



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Minutes

Staff Alliance

Wednesday, November 2, 2016

10 a.m. – 12 p.m.

[Google Hangout](#)

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

1. Call to Order and Roll Call

The meeting came to order at 10:05 a.m.

Voting Members:

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

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

Faye Gallant, President, UAF Staff Council 2016-2017

Eric Johnson, President, SAA 2016-2017

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

Members Absent:

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

2. Adopt Agenda

Eric moved to adopt the agenda as presented, and Faye seconded. There were none opposed.

The agenda was adopted as presented.

3. Approve Minutes

3.1. October 5 Minutes

Eric moved to approve the minutes, and Faye seconded. There were none opposed. The minutes were approved as presented.

4. Public and Guests Comment

None given.

5. Chair's Report

Nate noted he met with President Johnsen the previous week; they discussed Johnsen's announcement to pursue a waiver from the 10-team NCAA rule, which would lead to the elimination of cross country skiing at UAA and UAF, rifle at UAF and track at UAA. Nate report Monday's public testimony before the Board of Regents focused a good deal on athletics at UA—especially the cross country ski teams. Nate reported Johnsen said skiing and track were not targeted by mere opinion—a set of criteria was developed by the Summit Team that led them to the decision to eliminate skiing and rifle (criteria included team size, men v. women sports, cost, etc.). Nate noted he thought those programs helped create a unique atmosphere at UA and their elimination could be detrimental to recruiting top notch in-state students. Nate also noted a proposal had been published to drastically reduce SW staff (to roughly 40 employees); there has been a petition making the rounds in support of the proposal. Nate and Johnsen also discussed changes to the performance evaluation that SW HR presented to the Alliance in October. Nate also mentioned a winter Alliance retreat—President Johnsen noted he would like to attend if he is available. Nate also encouraged Alliance members to vote and to encourage their co-workers, constituents, etc. to vote as well. Nate noted staff will likely be disproportionately affected by position reductions and budget cuts, and will try to keep that perspective at the forefront of the Regents' minds.

6. Staff Alliance Committee Reports

6.1. Staff Health Care Committee

The SHCC's first meeting was short and took care of internal housekeeping. The group will meet next on Nov. 22, following the JHCC in-person Nov. 18 meeting, and then again on December 9.

6.2. Compensation Committee – charge and timeline

Committee members agreed to review non-monetary compensation, and also review previous non-monetary ideas that were not implemented in previous years. The group will meet next on Nov. 15.

6.3. Governance Process Committee

The governance process committee has not met.

6.4. Morale Committee

The morale committee has not met. Morgan will convene the group later this month or in early December. Kolene noted UAS Staff Council plans to send out their morale survey to staff later this week, have a two-week response period, and then review the data. Eric noted SAA is also working on a similar survey at SW, however, President Johnsen would like to ultimately see a systemwide survey for all staff across UA. He would also like to see it become an annual survey to help track trends.

7. External Committees

7.1. System Governance Council

The System Governance Council held their first meeting on Nov. 1. Members elected Kate Ripley, UAF Alumni Director, as their chair. Members reviewed faculty resolutions regarding Strategic Pathways. They also discussed public testimony options and the switch to distance-only testimony. Faye noted she thought there were a number of ways to improve the current distance option. SGC members agreed to not provide feedback on the new process until after the March meeting, to allow for a full meeting cycle before making comments.

7.2. Student Services Council

The Student Services Council has not met.

7.3. Joint Health Care Committee

The JHCC will hold an in-person in Anchorage on November 18.

8. New Business

8.1. Strategic Pathways Phase III Recommendations

Review Areas: Social Sciences, Arts and Humanities, Physical Sciences, Mine Training, Finance, Risk Management, Land Management, Facilities

Nate asked Alliance members to submit recommendation by Friday, Nov. 11.

8.2. Tuition Waiver

Members agreed to postpone discussion on this item until November. However, Nate noted President Johnsen was interested in this agenda item—Nate shared it was just something on staff's mind—it is a benefit that could be eliminated and it has been seen in the past as a critical benefit to staff. President Johnsen noted to Nate he had not heard any indication anywhere that this would be a benefit that would be reviewed for elimination. Faye noted they had done a hypothetical review of it—and if all people who use the waiver stopped taking classes there would be a significant impact; if only have stopped taking classed, it would be revenue positive.

8.3. January Meeting & Winter Retreat Dates

Members agreed to hold their retreat in Anchorage on January 27 in lieu of their January meeting. Members will need to decide in December if they should also move the February and March meetings to second Tuesday of the month—or just skip February meeting.

8.4. Staff Make Students Count Timeline

Nate led a discussion on moving up the nomination period and award presentation to coincide with the March 2 BOR meeting. Members agreed to move the nomination period to December 1 – January 13. Morgan will work with the President's Office on budget and will update the SMSC website.

9. Ongoing Business Topics

9.1. Wellness Program Discussion

Eric noted Sara Rodewald will give a presentation to SAA at their Nov. 16 meeting; he also suggested inviting her to the December Alliance meeting.

9.2. Morale Survey

Members engaged in a brief discussion on a systemwide survey, and Nate noted he thought individual polls at UAS and SW would still be useful. Eric and Kolene noted their staff councils will likely distribute a survey as well. Eric also discussed after survey actions—how to analyze the data collected from staff and how a systemwide survey would be useful (standardized answers that can be compared). Liz noted UAA faculty has asked the UAA Staff Council to join them in a joint survey—more pointed—after the first of the year—to share the results before the end of the semester; they have been reporting to the Deans Committee at UAA.

9.3. Emeritus Guidelines

Nate thanked Liz for sharing the work UAA had done to date. He would like to have a draft of revised SW guidelines for the December meeting. He and Morgan will work on the revisions, for possible review at the December meeting or January retreat.

10. Agenda Items for December 7 Meeting

Tuition waiver

Revised draft emeritus guidelines

Sara Rodewald – Wellness Presentation

SP Phase II and Phase III – ask either Dan or Jim to attend

Heather Arana – PageUp update

Tara – update on performance evaluation – a mock evaluation presentation

February and March meeting dates – move to second Wednesday

11. Roundtable discussion

12. Adjourn

Eric moved to adjourn, and Liz seconded. The meeting adjourned at 11:30 a.m.