. Send any to Morgan if any come up.

11. Roundtable discussion

12. Adjourn

Meeting adjourned at 11:58 a.m.

DRAFT



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Staff Alliance

Resolution 2016-04

Regarding Review of Layoff or Recall Decision at UA

WHEREAS, The regulations do not specify that the reviewer and the individual who made the layoff decision cannot be the same person. This opens the potential for a situation where the same person who made the layoff decision also reviews the layoff grievance — not ensuring fairness for the employee; And

WHEREAS, The maximum length of time for the review to occur after a review is requested is not stated in the existing regulations. This does not provide protection for the employee. The employee requesting the review has no assurance that the decision would be made within the 30 day notice period; and

WHEREAS, There is no specification of reinstatement protections if the grievance findings are in the staff member's favor and the layoff decision is reversed. If the review process finds in the employee's favor, that individual should have the same protections as a recalled employee (described in 04.07.110 G); now

THEREFORE BE IT RESOLVED, the UA Staff Alliance supports the changes to University of Alaska 'Regulation 04.07.110 I. Review of Layoff or Recall Decision' proposed by UAF Staff Council Resolution 2016-269-1 on Marcy 7, 2016 (attached).

RATIONALE

Through emergency action in 2015, UA President Gamble signed into regulation a series of changes to the layoff procedures and policies. Included in those changes were a number of modifications to the grievance process, effectively changing the process from a full grievance procedure to a review process. Due to the hurried turnaround of the emergency action, staff governance feedback wasn't included in the original drafting of these changes.

The lack of language clearly stating that the reviewer cannot be the same person who initiated the layoff is our chief concern. In addition, there is no length of time specified for the review, should an employee challenge their layoff. The employee has 10 days from the date notified of

layoff to request the review, the reviewer has unlimited days to perform the review, once the review is completed, the reviewer must make a recommendation to the Chancellor in five days, the Chancellor has five days to make a final decision. The timeline does not delay the effective date of the planned layoff, so the 30 day notice period could easily expire during the process of the review, sending the employee into a lapse period.

Adopted by Staff Alliance the 14th day of June 2016.

Faye Gallant, Chair

Voting results as attested by Morgan Dufseth, Executive Officer:

Yes –

No –

Abstained –



UNIVERSITY
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Strategic Pathways

How do we optimize our statewide system to achieve our goals for higher education in Alaska?



Strategic Pathways

Why Strategic Pathways?

The purpose of the University of Alaska is to serve the wide variety of education needs in our state. Alaska depends on us to meet those needs through our research and creative activities, teaching and learning, outreach and services to the public. We have done a great job over the years in performing to our purpose, but there remain many large gaps that require our focused attention. There are also several major opportunities that must be pursued.

Now, more than ever, as our economy experiences an historic transition and our budget is reduced by the state, we must find ways to serve our important purpose as cost effectively as possible. Strategic Pathways is the framework we will use to improve our service to the state. It is based on the fact that each of our universities has unique strengths in meeting the state's needs and the reality that each campus cannot be everything to everyone. We will review our major academic programs and administrative services for how we can create a more sustainable university with more diverse revenue sources—where we seek quality, access, and cost-effectiveness while we grow in service to our state at this critical time in our history.

Strategic Pathways envisions a University of Alaska that leads creation of a knowledge economy for our state. We will we reallocate resources from programs and services that are: (1) not core to each university's strengths in meeting state needs; (2) challenged by low enrollment, high cost, or insufficient faculty resources; or (3) redundant with programs at our other universities. Those resources will be reallocated to programs and services that are tied to each university's distinctive strengths. In many cases, through technology and collaboration, these excellent programs will be made accessible to all Alaskans, and at a lower overall cost.

Strategic Pathways will be implemented in phases, with Phase 1 beginning this summer. Faculty, staff, and students will have extensive opportunities to participate in the process and the university community will be informed of progress on a regular basis. As well, we are actively exploring the benefits and risks of a single accreditation as part of this process.



Strategic Pathways

This is a conceptual framework being analyzed and evaluated for the UA System. Strategic Pathways will begin taking shape over the coming weeks and months. While certain changes may be implemented before the end of the fiscal year, restructuring will be implemented over the next couple years. There will be ample opportunity for shaping the strategy as options become better defined.

