



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Minutes

Staff Alliance

Thursday, July 21, 2016

9 a.m. – 4 p.m.

University House

Audio call-in: 1-866-832-7806, PIN 1266511

1. Call to Order and Roll Call

The meeting came to order at 9:15 a.m.

Voting Members:

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

Faye Gallant, President, UAF Staff Council 2016-2017

Kolene James, President, UAS Staff Council 2016-17

Eric Johnson, President, SAA 2016-2017

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

Gwenna Richardson, Vice President, UAS Staff Council 2016-17

Chrystal Warmoth, Vice President, SAA 2016-2017

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

Staff:

Morgan Dufseth, Executive Officer, System Governance

Guests:

James R. Johnsen, President

Keli Hite McGee, Chief Human Resource Officer

Erika Van Flein, Director of Benefits

Daniel M. White, Vice President for Academic Affairs and Research

Meeting Materials:

Strategic Pathways Presentation

Staff Alliance Constitution and Bylaws

Regents' Policy and University Regulation 03.01

Governance Basics Presentation

2. Adopt Agenda

Kathleen moved to adopt without amendment, Liz seconded. There were no objections. The agenda was adopted without amendment.

- ## 3. President Johnsen and Vice President White provided updates on several current UA-issues.
- Single accreditation – The Alaska Legislature has asked the University to look into single accreditation (see wording placed in FY17 budget intent language). The intent is not just to create cost savings but to create better service to the students (e.g. to make transfer between campuses easier or to make taking courses on different campuses easier). Other systems have tried this—Georgia State and Maine, for example. There are number of options that could take place with three separate accreditations as well as with a single accreditation—and that is what Dana and Dan are looking at now. They are trying to figure out what options are available and what would work best for UA. It may be that, whatever path UA takes, day-to-day operations at the campuses do not change much—so student experience would overall be easier but not that different from what it looks like today. Moving to single accreditation would take several years—definitely not an overnight change. Members asked if administration had looked into the possibility of two accreditations—one for main campuses and one for the community campuses? President Johnsen noted several options were being explored. VP White also discussed the difference between institutional v. program accreditation – a university can have one institutional accreditation and several program accreditations (such as the program accredited MBA program at UAF). Whatever the outcome, UA will remain accredited. Members suggested a brief presentation on the accreditation report once it has been released.

Strategic Pathways – There were roughly 100 people in attendance at the initial working team meetings in Fairbanks in late June. President Johnsen noted that major budget implications were likely to come from the Strategic Pathways sessions. He stated he would work to maintain regular communication to the university community regarding the Pathways process and would welcome feedback following major announcements.

Budget – The Alaska Legislature approved \$335M for UA; Governor Walker vetoed \$10M so in the end, UA was left with \$325M from the state. The additional funding above \$300M is allocated for strategic priorities—when \$10M was cut it came from those strategic priorities. The president noted he worked with Regents to develop a contingency budget that was refined as the university’s budget moved through the legislative approval process. UA admins will begin the FY18 budget request process later this summer, to be reviewed by the BOR at their November meeting.

4. Chief Human Resource Officer Hite McGee

CHRO McGee provided a short introduction about her career in higher education and human resources. She noted she was excited to return to UA and wanted to tackle several big projects right off the bat. She is working to revise the annual employee evaluation process; at

a previous organization, she implemented 90-day reviews to help employees understand what their goals and responsibilities were and how they were meeting those goals. Keli also noted she is working to realign the Human Resource Strategic Plan; she is currently working on that project with the campus HR directors. Keli suggested adding professional development to the Alliance's annual goals and offered to help find the right course for the group.

5. Director Van Flein

Erika provided a review of FY17 plan changes. Among the biggest change to UA benefits is that Securian is the new life insurance company. UA is also moving back to ReliaStar Life for long-term disability. For the health plan, the biggest change this year is the change to the out-of-network allowable charge – it was changed to 200% from 125% in FY17. UA is still contracting with Patient Care, a service that will compare doctors for you and price shop to find the lowest charges. One issues that has created some confusion is that the new authorization changes for rehab services for self-funded plans doesn't apply to UA; several providers have been confused about this change and have asked UA employees to get pre-approval from Premera. Erika noted the Benefit handbook would be available shortly. (Subsequently posted on the [UA HR website](#).)

6. Governance Basics – Morgan Dufseth – [Presentation](#)

Morgan provided a brief presentation on Governance across the UA system to include a review of Staff Alliance responsibilities and authority, system groups, and governance resources.

