



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Agenda

Staff Alliance

Wednesday, October 5, 2016

10 a.m. – 12 p.m.

[Google Hangout](#)

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

(Please mute unless speaking.)

1. Call to Order and Roll Call

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

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

Chris Triplett, Co-President, UAA Staff Council 2016-17

Staff:

Morgan Dufseth, Executive Officer, System Governance

2. Adopt Agenda

3. Approve Minutes

3.1. September 6 Minutes

Reference 1

4. Public and Guests Comment

5. New Member Welcome – Chris Triplett, Co-President, UAA Staff Council

6. Chair's Report

Nate Bauer

7. Staff Alliance Committee Reports

7.1. Staff Health Care Committee

- 7.2. Compensation Committee – charge and timeline
- 7.3. Governance Process Committee
- 7.4. Morale Committee

- 8. External Committees
 - 8.1. System Governance Council – not yet active
 - 8.2. Student Services Council
 - 8.3. Joint Health Care Committee
 - 8.4. Strategic Pathways – Staff Representatives and Timeline

- 9. New Business
 - 9.1. New UA Performance Evaluation Tara Ferguson
 - 9.2. Wellness Program Discussion
 - 9.3. Morale Survey at UAA Liz Winfree
Reference 2 & 3

- 10. Ongoing Business Topics
 - 10.1. Furlough Notification to Governance Tara Ferguson

- 11. Agenda Items for November 2 Meeting

- 12. Roundtable discussion

- 13. Adjourn



UNIVERSITY
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Minutes

Staff Alliance

Tuesday, September 6, 2016

10 a.m. – 12 p.m.

[Google Hangout](#)

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

(Please mute unless speaking.)

1. Call to Order and Roll Call

Following technical difficulties, the meeting came to order at 10:15 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

Chrystal Warmoth, Vice President, SAA 2016-2017

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

Staff:

Morgan Dufseth, Executive Officer, System Governance

Members Absent:

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

2. Adopt Agenda

Eric moved to adopt the agenda as present; seconded by Chrystal. The agenda was adopted without revision.

3. Approve July 21 Retreat Minutes

[Reference 1](#)

Liz moved to approve; seconded by Kolene. The July 21 minutes were approved as presented.

4. Public and Guests Comment

None given.

5. Chair's Report

Nate Bauer

Nate noted he met with President Johnsen the previous week and discussed furlough notifications and a response to governance's concerns about the revised grievance process. They also discussed the president's use of strategic investment funds. The funds are currently going to hiring additional Title IX investigators and development officers at each of the campuses, and also a new President's Professors program. The president also plans to increase the focus on recruitment of adults in Alaska with some college credit but no degree. Nate also noted he would like to encourage staff to participate in the public testimony before the Board of Regents (now being held via distance).

6. Staff Alliance Committee Reports – Morgan asked campus reps to send her names of new members for the Alliance's internal committees.

- 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 – not yet active; waiting for student representatives
- 7.2. Student Services Council – have not met recently
- 7.3. Joint Health Care Committee – Chrystal reported the JHCC has met but is still working to finalize their meeting schedule for the remainder of the year. They did receive some brief updates on Healthy Roads, Premera, and the Health Coalition.

8. New Business

8.1. Staff Emeritus Process and/or Guidelines

[R04.04.070](#) & [R04.07.095](#)

Alliance members discussed the lack of a defined process to nominate staff for emeritus status. Liz noted UAA had worked on a process and noted she would share that with other members. Ultimately, the Alliance would like to publish a simple reference guide for the process—nothing in regulation or anything too restrictive—just a short guide for members of the UA community to help them as they work through the process.

8.2. Strategic Pathways Phase II Staff Representative Recommendations [Reference 2](#)

Members agreed to send names of current governance representatives who are interested in serving on Strategic Pathways Phase II review teams to Nate by Friday, Sept. 9.