OUR MISSION		"The University of Alaska inspires learning, and advances and disseminates knowledge through teaching, research, and public service, emphasizing the North and its diverse peoples." (Regents' Policy 01.01.01)		
OBJECTIVE		Maximize value to Alaska through excellent, accessible, and cost effective higher education funded by diverse and growing revenue sources		
CORE PRINCIPLES		Focus, Access, Diversity, Excellence, Consistency, Fiscal Sustainability		
STRATEGY		Prepare, Restructure, Implement, Refine		
WHO WE ARE		UA ANCHORAGE Comprehensive metropolitan university in Alaska's economic hub	UA FAIRBANKS Research university renowned for leadership in Arctic and the North	UA SOUTHEAST Comprehensive university focused on e-Learning & interdisciplinary studies
CAMPUS LEAD FOR THE STATE**	Research	Social and economic sciences, health	Arctic, physical, and natural science; engineering, applied energy	Interdisciplinary / environmental
	Teaching	<ul style="list-style-type: none"> • Health professions • Social and economic sciences • Business and public policy* • Teacher education* • Engineering* • Logistics • Project Management 	<ul style="list-style-type: none"> • Physical, natural, and related sciences • Arctic / Northern Studies • Management* • Teacher education* • Engineering* • Rural development / tribal mgmt • Doctoral education 	<ul style="list-style-type: none"> • Marine Biology/fisheries (undergraduate) • Management* • Teacher education* • Marine trades • Mine training • Interdisciplinary degrees/ degree completion
	Outreach	<ul style="list-style-type: none"> • Aligned with Research and Teaching Focus 		
COURSES AVAILABLE ACROSS THE UNIVERSITY SYSTEM		<ul style="list-style-type: none"> • Common General Education Requirements • Liberal Arts and Humanities • Distance Education • Career and Technical Education 	<ul style="list-style-type: none"> • Alaska Native Studies • Wide choice of non-major courses • Dual credit with K-12 • Developmental Education 	

* Subject to review, Summer 2016

** To the extent areas of research, teaching, and outreach at campuses other than the "lead" campus may be high quality, cost effective, and core to mission, they may continue to be supported.



Strategic Pathways

Potential Goals and Measures

Goals	Measures
Wider access to higher education for all Alaskans	<ul style="list-style-type: none"> • Increase Alaskans going directly from high school to postsecondary from 47% to 63% (1.3X increase) • Increase participation rates of Pell Grant eligible students
UA research focused on issues of high state need	<ul style="list-style-type: none"> • Continue to rank #1 globally in Arctic research and expand in biomedical and social/economic • Increase engagement with state agencies and communities on Alaskan problems
Alaskans prepared for Alaska's jobs	<ul style="list-style-type: none"> • Increase Alaskans hired into teacher vacancies from 30% to 90% (3X increase) • Increase graduates in STEM fields from 38/1,000 to 59/1,000 (1.5X increase) • Increase graduates in health occupations from 36/1,000 to 45/1,000 (1.25X increase)
A more diversified knowledge economy in Alaska	<ul style="list-style-type: none"> • Increase "New Economy" score from 56 to 64 by focusing on inventor patents, health IT, export business development, and industry investment in UA research and development • Increase corporate use of Alaska higher education income tax credit program
A strong education pipeline, from K-12 to the workforce	<ul style="list-style-type: none"> • Increase from 37% to 65% Alaskans with post-secondary education leading to a degree or certificate (1.75X increase) • Increase the number of K-12 students participating in concurrent enrollment programs at UA
Sustainable revenues	<ul style="list-style-type: none"> • Increase revenues in order to fund investments in areas of strategic importance and opportunity • Diversify revenue sources so we are less reliant on the State



Strategic Pathways

Core Principles

Focus

We will reduce unnecessary redundancy to more cost effectively meet the state's higher education needs by focusing each university on its unique strengths.

Access

We will increase Alaskans' participation in higher education by maximizing use of innovations in e-Learning, supporting high demand programs, and ensuring affordability.

Scope

We will offer a wide diversity of academic degree and certificate programs across the university system, though not all programs will necessarily be available at all locations.

