



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Minutes

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

After technical difficulties, the meeting came to order at 10:15 a.m.

Voting Members:

Nate Bauer, Vice President, UAF Staff Council 2016-2017; Chair, Staff Alliance 2016-2017

Kolene James, President, UAS Staff Council 2016-17; Vice Chair, Staff Alliance 2016-2017

Faye Gallant, President, UAF Staff Council 2016-2017

Eric Johnson, President, SAA 2016-2017

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

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

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

Staff:

Morgan Dufseth, Executive Officer, System Governance

Members Absent:

Chrystal Warmoth, Vice President, SAA 2016-2017 *excused*

Guests

Tara Ferguson, UA Director of Compensation

Brad Lobland, UAF HR Director

2. Adopt Agenda

Eric moved to adopt the agenda, seconded by Kolene. There were no objections. The agenda was adopted as presented.

3. Approve Minutes

Gwenna moved to approve the September 5 minutes, and Eric seconded. There were no objections. The minutes were approved as presented.

4. Public and Guests Comment

None given.

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

Chris gave a brief introduction for members and noted she was formerly at Mat-Su College as a temp; she is now working two positions – scholarship development support and coordinator for Phone-A-Thon; she has been involved in UAA Staff Council since 2013; had served as VP for the hourly Staff Council; after the staff councils merged in 2015, she was voted back in as co-president.

6. Chair's Report

Nate Bauer

Strategic Pathways – at Sept. BOR JRJ gave an overview of Phase I reviews and the options presented to him. Consolidate School of Education into one school, with one dean, but classes at each campus. Management – recommendation to eliminate SOM at UAS, and the programs will be moved to the College of Arts & Sciences (focus on online MBA and MPA); SOMs will remain at UAF and UAA. Engineering – no structural changes but pursue a collaborative model; also establish a joint advisory board. IT – cutting costs, moving toward centralized hubs at each MAU, lean process improvement and economies of scale; reviewed after one year. Procurement recommended to centralize at UAF (small office at UAA) but officer will reside in Fairbanks, look for greater efficiency. Research Administration – service centers – has been a push at UAF to have OGCA to report directly to VCR however that was not part of the recommendations from the president. Athletics – Regents voted to take full elimination of the table; asked admin to pursue waiver from NCAA ten-team rule as well as a consortium between UAF and UAA. Also discussed the FY18 budget request; JRJ noted he was looking at pursuing a 10% tuition increase (roughly \$10M to UA).

Kolene – Caulfield sent out – UAS will focus on an online BBA (neither UAF and UAA will pursue this program).

Nate will meet with JRJ tomorrow morning and will ask for clarification on some of the SP recommendations as well as general mindset of the Board, and anticipated actions in November. Please send Nate any additional thoughts before 8am Thursday.

7. Staff Alliance Committee Reports – Morgan noted all groups were still seeking members and would convene as soon as they have representatives.

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 – see Gwenna’s email on JHCC – also, no quorum at their last meeting so voting decision made, child support benefit – approx. saving \$175k; travel benefit was extended because of high in-state costs; will also provide a benefits wallet card with all the contact info for all UA benefits services; push for use of Teledoc—especially in rural AK. Next meeting Oct. 19.

8.4. Strategic Pathways – Staff Representatives and Timeline

VP White’s office has asked for Phase III team recommendations in November. Morgan will send a call for new team members for: Social Sciences, Arts and Sciences, Physical Sciences, and Mine Training; Finance, Risk Management, Land Management, and Facilities.

9. New Business

9.1. New UA Performance Evaluation

Tara Ferguson

Will build into the PageUp module for performance management. Asked for questions and feedback. Alliance members can email Tara directly with concerns/questions (tlferguson@alaska.edu). Brad noted the goal was for a simplified but still meaningful form. Will also be available online. Will have a guidance document to go with it. Should be a much “slicker” experience for UA users—especially over what has been used in the past. Hope to have it rolled out in PageUp by November. Will a PD be included? No, but all job functions can be evaluated by the competencies on the form; also encourage staff to review PDs prior to filling out the form. What is the initiative to do this? Regulation and accreditation—those are why we have to. In the past, there hasn’t been a tracking system—PageUp will help with that—remind employees and give them a timeline. Also, a shorter form should be easier to fill out. Overall, pressure from leadership/management will have to be employed. They do no plan to include a section on staff service (governance) at this time but would welcome more feedback on that idea to share with the rest of the HRC and HR directors. Form will be utilized by both staff and supervisors, will be prompted by PageUp, will include necessary training and, if necessary, a development plan. Is supplanting the 360 evaluation CHRO McGee at present. Will continue to focus on the performance management module. Eventually plan to purchase the 360 module, just not at the present moment. CDP will be incorporated into the professional development section.

PD revision – is there ever a time when employee and supervisor disagree on PD...content and classification...contact HR consultant if there is a disagreement—they can give information and guidance on the process that employee and supervisor might not have.

Brad will send a newer version along with the guidance document.

Deadline for feedback: Friday, Oct. 14

9.2. Wellness Program Discussion

Have gotten feedback that it is particularly onerous to participate in the wellness program. Would like participate rates and feedback, and then have a discussion with Erika Van Flein. Can healthy people get credit for already being healthy? Morgan/Gwenna will share participation rates with Staff Alliance. Are there campus-level programs that offer incentives to follow a healthy lifestyle? Current wellness program is impersonal and insensitive (from Liz). Nate would like to keep this as an ongoing discussion item, to continue to gather information and perspectives. Will need to continue to work to determine what direction the Alliance would like take this issue. Can the rebate come in one payment, rather than with each pay period?

9.3. Morale Survey at UAA

Liz Winfree

Liz reviewed the staff morale survey sent out by the UAA Staff Council. Liz said she would share the survey with UAF and UAS staff councils. Nate noted that at UAF, they have partnered with a consultant on an engagement survey, that touches on many of the same issues in the UAA morale survey.

10. Ongoing Business Topics

10.1. Furlough Notification to Governance

Tara Ferguson

Tara will forward an email to Staff Alliance with the below notification, also given verbally at the meeting. Nate noted that we are still working on the process and appreciate the information from Human Resources. Tara noted it doesn't look like there will be any more furloughs during FY17 but if there are they will report them in a timely manner.

Furloughs for UAF:

OMPB – 4 exempt

EHS – 7 exempt, one voluntary LWOP

Library – 36 employees, including 1 exec, 12 exempt, 23 non-exempt

11. Agenda Items for November 2 Meeting

Team recommendations for SP Phase III

Wellness Discussion Cont.

Morale Survey Cont.
Emeritus Staff Guidelines
Tuition Waiver (Gwenna)

12. Roundtable discussion

13. Adjourn

Eric moved to adjourn, Kolene seconded. The meeting adjourned at 12:05 p.m.