- 8.2.1. Community Campuses
- 8.2.2. Health
- 8.2.3. Fisheries
- 8.2.4. Human Resources
- 8.2.5. Institutional Research

8.2.6. University Relations

8.2.7. Student Affairs

8.3. Meeting schedule

Morgan explained the current Alliance meeting schedule (first Tuesdays) directly conflicts with Summit Team meetings. In order to invite members of the Summit Team to Alliance meetings, the Alliance will need to change its meeting time.

Eric moved to change the meeting schedule to first Wednesdays; seconded by Liz. There were no objections and the motion carried. Alliance meetings will be on the first Wednesday of the month.

9. Ongoing Business Topics

9.1. Furlough Process

[Reference 3](#)

Alliance members discussed the recent changes to furlough regulations, which included notification to governance of furloughed units. To date, the Alliance has not been notified of any furloughs, despite several units at UAF being approved for furlough. Morgan agreed to reach out to UA HR to get a better sense of their notification plan.

9.2. Grievance Response

The President's Office provided a response, supported by a review by UA General Counsel, that the current regulations were sufficient to create a fair and unbiased review process without being overly restrictive, and still allowing for situational flexibility. Nate noted it would still be good for the Alliance to keep an eye out for any staff using the layoff review process, to ensure they receive adequate support.

10. Agenda Items for October Meeting

10.1. Wellness program at UA

11. Roundtable discussion

12. Adjourn

Eric moved to adjourn; seconded by Chrystal. The meeting adjourned at 11:20 a.m.

