



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Minutes

Staff Alliance

Wednesday, April 4, 2018

10 a.m. – 12 p.m.

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

1. Call to Order and Roll Call

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

Voting Members:

Kara Axx, President, UAF Staff Council; Chair, Staff Alliance

Ryan J. Hill, Co-President, UAA Staff Council

Shiva Hullavarad, President, SW Administration Assembly *joined at 10:30*

Kolene James, President, UAS Staff Council; Vice Chair, Staff Alliance

Brenda Levesque, Co-President, UAA Staff Council

Elaine Main, Vice President, SW Administration Assembly

Sue Mitchell, Vice President, UAF Staff Council

Kiwana Sutton, Vice President, UAS Staff Council

Staff:

Morgan Dufseth, Executive Officer, System Governance

Guests:

Tara Ferguson, UA Director of Compensation

2. Adopt Agenda

Members reviewed the agenda and there were no objections. The agenda was adopted as presented.

3. Approve Minutes

3.1. March 7 Meeting Minutes

[Reference 1](#)

Members reviewed the minutes and there were no objections. The minutes were approved as presented.

4. Public and Guest Comment

4.1. Tara Ferguson – Benefits Updates

Tara gave a review of the updates that were sent out earlier in the month.

FY19 Survey on HR projects was distributed. Results have not yet been analyzed.

Staff and faculty market analysis is under way; anticipated conclusion later this summer.

Working to match positions with the current market.

Pay equity is also underway now that a vendor has been selected

Also planning to build a salary schedule that makes it more transparent and easier for supervisors to place new hires.

Vendors: executives—Quatt; faculty/pay equity—Gallagher; staff & benefits—Lockton

FY19 Open Enrollment will start on April 16 through UAOnline

Employee Tuition Waiver changes – will be sent out to campuses shortly

5. Chair's Report

Kara Axx

Tuition discount for occupational endorsement courses - noted there was a increase to staff work needed to input the discount. Example of top down decision-making that leaves on the ground staff in a rush to implement.

Student Access Gateway – not sure exactly what that is supposed to be – Colby noted that from the students' perspective there were other websites/services that would benefit students more.

Kara and President Johnsen discussed the legislative budget process and noted the House passed a budget that increased the university's budget \$19M from the Governor's budget.

6. Staff Council Reports

6.1. UAA Staff Council – working on Bylaws changes to include a past president role to help with transition and history; will have several administrative speakers including HR Director Ron Kamahale and Megan Olson; reviewing resolution on wellness coordinator

6.2. UAF Staff Council – Starting a series of professional development Brown Bag lunches – first session is Crucial Conversations on April 10; held a Lean Six Sigma and white belt training; President Johnsen will attend their next meeting; the University Advocacy Committee is hosting a brown bag professional development series

6.3. UAS Staff Council – working on elections for new officers—will have four positions open; Chancellor's Staff Excellence nominations; staff council retreat set for June to transition to the new leadership; cultural safety and equity committee. Hosting annual Alaska Native Studies conference (rotates between universities each year). Going to send students to the Native Youth Olympics for the first time in a long time. Having conversations with staff about how Staff Council can assist and facilitate advocacy for staff.

6.4. SW Administration Assembly – heard updates from HealthyRoads on the FY19 requirements; still working a rec room for SW staff; working on safety training for SW

staff; nominations for 2018-2019 representatives are now open and voting will begin at the end of April; holding longevity and outstanding awards on April 18.

7. Staff Alliance Committees

- 7.1. Staff Health Care Committee – has not met since last meeting
- 7.2. Compensation Committee
- 7.3. Morale Committee
- 7.4. Ad Hoc Staff Emeritus

8. External Committees

- 8.1. System Governance Council: April meeting postponed
- 8.2. Joint Health Care Committee: Met on March 21
- 8.3. System-wide Councils: Kara, Ryan, Sue, and Brenda
 - 8.3.1. Business – reviewed proposals for one-time funding for automation
 - 8.3.2. SSC – strategic enrollment goals
 - 8.3.3. University Relations – communication needs assessment and will survey staff in communication positions and have a consultant analyze and provide a report the president this fall.
 - 8.3.4. HRC – see HR update memo

9. Ongoing Business

- 9.1. Staff Representation on Search Committees [Reference 2](#)
Brenda moved, and was seconded by Sue. Roll call vote. 8-0-0. Motion carries.
- 9.2. Layoff Notice for Hourly Employees [Reference 3](#)
Members agreed to postpone to the next meeting so that all staff councils can review and provide a recommendation. Brenda asked that the resolution state no changes for the layoff notice of exempt employees. The compensation committee will also provide a recommendation.
- 9.3. Staff/Faculty Regent Update (if any)
- 9.4. Staff Emeritus – Will reviewed by the HRC on April 12 and the Academic Council on April 20.

10. Agenda Items for May Meeting

- 10.1. Grant-funded employees serving in governance
- 10.2. Compensation Recommendations
- 10.3. Staff Emeritus recommendations from AC and HRC

11. Roundtable discussion

Two-day onboarding retreat

12. Adjourn

Meeting adjourned at 12:02 p.m.