Excellence

We commit to excellence in everything we do, in the classroom, in our labs, and in the communities we serve.

Consistency

We will streamline and increase consistency in business practices, policies, processes, and systems that support expedited student progress through our programs.

Fiscal Sustainability

We seek to be more entrepreneurial in our strategies to grow and diversify our revenues.



Strategic Pathways

Roles and Responsibilities

	Mission	Strategy	Policy	Programs	Budget
Board of Regents	Establish mission and purpose of university system and its campuses	Approve strategic plan and priorities for the university system and its campuses	Govern the university, set policy, consult with internal and community stakeholders	Approve academic program additions and deletions	Approve budget, set tuition, ensure financial viability, and manage risk
Statewide System Administration	Advise Regents and recommend mission of universities; ensure missions are implemented; measure effectiveness	Develop strategic plan for university system in conjunction with university leaders; focus on meeting state needs	Ensure implementation and compliance with Regents' Policy; promulgate regulations; focus on meeting state needs	Analyze effectiveness of universities and strategically organize programs system-wide for maximum benefit to the state	Prepare annual budget and tuition request to Regents, advocate with Governor and legislature, allocate to universities
University Campuses	Propose mission and purpose of university and allocate resources and implement approved mission	Develop and implement academic, student, and financial strategies	Advise on Regents Policy and university regulations; implement approved policy and regulation; consult with internal and community stakeholders	Deliver academic programs, review effectiveness, recommend priorities and program changes, maintain accreditation	Request resources through annual budget process, implement approved budget, reallocate to priorities
Faculty, Staff, and Student Governance	Participate in mission development and implementation; communicate with stakeholders	Participate in strategic planning at university and system levels; communicate with stakeholders	Recommend policy changes and provide input on proposed policies; communicate with stakeholders	Participate in program review process; recommend additions, changes, reductions, deletions; communicate with stakeholders	Provide input & advocacy on university, system, and Regents on annual budgets; communicate with stakeholders



Strategic Pathways

Lead University Options / Examples

These and other options are available based on such factors as mission centrality, cost effectiveness, quality, and access. Distance learning can play a role in all options as will the development of a common catalog.

Concept	Similar program at multiple locations, but each program's focus tied to unique campus mission and region	Similar program at multiple locations but only one location offers graduate level degrees in program	Similar courses offered at multiple locations but only one location offers Bachelors or higher level degrees in program	Sole provider model: Degrees are offered at multiple locations but by one Institution
Benefits	Needed to meet demand	Reduces unnecessary duplication	Reduces unnecessary duplication	Consistency in program delivered
Challenges	Coordination Essential	May require place-committed students to take some classes by distance	May require place-committed students to take some classes by distance	Difficult for large programs



Strategic Pathways

Phase 1 Review Process / Timeline

2016				
	Jan-Mar	Apr-Jun	Jul-Sep	Oct-Dec
R e g e n t s	<ul style="list-style-type: none"> •Approve SP framework (Jan) •Review draft plan (Feb) 	<ul style="list-style-type: none"> •Receive SP and budget update (Apr) •Receive SP and accreditation updates & approve FY2017 budget (Jun) 	<ul style="list-style-type: none"> •Receive SP and accreditation updates & review FY2018 budget (Sep) •First review of potential organizational changes (Sep) 	<ul style="list-style-type: none"> •Approve program changes, FY2018 budget request, and revenue growth plans (Nov)
A d m i n i s t r a t i o n	<ul style="list-style-type: none"> •Propose framework (Jan) •Develop draft plan (Feb) 	<ul style="list-style-type: none"> •Governance input on Phase 1 & review process (Apr) •Admin finalizes SP process & selects team members (May) • Strategic Pathways teams meet to frame issues, review data, and identify add'l data needs (Jun) •Commence accreditation review (Jun) 	<ul style="list-style-type: none"> •Strategic Pathways teams meet to discuss interests and standards, identify two to three options (July) •Strategic Pathways teams present to UA president and Summit Team (August) •President consults with governance Summit Team & presents recommendations to Regents (September) •Provide preliminary accreditation report to governance (Jul) •Provide accreditation report to governance for comment (Aug) •Present accreditation report to Regents (Sep) 	<ul style="list-style-type: none"> •Present program changes and FY2018 budget to Regents (Nov)



Strategic Pathways

2016-2017 Process / Timeline

What units/programs will be included in Phase 1 reviews?