Staff Morale Survey Results

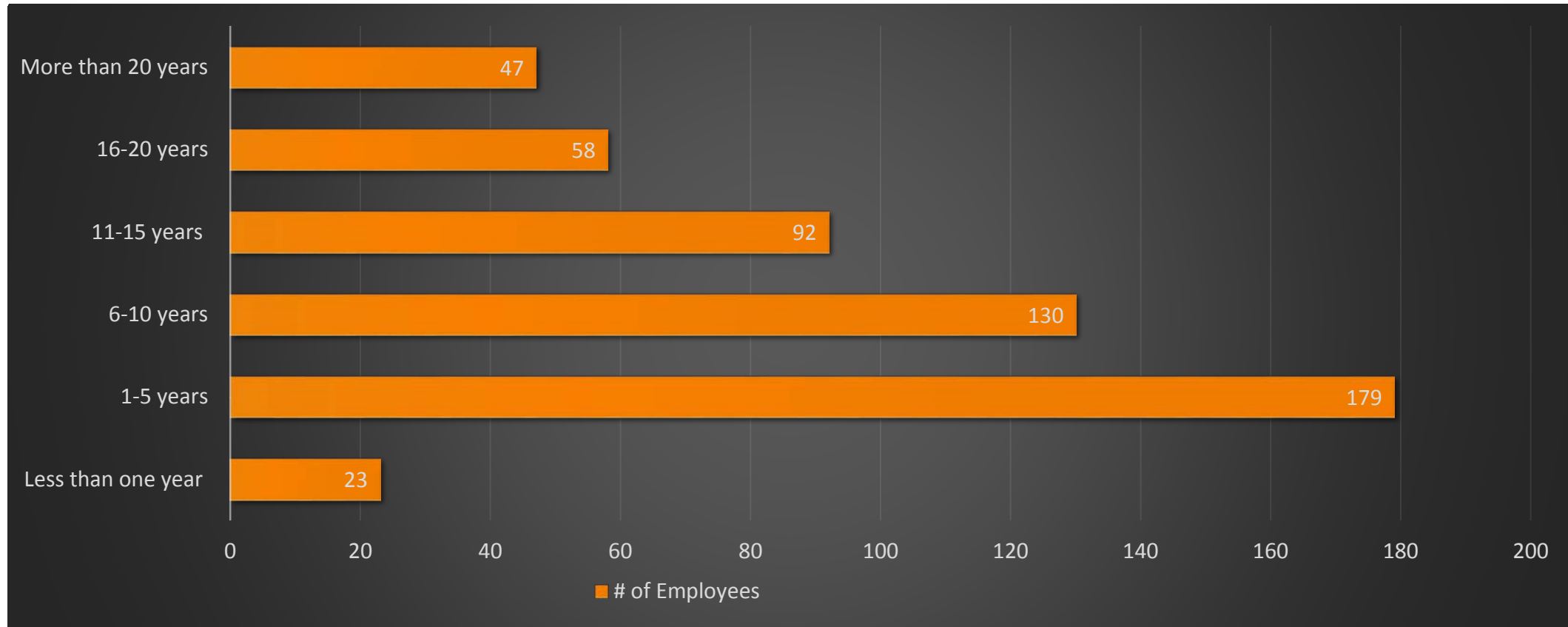
PRESENTED BY: STAFF COUNCIL

WEDNESDAY, SEPTEMBER 28, 2016

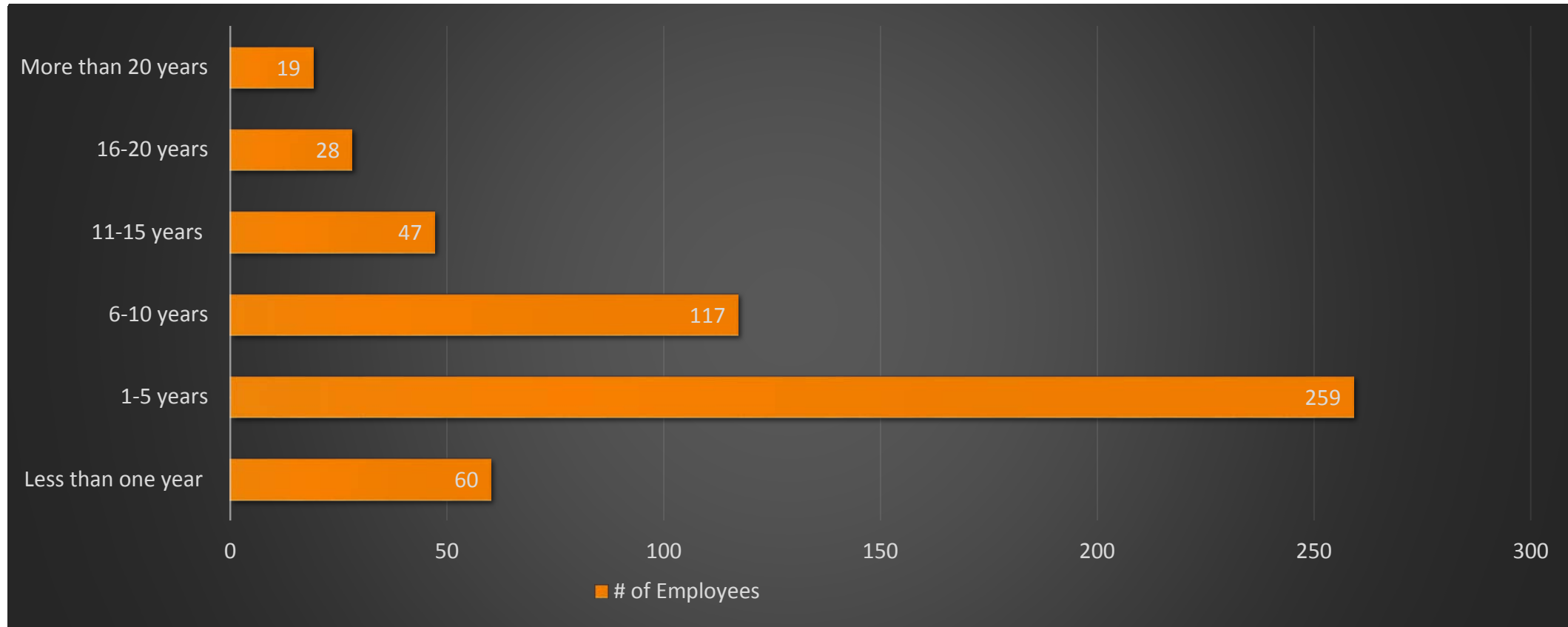
Survey Overview

- The survey was sent to all staff members at UAA, including the community campuses