7. Chair's Report – Faye Gallant

Faye noted she enjoyed serving as Staff Alliance chair, particularly the opportunity to testify in front of the Board of Regents and meet regularly with President Johnsen. However, she noted, she would not be able to accept a nomination to continue as chair. Faye reviewed some of the recent changes to public testimony before the Board. While it had previously always been scheduled for an hour each morning of the meeting, the Board will now hear public testimony two weeks before the meeting. Members of the public will now be able to give testimony via distance at pre-scheduled locations. Faye also noted she would like to see increased engagement with UA Human Resources and more focus paid to the response timelines listed in policy/regulation and Staff Alliance bylaws. Faye noted the next chair will need to follow up on a response regarding changes to the furlough policy.

Strategic Pathways – discussion of working team process

8. Staff Alliance Committee Reports

8.1. Staff Health Care Committee – Kathleen noted the SHCC has been fairly active this year. They typically met shortly after the JHCC, to discuss recent actions and proposed changes.

- 8.2. Compensation Committee – The Compensation Committee benefited this year from the leadership and dedication of Brad Krick. They met monthly and issued a recommendation in winter/spring 2016 to the Staff Alliance. The recommendation included a shift back step increases as a part of the annual compensation increase. The Alliance shared this recommendation with President Johnsen, who agreed. It should be noted that UA was able to return to a step increase model because the State was not funding the compensation increase. In previous years, the Legislature would not approve compensation increases if they included a step increase because they saw it as a merit increase but without the necessary employee evaluation. Members noted they had already heard rumors there will be a 0% increase for FY18.
- 8.3. Morale Committee – Kolene noted the Morale Committee had some trouble getting off the ground this year but would continue their efforts next year.

9. External Committee Reports

- 9.1. System Governance Council – They System Governance Council met half a dozen times during FY17. They addressed issues such as SB174 and giving public testimony via distance at BOR meetings. The Council is not meeting over the summer due to student and faculty holidays but will reconvene once the Coalition of Student Leaders has elected new representatives in the fall.
- 9.2. Student Services Council – The SSC did not meet during 2016.
- 9.3. Joint Health Care Committee – The JHCC met roughly every month during FY16. One of the biggest issues they tackled this year was the out-of-network billing. The JHCC will meet next in fall 2016 and will hold a two day meeting in Anchorage to review new plans and providers.

10. Alliance Business Meeting

- 10.1. 2016-17 Meeting Schedule
Gwenna made the motion to hold meetings on first Tuesday at 10-12, seconded by Chrystal. No objections.
Gwenna made the motion to cancel the August meeting, Eric seconded. No objections. Next meeting will be September 6.
- 10.2. Winter Retreat/Workshop
There was overall agreement to hold a retreat this coming winter. The first couple weeks of February is the preferred timeframe for Alliance members. Members suggested working with Keli/UA HR on a half-day session on leadership development as well as time with President Johnsen.
- 10.3. Plaque Presentation
Alliance members presented Faye with a plaque stating their appreciation for her service as chair during FY16.

- 10.4. Chair and Vice Chair Elections
Members decided to elect the chair first and then vice chair.
Faye nominated Nate, and he accepted. Gwenna nominated Kolene but she declined nomination. Kolene nominated Gwenna but she declined. All were in favor and there were no objections. Nate will serve as the Staff Alliance chair for FY17 (July 2016-June 2017).
Nate nominated Kolene for vice chair, and she accepted. All were in favor and there were no objections. Kolene will serve as the Staff Alliance vice chair for FY17 (July 2016-June 2017).
- 10.5. Committee Appointments
The following committee appointments were made at the retreat:
Staff Health Care Committee – Gwenna and Liz and Chrystal
Joint Health Care Committee – voting: Gwenna and Liz; alternate: Chrystal
Compensation Committee – Eric and Gwenna
Human Resources Council – Faye and Gwenna
Morale Committee – Kolene and Nate
Student Services Council – Kolene and Eric
- 10.6. 2016-17 Goals and Metrics
- Increase staff public testimony – track number of staff who testify?
Increase and track communication to staff on public testimony.
 - Increase non-Alliance participation – count number of non-Alliance members who call into meetings
 - Increase communication to staff constituents regarding Alliance issues – share agenda and minutes with local staff councils
- 10.7. Agenda Items for September 6 Meeting
- Single accreditation report review
 - Kathleen – staff emeritus process
 - Furlough implementation – formal response to governance; answers regarding regulation adoption and notification as well as how should furlough be applied going forward
 - Grievance policy? Check with HR.
 - Strategic Pathways updates

11. Adjourn

Liz moved to adjourn, and Kathleen seconded. There were none opposed. The meeting adjourned at 4:10 p.m.