Criteria (from those suggested by governance groups)

- Occur at more than one university
- Size (large)
- Professional and/or graduate
- Cost
- Importance

Suggestions

- Management
- Engineering
- Teacher Education
- Intercollegiate Athletics
- Fisheries
- Arts
- Social Sciences
- Community Campuses

Decisions

- Management
- Engineering
- Teacher Education
- Intercollegiate Athletics
- Research Administration
- Procurement
- Information Technology



Strategic Pathways

Phase 1 Review Process / Timeline

Who will lead the process?

The UA President and his staff with support from Professional Growth Systems (PGS)

What is the charge for each group, what are the goals, and who will participate on the teams?

See next page

What is the timeline?

- ✓ Design process, solicit team members, and select teams (May)
- Prepare preliminary data (June)
- Meeting 1 (June 20/21)
 - Review preliminary data
 - Discuss interests, standards, benchmarks
 - Identify additional data needs
 - Update community
- Meeting 2 (July 25/26)
 - Generate options
 - Evaluate options in relation to interests and standards
 - Identify two to three options for presentation
 - Update community
- Teams present to UA President and Summit Team (August 17)
- UA President consults with governance groups (August 22 - September 9)
- UA President will present recommendations to the Board of Regents (September 15-16)

What is next?

- ✓ SW consults with Governance on teams (May 19-20)
- ✓ SW drafts charge / scope / criteria (May 21)
- ✓ Summit Team reviews tentative plan (May 24)
- ✓ PGS prepares draft schedule (May 27)
- ✓ SW sends team member invitations with schedule (week May 31)
- SW provides update to Board of Regents (June 2-3)



Strategic Pathways

How do we optimize our statewide system to achieve our goals?

	Management	Engineering	Teacher Education	Athletics	IT	Research Admin	Procurement
Charge	Identify and assess pros and cons of most viable options to achieve goals including a single school, 2 schools, or 3.	Identify and assess pros and cons of most viable options to achieve goals including a single school or 2 schools.	Identify and assess pros and cons of most viable options to achieve goals including a single, school, 2 schools, or 3.	Review options for reducing cost, including waiver or change of NCAA 10 team rule and UAF/UAA consortium model.	Review options that result in standardized ERP & other applications across UA and transition to the cloud.	Review options for reducing cost & increasing performance via consolidation at one campus.	Review options for reducing cost and increasing purchasing leverage via consolidation at one campus.
Goals	Expand enrollment, reduce cost, maintain/improve quality.	Expand enrollment, reduce cost, maintain/improve quality.	By 2020, 60% new teachers from UA, 90% by 2025.	By 2020, cut '16 GF by 50%; by 2025, no GF.	Reduce operating costs by 20%.	Reduce administrative cost by 20%.	Reduce administrative cost by 20%.
SW Officer*	VPAAR	VPAAR	VPAAR	VPA	CITO	VPAAR	VPA
Faculty Gov	Maren Haavig	Orion Lawler	Diane Hirshberg	Tara Smith	David Fitzgerald	Chris Fallen	N/A
Student Gov	Colby Freel						
Staff Gov	F Gallant	E Winfree	Kolene James	K McCoy	Tom Langdon	Nate Bauer	N/A
UA Deans and Faculty	R Prasad M Herrmann V Williams B Hoanca Shiela Selkregg Charlie Sparks	Fred Barlow Doug Goering Bill Schnabel David Barnes Rob Lang	Paul Deputy Steve Atwater Deb Lo Roy Roehl Scott Christian Tim Jester	Keith Hackett Gary Gray Bill Spindle Kari Burrell Mike Sfraga Saichi Oba	Pat Shier Martha Mason Michael Ciri Myron Dosch Kelli Hite McGee Gwen Gruenig Priscilla Schulte	H Wisniewski Larry Hinzman Karen Schmitt R Madnick Jeff Welker Donie Bret-Harte Cheryl Wilga Anna Liljedahl Allison Bidlack	Bill Spindle Kari Burrell Michael Ciri John Hebard M Cangelo-Overturf Jim Lynch
Community	Lorna Shaw Tiffany Zulkosky Dale Tran	B Morganthaler Brian Clemenz Virginia Goeschel Ben LaRue	Lisa Parady Jason Ohler Shaun Kraska Michael Graham	Bart LeBon Rick Nerland Alec Hajdukovich Mark Filipenko	Jim Bates	Larry Hartig	N/A

