



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Agenda

Staff Alliance

Wednesday, May 3, 2017

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 10:31 a.m.

Voting Members:

Nate Bauer, President, UAF Staff Council 2016-2017; 2016-2017 Alliance Chair no
Kolene James, President, UAS Staff Council 2016-17; 2016-2017 Alliance Vice Chair yes
Ryan Hill, Co-President, UAA Staff Council 2016-17
Eric Johnson, President, SAA 2016-2017 no
Gwenna Richardson, Vice President, UAS Staff Council 2016-17 yes
Chrystal Warmoth, Vice President, SAA 2016-2017 yes
Liz Winfree, Co-President, UAA Staff Council 2016-2017 yes

Staff:

Morgan Dufseth, Executive Officer, System Governance

Guests:

James R. Johnsen, President, University of Alaska

Members Absent:

Samara Taber, Vice President, UAF Staff Council 2016-2017

2. Adopt Agenda

Eric moved to approve, seconded by Chrystal. Morgan asked to amend the agenda to include a resolution in appreciation of Nate Bauer. There were no objections. The agenda was approved with amendment.

3. Approve Minutes

3.1. April Meeting Minutes

[Reference 1](#)

Eric moved to approve as presented, Chrystal seconded. There were no objections. The minutes were approved as presented.

4. Chair's Report

Nate Bauer

Nate noted he had received feedback regarding the resolution in support of staff emeritus. Currently regulation only has a process for full professors, so all other employee categories are without a well laid-out process. There are three categories for emeritus employee at the University of Alaska. After faculty and staff, the third category is president emeritus, which has its own approval process.

Nate noted he attended an IT Council meeting; the Council was formed to address issues identified in the SWTT and Pathways process, and is comprised of IT leadership, administration and governance. He hopes the Alliance will continue to provide representatives to serve on UA councils.

Nate noted that both he and Samara will be stepping down from UAF Staff Council and, as such, will not be on Staff Alliance next year. He did offer to attend the next ITC meeting with the new Alliance representative to help them get up to speed on the group's activities. Nate reported the new UAF Staff Council officers are Kara Axx (president) and Sue Mitchell (vice president).

UAF Chancellor Search: Public forums have been concluded. Each of the four finalists have been interviewed by President Johnsen. The committee will meet once more and then will meet with President Johnsen. Likely a decision will be announced before the end of May. Interim Chancellor Thomas' contract will run through June 30.

UAA Chancellor Search: Interim chancellor will be Provost Sam Gingerich. A search firm is being sought. They hope to start the search this fall. UAA has not yet named an interim provost.

5. Public Comment

None given.

6. Staff Alliance Committee Reports

- 6.1. Staff Health Care Committee – Has not met since the last Alliance meeting.
- 6.2. Compensation Committee – Has not met since the last Alliance meeting.
- 6.3. Morale Committee – Will share a spreadsheet with Alliance members for them to distribute to their Staff Councils. Still waiting to hear back from staff/faculty on help with developing a system-wide moral survey.

7. External Committees

- 7.1. System Governance Council – The Council met on May 2. As a group, they are still trying to find out where Alumni fit in UA’s model of shared governance. However, members agreed it is still good to hear from the other groups and find out what they are doing within their respective areas. Overall, the group is supportive of Indigenous Peoples’ Day. They are also considering a resolution in support of adding a faculty and staff regent to UA’s Board and may pursue this in late summer or early fall.
- 7.2. Student Services Council – Kolene noted she attended her first meeting yesterday. Director of UA College Savings Lael Oldmixon is going to submit a request for a waiver to the non-resident tuition surcharge for UA College Savings plan students, with the hopes to broaden UA’s pool for recruitment to over 10,000 students. The Council also discussed the scope of the university’s authority for violations of student code of conduct, which is part of the Title IX review.
- 7.3. Joint Health Care Committee – The JHCC did not meet in April but will meet next week. Gwenna reported the only big staff health care issue right now is open enrollment (open through May 15).

8. Ongoing Business

8.1. Shared Governance at UA

[Reference 2](#)

The Board is requesting feedback from UA governance. Members offered their feedback on the effectiveness of shared governance at UA. Overall, members agreed that UA leadership has been making strides to create positive, meaningful relationships with members of governance.

Ways to improve:

- inclusion in councils and decision making groups
- increased communication
- increasing capacity—how much can the reps take while still maintaining their regular duties
- increasing collaboration with leadership and between governance groups

Current barriers:

- conflicts between faculty and staff governance—more coordination between faculty and staff governance
- paranoia that leadership is going to just do what they want and all of the opportunities for feedback is just lip service
- Board seems out of touch with what is best for the University; time it takes to be involved and informed to do a good job and time is being more constrained with the increased duties

- bigger emphasis on service as part of staffs regular job (the way it is with faculty)—need more buy-in from supervisors and leadership

8.2. Compensation Recommendation

[Reference 3](#)

Nate noted he felt the recommendation was ready to submit and asked if there were any thoughts, changes, or additions to the draft. Eric noted that moving forward it might be worthwhile to look into merit-based compensation increases.