 - 1,255 according to Human Resource Services as of September 26, 2016
- Approximately 509 staff members completed the survey
- Response rate: 40.5%
- The survey was created and administered by Staff Council

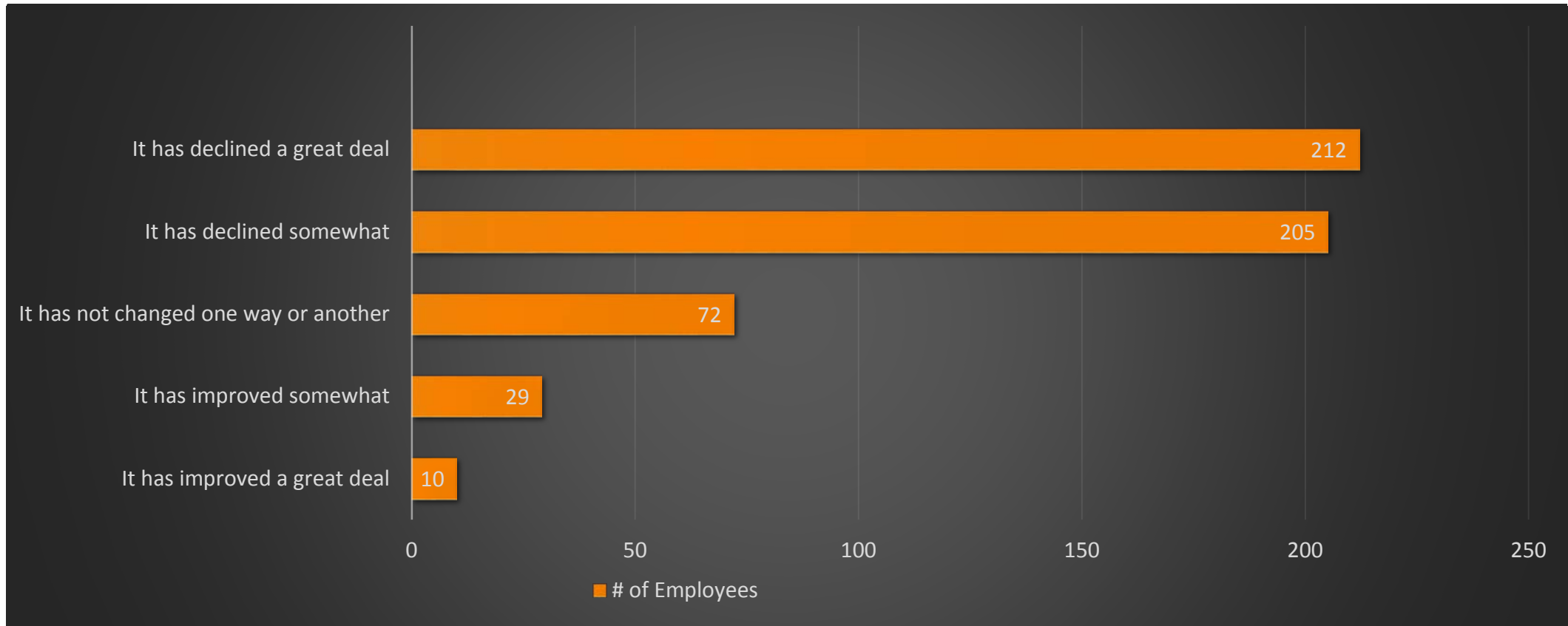
How long have you been a staff member at UAA?