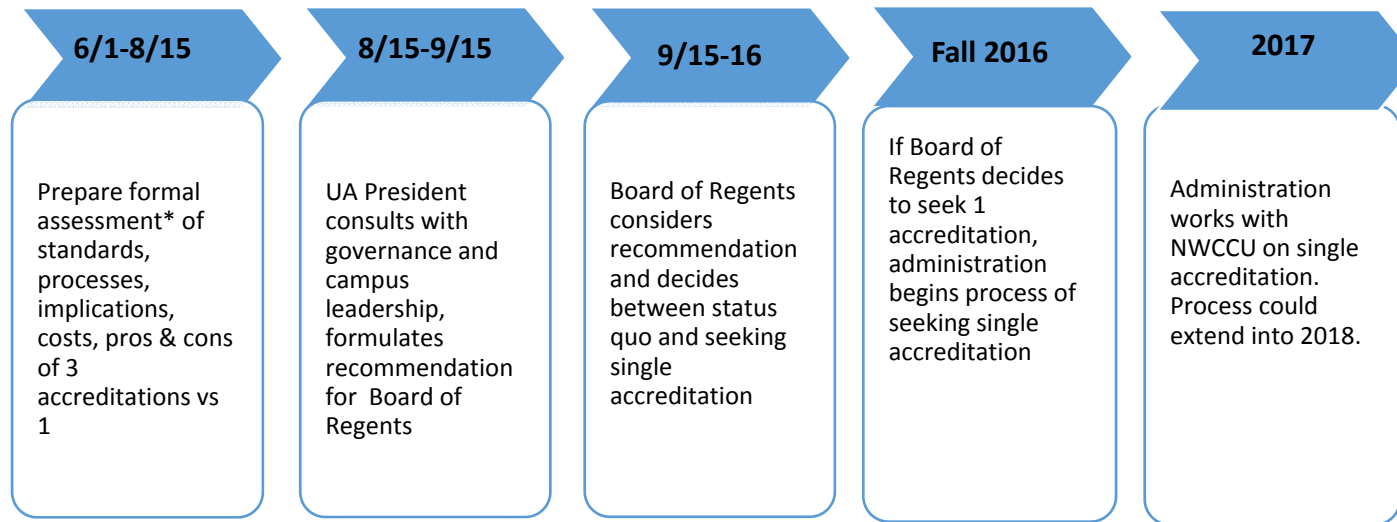
* The SW Officer will be the accountable person for each area. Communications and Institutional Research staff (TBD) will also be assigned to each group.



Strategic Pathways

How do we optimize our statewide system to achieve our goals?

University of Alaska
Statewide Accreditation Timeline: 2016-2017



* Assessment Process

- Conducted by Dr. Dana Thomas (retired UAF faculty and administrator, UA vice president for academic affairs and research), in consultation with regional accreditor, Northwest Commission
- Detailed assessment plan posted on public site: June 15
- Draft report for governance and campus leader feedback: July 15
- Feedback due: August 1
- Final report provided to UA president, governance and campus leaders: ~August 15
- UA president consults with governance and campus leaders and formulates recommendation to Board of Regents: ~August 15-September 9
- UA president presents recommendation to Board of Regents: September 15
- Board of Regents may elect to allow more time for consultation, then decide in November

Staff Alliance Officer Positions

From the SA Constitution:

Article 5. Officers

A. Officer Positions

Staff Alliance officers shall include a chair and vice chair, elected annually by the members of Staff Alliance.

B. Officer Elections

Officers will be elected from current Staff Alliance members. The election will occur each June, after local constituent elections are finalized in May. The chair and vice chair shall be from different local staff governance groups.