MOTION: Gwenna moved to approve, seconded by Eric. There was no additional discussion or objections. The memo was approved as presented.

9. New Business

9.1. Resolution re: Indigenous People's Day

[Reference 4](#)

Kolene gave a brief review of the proposed resolution.

MOTION: Ryan moved to approved, seconded by Chrystal. There were no objections. The resolution passed unanimously as presented.

9.2. Strategic Pathways Phase III Feedback

[Reference 5](#)

Morgan noted it was likely the president was going to grant an extension to the feedback deadline. Nate asked Alliance members to request feedback from their local staff councils and constituents. President Johnsen indicated he would plan to hold forums in late summer/early fall.

9.3. Response to Faculty Alliance Resolution 2017-07

[Reference 6](#)

Eric gave a brief review of the draft resolution. Gwenna moved to postpone the draft resolution and seek feedback from their local staff councils, seconded by Ryan. Motion carried 4-2.

9.4. Resolution of Appreciation for Nate Bauer

[Reference 7](#)

Morgan shared a resolution of appreciation for the chair prior to the meeting.

MOTION: Gwenna moved to approve the draft resolution, seconded by Liz. There was no additional discussion or objections. The resolution was approved as presented.

Nate noted his appreciation for the input of the other Alliance members and the increased engagement by President Johnsen.

10. Discussion with President Johnsen at 11:15 a.m.

[Strategic Pathways Phase 3](#) – The review teams presented their options to the president at an April 11 meeting. Regarding feedback, the president noted he decided it would be too much to schedule the forums over the summer and has decided to postpone it to end of August or early September so that he can share his thoughts with the regents at their September meeting for decision at the November meeting.

[SP Phase 2 Implementation](#) – The president noted the only issue going before the Board at its June meeting is approving a joint BA in Fisheries at UAF and UAS; there was clear and strong support for this option and no major objections from students or faculty within the program, as well as offering a lot of opportunities for workforce development and research. The president noted he plans to do more analysis on the other options and will share his detailed thoughts soon, although staff should expect anything that departs from what he has already shared with the regents at their March meeting. The president reported he is planning to take certain options off the table—i.e. options that centralize at SW—and noted he had talked to faculty who want to explore contracting with an external vendor for e-learning courses (not from any of the e-learning departments but from individual programs and also not as a mandate but as an individual choice). In administrative areas, the president plans to ask leaders in those areas to identify function, tasks, and processes that can be identified for consolidation or automation, resulting in cost reductions/increased efficiencies.

FY18 Budget – The president noted UA’s budget still sat at \$325M in the House and \$303 in the Senate. They have not yet named members of the conference committee (where final negotiations will occur). The president is currently advocating for \$325M (which is also supported by the Governor). He reported he was pleased with the support UA received during public testimony last Saturday, and noted there were only a few who called in not to support UA. The president noted that, even with a budget of \$325M, there will need to be an internal reallocation of funds to meet fix cost increases and debt management. The president concluded that he has been trying to find ways to make the budget process a multi-year deal—so it wasn’t so distracting and time and resource consuming each year but that most of the solutions are difficult to get approved and slow to implement.

Chancellor searches – The president reported he will meet with the Board on May 15 to discuss the finalists, and will announce the new UAF chancellor shortly thereafter. Regarding the UAA chancellor search, the president asked Liz and Ryan to solicit feedback from the Staff Council on how the chancellor search should take shape.

Shared governance – The president noted he had some fractious interactions with other governance groups but that he is hoping to continue to rebuild those relationships. He noted it didn’t bother him personally but it did concern him how negative issues affect the public’s

perceptions of UA. With respect to the Board, he noted there was a good discussion at the March meeting and expects to continue that discussion at the June meeting. The agenda will allow for 30 minute reports from governance leaders (an increase from the previous 15 minutes allotted), and then will also include governance chairs in another conversation later in the agenda (after the presentation with Dennis Jones and Aims McGuinness on state systems).

Title IX – The president noted the Title IX office had met the May 1 OCR VRA deadline. Mary Gower, Lori Klein, Kevin Calderara, and Bridget Dooley have worked extremely hard to meet the short deadlines laid out in the VRA and he noted his appreciation for their dedication.

The president noted he is working on adding new membership to the Summit Team and plans to roll out the new membership in the fall. He would also like to improve the current leadership councils and make them more productive.

The president noted he continues to be concerned about compensation and plans to have a market survey done to review the issue, and noted what UA is doing right now is not sustainable.

11. Agenda Items for the Next Meeting

Resolution to request governance reps on Human Resources Council

12. Roundtable

13. Adjourn

Eric moved to adjourn, seconded by Gwenna. The meeting adjourned at 12:28 p.m.