How long have you been in your current position?



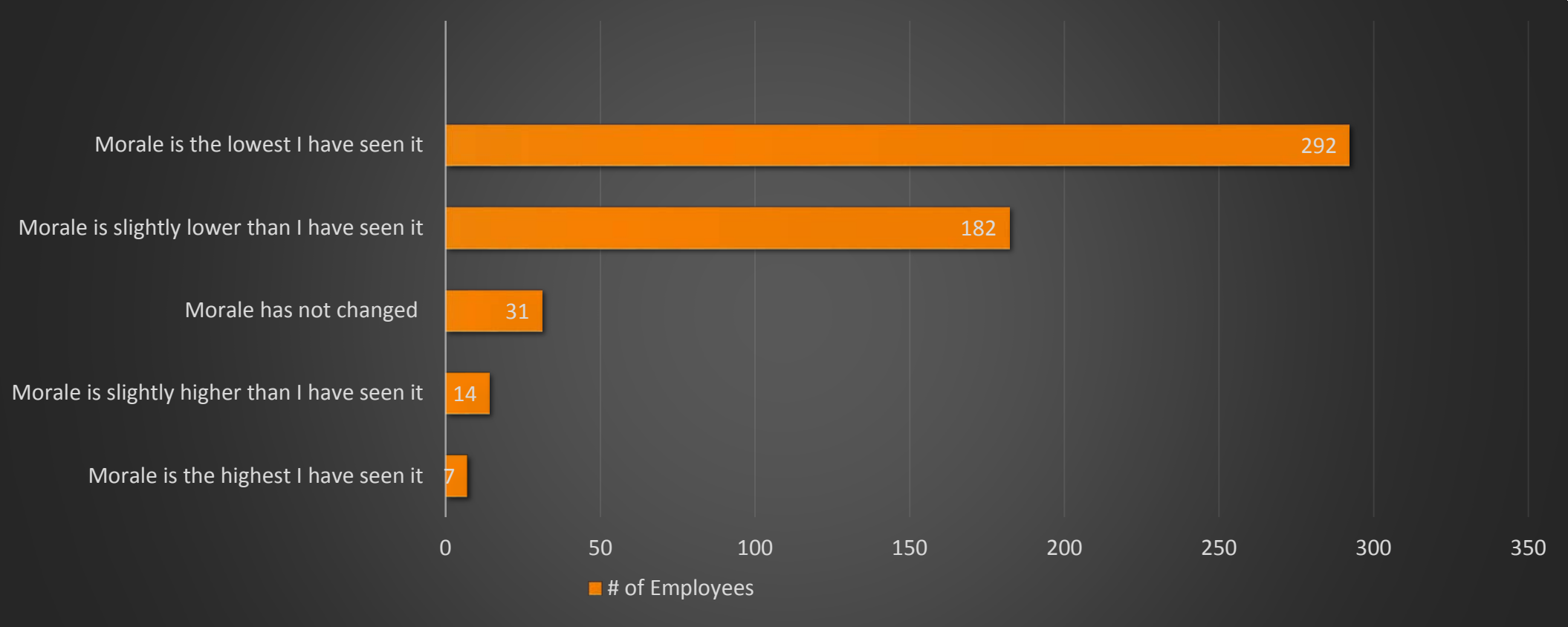
In the past two years, how has your morale as a UAA staff member changed?





79% of respondents stated that morale has decreased in the last two years

Over the course of your employment at UAA, how do you compare morale now to morale in the past?