C. Term of Office

The officers shall serve a term of one year or until their successors are elected. When an officer's seat becomes vacant prior to the term expiration, the Alliance shall elect a new officer from that vacancy's university's representation.

From the SA Bylaws:

Section 1. Officer Duties (Constitution Article 5.)

A. Chair

The chair shall a) preside over all meetings of the Alliance, b) represent the Alliance, and c) serve as the primary contact on behalf of the Alliance to the UA president and the UA Board of Regents.

B. Vice Chair

The vice chair shall serve in the absence of the chair for all Alliance meetings, meetings with the UA president, or with the UA Board of Regents. If the vice chair is unable to fulfill these duties, the Alliance may select a representative from among their membership.

Time Commitments to consider for Chair:

1. Monthly preparation of the agenda
2. Monthly meeting with President Johnsen, possible meeting with VP White as well
3. Preparation of six (6) written governance reports to submit to the Board of Regents
4. Provide the oral governance report at six (6) BOR meetings
5. Serve on the System Governance Council and attend their meetings (at least six (6) per year)

**Staff Alliance Compensation Committee
Report for Staff Alliance
June 2016**

May 18, 2016

Present: Mike Cox, Brad Krick, Maureen Hunt, John Moore, Monique Musick, Michelle Warrenchuk

Staff Alliance FY17 Comp Motion:

The committee discussed Staff Alliance's draft motion regarding the proposed FY17 increase. Staff Alliance's draft motion proposes that any pay increase in FY17 be split as both a step increase and a grid increase (across-the-board). The group voted to endorse Staff Alliance's motion.

FY18 Motion Discussion:

The committee voted unanimously to approve our FY18 motion and send it to Staff Alliance. recommend an increase of 2.0%, split as a 1% step increase and a 1% grid increase. The group also noted that Staff Alliance should revisit the proposed increase if the FY17 increase is zeroed out.

SHCC May 19, 2016 meeting notes

From Kathleen McCoy

In attendance: Wendy Miles (UAS), Stacey Howdeshell (UAF), Lesli Walls (UAF), Monique Musique (SW), Arthur Hussey (SW alt), Lisa Sporleder (SW), Kathleen McCoy (UAA).

1. Update from JHCC May 17, 2016 meeting:

[Wellness Plan Utilization Report as of May 5, 2016](#)

Discussion: Final report for FY16 only available after final paperwork deadline May 15, 2016. Next report available June 5, 2016. But at this preliminary point, Sara Rodewald of Healthyroads said employees are showing a 38% utilization rate, and spouses a 28% utilization rate. She expected the rates to trend a little higher with final paperwork.

The program costs about \$460,000 annually. Sara says she always wants higher participation rates, but says these rates are comparable to other wellness programs.

[FY10-15 Comparison between University and Employee costs](#)

Discussion: Abel, JHCC chair, said the chart shows that university costs decreased between FY11-13 while employee costs climbed. In the SHCC meeting, Erika said some cost shifting to employees was accomplished through plan design rather than across-the-board increased to employees. She also pointed out that a large under-recovery drove some of the increase on the employee side. She is preparing a follow-up chart that will provide more context to the cost chart, such as number of employees. She'll send it out when it is ready, for further discussion.

[FY163Q Utilization Report by Lockton](#)

Discussion: A few key takeaways from this report include
Rise in number and size of large claims. In FY15Q3 the plan had 47 large claims (anything above \$100,000). FY16Q3 the number of large claimants rose to 57. The highest claim is more than \$650,000. David Hinkley of Lockton said these large claims will impact the plan.

On the pharmacy side, special drugs are driving up the cost. Charts in the report show how specialty drugs are claiming a larger percentage of the total, climbing from 21% last year to 28% this year.

2. SHCC consumer health plan posters. Neither Danielle Dixon nor Kayti Coonjohn, the two graphic artists working on this, were available for the meeting. However, Kathleen shared the google doc link where the work is being done.

