



UNIVERSITY  
of ALASKA  
*Many Traditions One Alaska*

Minutes

**Staff Alliance**

Wednesday, December 7, 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

The meeting came to order at 10:04 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 for Samara Taber, Vice President, UAF Staff Council 2016-2017

Eric Johnson, President, SAA 2016-2017

Marianne Ledford for Gwenna Richardson, Vice President, UAS Staff Council 2016-17

Chrystal Warmoth, Vice President, SAA 2016-2017 *left at 12:00 p.m.*

Ryan Hill for Liz Winfree, Co-President, UAA Staff Council 2016-17 *left at 12:00 p.m.*

Betty Hernandez for Chris Triplett, Co-President, UAA Staff Council 2016-17

Staff:

Morgan Dufseth, Executive Officer, System Governance

Guests:

Keli Hite McGee, Chief Human Resource Officer

Sara Rodewald, HealthyRoads, Dedicated On-Site Program Manager

Heather Arana, UA HR Analyst

Tara Ferguson UA HR, Compensation Director

Samara Taber, Vice President, UAF Staff Council 2016-2017 *joined at 10:50 a.m.*

Members Absent:

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

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

Chris Triplett, Co-President, UAA Staff Council 2016-17  
Mara Tabor, Vice President, UAF Staff Council 2016-2017

2. Adopt Agenda

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

3. Approve November 2 Minutes

Reference 1

Chrystal moved to approve and Eric seconded. There were no objections and the minutes were approved as presented.

4. Public and Guests Comment

4.1. HealthyRoads Presentation

Reference 2

The program is currently open and ongoing. They will hold biometric screening today and tomorrow; there will be additional on-site events in February and March 2017, however, at this time they can't say exactly which remote campuses but will try for as many as possible. Current biometric options are provided on the UA Benefits page ([alaska.edu/benefits/](http://alaska.edu/benefits/)). Sara reported the scorecard is always shared as aggregate data with no personal or identifying information included. Coming next year, if your biometrics results fall within three of the five categories, an employee will only have to complete the Personal Health Assessment the next year. HealthyRoads security is also being increased which will affect an employee's single sign-on at UA.

4.2. UA PageUp Performance Evaluation

UA HR reported the ultimate goal of the new process is to increase feedback to employees. However, need to understand what evaluations can be used for—not for progressive discipline—but for goalsetting and making sure employees know what is expected of them. Keli will do a “roadshow” at campuses to perform half-day trainings. The tool is a small part of the process. The big part is getting supervisors ready to talk to employees and understand what is and what isn't supposed to happen during a review. Keli noted she wants to get to a point where they have a dashboard to know how many employees have been evaluated—and the new tool will allow them to do that. Scoring will include three options: needs improvement, meeting expectations, and exceeding expectations. Training and development – historical training will be uploaded. The new tool will make it easier to update position description as well. Roll-out has been delayed from this fall due to the amount of feedback provided. Also want to make sure the tool works right out of the box. The new roll-out date is after the winter break.

Nate thanked the HR members and noted they will share any additional feedback from Alliance members. He also noted this process has the potential to have a positive effect on employees across the system.

## 5. Chair's Report

Nate Bauer

Nate welcomed Samara Taber, the new UAF Staff Council vice president, the admissions manager at UAF. Samara took over following Faye Gallant's resignation from her UAF Staff Council position. Nate thanked Faye for her dedication to governance at UA. Samara noted she was excited to start working with the Alliance.

Nate noted he attended a Leadership Summit in Anchorage. The summit focused on building leadership throughout the university and working toward a goal of 65% of Alaska's population to have some college experience by 2025. He expects continued development from the president. The summit focused on the university's mission—teaching, service, and research—to the benefit of the people of Alaska. Lt. Gov. Mallot discussed the university's history of inclusion/exclusion.

In the current budget climate, there is an increased focus on communication and awareness issues—specifically, thoughts that people across the university and outside about certain components at UA (i.e. scapegoats to take heat of their department—see the proposal to eliminate or drastically reduce SW). Nate noted he would like to see more of an emphasis on the work SW does to the benefit of the entire university and its campuses. He also noted there has already been a disproportionate amount of cuts at SW.

## 6. Staff Alliance Committee Reports

### 6.1. Staff Health Care Committee

Reference 3

In addition to the minutes, Chrystal noted JHCC met earlier today and they discussed large claims—down to 12% this year from 24% last year; pharmacy costs are up slightly, possibly due to specialty drugs; it seems like members prefer Patient Care over other UA vendors. The SHCC is reviewing the Benefit Link app from Lockton at their next meeting.

### 6.2. Compensation Committee

Reference 4

Eric reported the committee is reviewing non-monetary compensation, including options that have been floated in the past but not selected. They are meeting next on Dec. 13 and hope to start discussing further with HR. Nate reported UAF Staff Council also passed a resolution supporting parity in leave accrual under furlough and noted he would like to discuss further at the upcoming retreat.

### 6.3. Governance Process Committee

Have not met.

### 6.4. Morale Committee

Reference 5

Eric noted that comments/perception about SW were listed as a factor in declining morale. Members agreed negative comments about the usefulness/benefits of SW are divisive and reductive. Kolene noted the UAS morale survey is complete. Morgan will convene the UA Morale Committee in December or January.

7. External Committees
  - 7.1. System Governance Council – meeting next on Dec. 13
  - 7.2. Student Services Council – have not met
  - 7.3. Joint Health Care Committee – see SHCC update
  
8. New Business
  - 8.1. Enrollment Strategy Reference 6

Members noted they were happy to see focus on bringing back former students who left without a degree—a large part of Alaska’s population. Samara noted her department had reviewed the document thoroughly and felt it was a good start—they are excited to start data-driven decisions and likes that it differentiates recruitment from retention.
  - 8.2. Retreat Schedule and Agenda
    - Compensation
    - Morale
    - Leadership Development
    - President Johnsen
    - Strategic Pathways
    - Health Care
    - Performance Evaluations
    - Improve SW reputation
    - Emeritus Guidelines
  - 8.3. Staff Make Students Count Process

The nomination period will close on Jan. 20 and the nominations will then be reviewed by local staff council committees.
  - 8.4. February Meeting Dates – Skip February?

Postponed decision until the January retreat.
  
9. Ongoing Business Topics
  - 9.1. Strategic Pathways Phase III Recommendations – Update on Review Areas & Dates

Nate will work with Morgan on submitting staff recommendations and will wait to hear back from the president.
  - 9.2. Emeritus Discussion

Postponed till retreat.
  
10. Roundtable discussion
  
11. Adjourn

Eric moved to adjourn, Samara seconded. The meeting adjourned at 12:08 p.m.