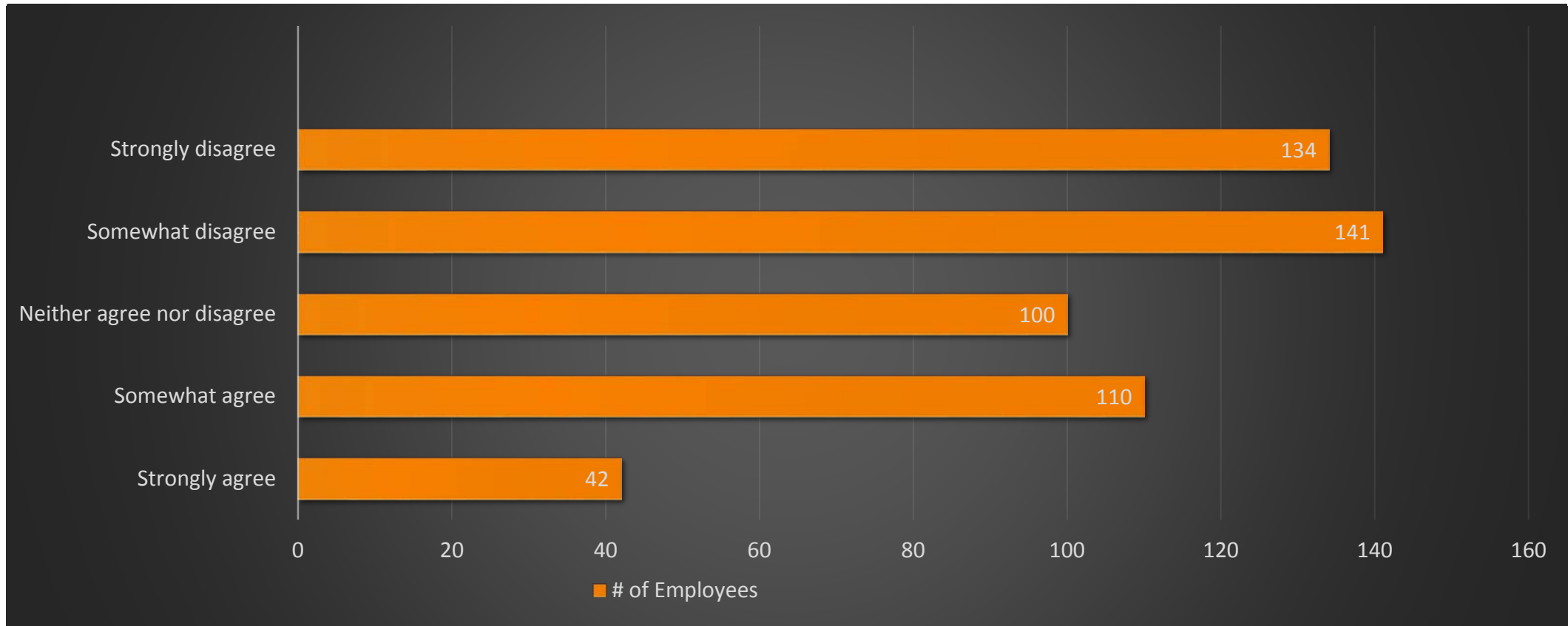


More than half (55%) of the respondents stated that morale is the lowest they have ever seen it during their employment.

What are the major factors that have led to a decline in your morale?

- Uncertainty about the **the future of UAA** and the **budget cuts**
- Witnessing **high turnover rates** in departments, being asked to do **more with less**, and departments being **understaffed** while being asked to create new initiatives
- **Lack of leadership** in the University, **lack of communication** from leadership about changes, not getting **staff input** about changes, and problems with **supervisors** (i.e. not addressing poor performance, playing favorites, not appreciating staff members, etc.)
- **Job security** and and uncertainty about the future of their employment with the University