<https://drive.google.com/drive/folders/0B4Xvy6aoVvMwRzYteEVCUm1WTzA>

This site should be available (eventually if not now) to all SHCC members. The idea is to lodge consumer-driven information posters created by SHCC for use by any SHCC member if they sense a need for more information on their campus in some

key health plan areas. The goal of the SHCC posters is to target key factors that impact health plan consumers, like 200% Medicare, or auxiliary services, so that that information moves easily through the audience that needs the information. A goal for this project is to provide posters at the June SHCC meeting (that have been vetted by Erika for accuracy) and then have them available for download on July 1, 2016.

3. Statewide Administration Assembly questions. SAA produced four health plan process requests. Informally, Erika addressed them at SHCC. She will seek more information from Premera on:

- Updating the Premera list of in-network providers. Plan users have found outdated information on this list.
- Can EOBs indicate clearly if the provider is in- or out-of-network?
- Is there a list of allowable charges for Medicare?
- What happens if Medicare does not cover a procedure?

4. HCCMCA. New JHCC member Pat Shier asked if UA is eligible to join [HCCMCA](#). This is a coalition that began in 1994. Full title is Health Care Cost Management Corporation of Alaska, Inc. Erika has investigated this in the past, and JHCC will have an HCCMCA spokesperson at its next meeting to learn more. You can read about this organization [here](#). It includes members in the Pacific Northwest, perhaps a way to spread costs. However, Erika is not sure this group is eligible for UA's procurement process. More to come as we learn more.

JHCC May 17, 2016 meeting notes **From Kathleen McCoy**

Healthroads utilization: Sara Rodewald of Healthroads updated the JHCC on wellness program utilization as of May 5, 2016. [Find her report here.](#)

April 30, 2016 was the close of the window for health plan members to qualify for the premium rebate by meeting the wellness plan incentives, however the window for paperwork for health appts that occurred by April 30 but have not yet found their way to Healthroads had until May 15. Sara said she will have a firmer final number with the June 5 utilization report since it will sweep in all that late paperwork for qualifying health plan members.

That said, employee utilization for FY16 was at 38 percent to date, matching FY15 utilization percentages. Spouses to date in FY16 were at a 27 percent utilization, compared to a 28 percent utilization in FY15.

Sara predicted both percentages would likely rise with final paperwork coming in.

One interesting chart she provided shows utilization across various types of employee groups. Salaried and hourly staff showed the highest utilization percentage –

- salaried 43%
- hourly 38%
- Non-represented faculty 38%

In answer to a question about how much Healthroads costs on an annual basis, the figure UA Benefits provided is \$450,000 annually.

FY10-FY15 University of Alaska and Employee costs

[Chart is here.](#)

Discussion centered around noticing that UA costs have declined between FY11-13 while employee costs have climbed. Points discussed included remarks to the effect that under President Gamble the university decided to shift \$7M of the health plan cost to employees. UA Benefits noted that an under-recovery in FY13 led to the employee increase. Committee Abel Bult-Ito said this shift of cost to employees occurred without any input from the JHCC.

Third Quarter Utilization Report by Lockton, presented by David Hinckley.

[Find this PDF report here.](#)

While dense, this report is relatively easy to comprehend. Among key points that David brought out:

Inpatient:

Paid claims per admission increased 35% over FY15. **Lockton expects large claimants will have a significant impact on cost.**

Outpatient:

Paid claims PMPM [per member per month] increased from \$93 in FY15 to \$105 FY16, above the Premera norm for Alaska of \$102. Paid claims per service increased from \$277 FY15 to \$311 FY16, but remains below the Premera norm for Alaska of \$326.

Large claims:

- 57 large claimants over \$100,000 in FY16 Q3, compared to 47 in FY15Q3
- Largest was cystic fibrosis at \$675,492
- In FY15 large claims were 21.9% of claims FY16 they are 27.7%

Top 20 claimants are listed on Page 6.

Member responsibility: FY153Q was 18.9%

Member responsibility FY163Q was 18.8%

Pharmacy:

Overall number of scripts decreased 11.5%

Specialty RX is the cost driver; costs here increased 28.1% from \$1.6M to \$2M

13 of top 25 paid drugs are specialty

Percentage of specialty drugs to overall pharmacy climbed from 27.7% in FY15 to 33.3% FY16

Top 25 drugs by plan cost are listed on page 12 of the report.

Top 25 drugs by script count are listed on page 13. Shows Generic vs Brand.