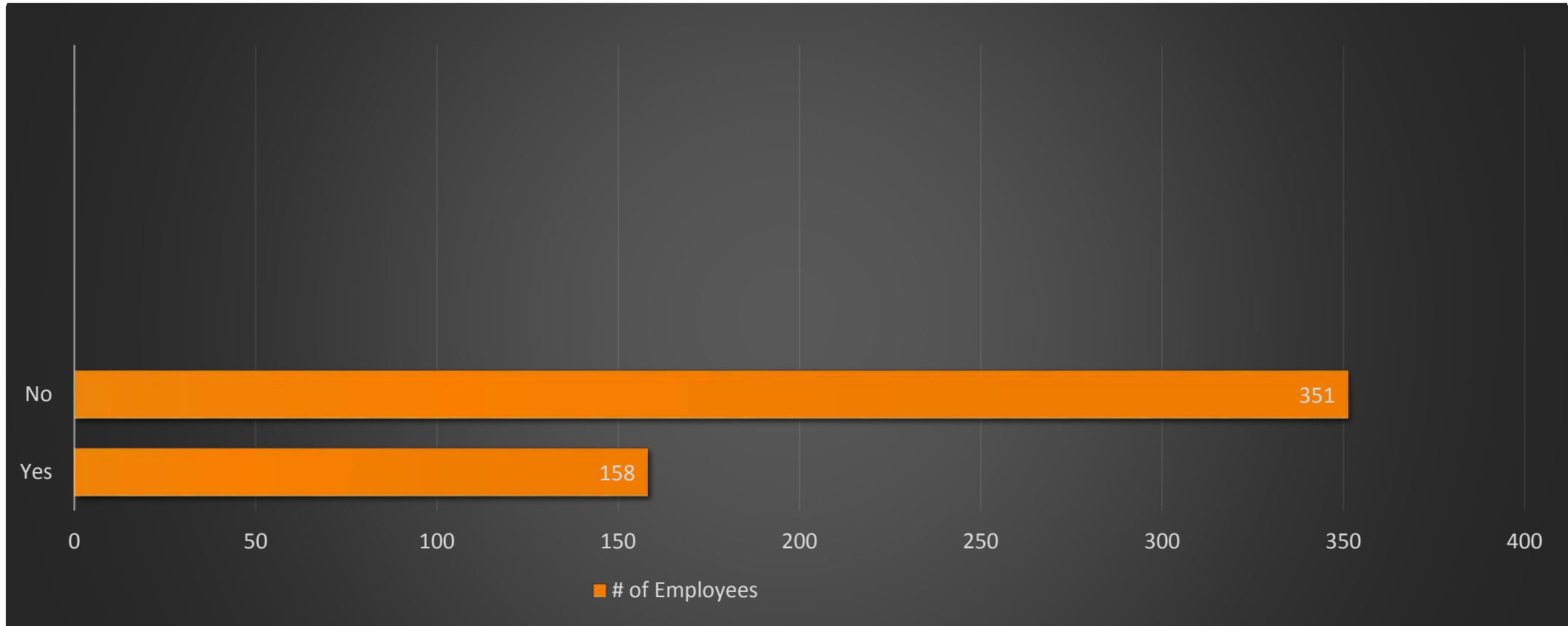
I feel positive about the security of my job as a UAA staff member.





52.2% of respondents do not feel secure about their job.

I am actively looking for employment outside UAA.





31% of respondents are actively seeking employment outside of UAA.

What are the top three reasons you are seeking employment outside UAA?

- **Job security/stability** or lack thereof
- Lack of “real” **leadership** through these economic times
- Higher “unreasonable” **work load and expectations from supervisors** are the same as when there were 2-3 people sharing the workload.

What do you think could be done to improve morale among UAA staff?

- Open, honest, timely, and **transparent communication** from UAA and UA leadership and among the campuses
- **Recognition** for staff (respect, value, appreciation, recognition of hard workers & longevity, staff involvement in decisions, flex schedules)
- **Improvement** for position stability/job security, **improve leadership at all levels**, improve trainings, improve and remove processes and improve implementation of processes, improve health benefits



Final Thoughts

Thank you!

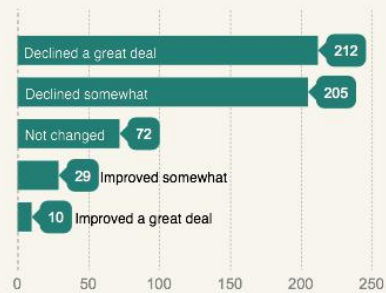
STAFF MORALE SURVEY

University of Alaska Anchorage

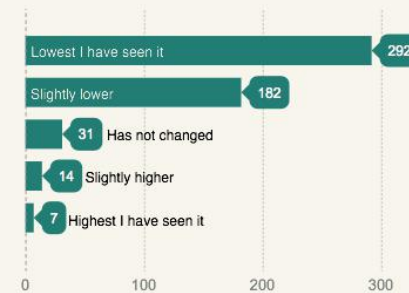
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Full Council of Deans & Directors Meeting

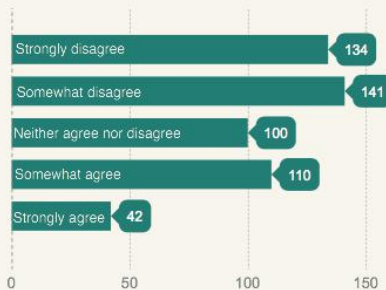
How has your morale changed in the past 2 years?



How does morale compare now to the past?



I feel positive about my job security



How can we improve morale?

Open, honest, timely, and transparent communications from UAA and UA leadership and among the campuses

Recognition for staff (respect, value, appreciation, recognition of hard workers & longevity, staff involvement in decisions, flex schedules)

Improvement for position stability/job security, improve leadership at all levels, improve trainings, improve and remove processes and improve implementation of processes, improve health benefits

Presented on September 28, 2016 - Admin 204

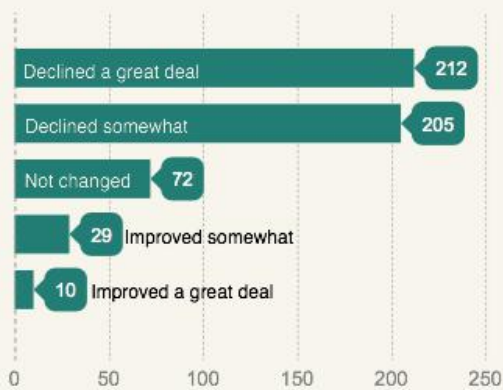
STAFF MORALE SURVEY

University of Alaska Anchorage

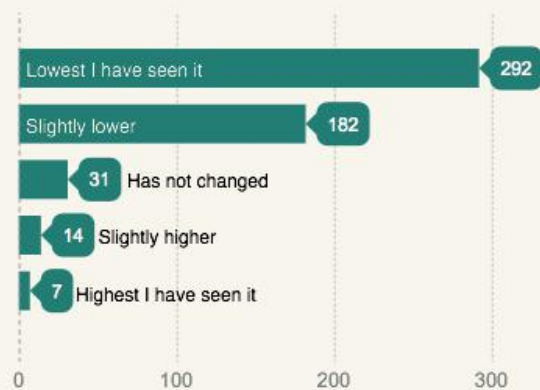
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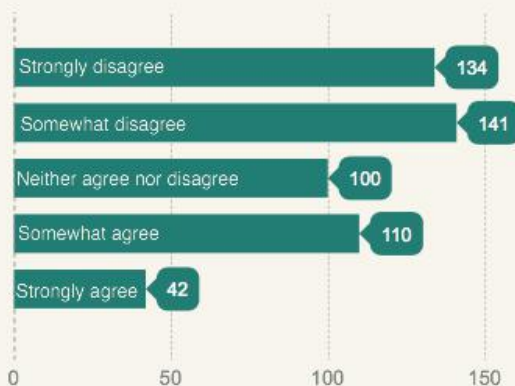
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