



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Minutes

Staff Alliance

Wednesday, May 2, 2018

10 a.m. – 12 p.m.

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

(Please mute unless speaking.)

1. Call to Order and Roll Call

Meeting came to order at 10:03 a.m.

Voting Members:

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

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

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

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:

Michelle Pope, UA HR Accounting Director

John Moore, Compensation Committee Chair

Members Absent:

Shiva Hullavarad, President, SW Administration Assembly

Brenda Levesque, Co-President, UAA Staff Council

2. Adopt Agenda

Sue moved to adopt the agenda, Ryan seconded. No objections.

3. Approve Minutes

3.1. April 4 Meeting Minutes

[Reference 1](#)

Ryan moved to approve, Kiwana seconded. There were no objections.

4. Public and Guest Comment

4.1. Michelle Pope – Benefits Updates

Learning Management System and Mandatory Training – when the communication first went out, all of the completed training hadn't yet been uploaded ; if an employee discovers their completed training isn't listed, they should contact their local HR representative; also some issue with certain training modules (i.e. driver training)—it is the sponsoring department's responsibility to work with HRIS (email HRIS help is in communication document) to get those modules loaded into the new LMS; the trainings required for June 30 completion are already loaded and should be completed as soon as possible;

HR project survey – thank you for distributing; had over 450 responses

Faculty and staff compensation equity study – working with vendors to gather benchmarking information and matching up benchmarks with particular jobs to ensure comparisons are at the right level; projected completion date is June 30—likely will not be done early; might have a copy available at the July/August retreat

Open enrollment: open now through May 11; secure and online through UAOnline; no cancel button or back out button if a form is started but then employee decides not to complete

5. Chair's Report

Kara Axx

Summit Team met on April 5, will meet again tomorrow (May 3). [Climate Survey](#) for Title IX was released. Occupational certificate discount is being marketed as a tuition reduction; in an effort to increase enrollment in occupation workforce programs; lost revenue to the campuses will be reimbursed by statewide. President Johnsen attended UAF's last Staff Council meeting and it came out that there doesn't feel like there have been any updates on Strategic Pathways in recent months. Suggestion to link SP and Summit Team websites, where most of the updates are taking place. Members noted that a lot of the SP updates are playing out in the ST council scorecards.

Kara noted she hadn't met with President Johnsen since the April meeting.

The System Governance Council met last week and passed a resolution requesting BOR meeting recording be posted online. Also noted they would send a memo with suggestions for public testimony.

6. Staff Council Reports

6.1. UAA Staff Council

Ryan reported they are holding campus visits for the chancellor candidates; there are four finalists and they are trying to get all of them on campus before faculty go off contract; plan is to have Sam Gingerich to move back to the provost role until a provost search can be launched; still working on longevity awards—currently looks like they will de-centralize and move the awards to the schools and colleges; looking to encourage the addition of a service component to staff contracts; also working on staff council elections—have more candidates than positions and some really qualified candidates; Ryan noted he is not running for next year's officer position

6.2. UAF Staff Council

Held first professional brown bag lunch (about 40 attendees); still working out kinks but sent a survey after to gather suggestions; next on is schedule May 30 (speaker: Sean Topkok; topic: Alaska Native training required for staff and faculty); also hosted a blood drive at UAF (had 49 donors in one day at Wood Center location), also had one on the West Ridge; executive board met with Faye Gallant and she presented on how to run more effective meetings; provost search committee is moving along (Sue is a representative on the search committee) – hoping to have someone in place by the end of June

6.3. UAS Staff Council

In the midst of elections for Staff Council; will be offering professional photos of staff council members; planning to hold staff council retreat to July; are replacing four officers this term

6.4. SW Administration Assembly

SAA continues to work on planning morale events for its members (book club, lunch'n'learn, morale survey) and develop a breakroom for the Butrovich building.

7. Staff Alliance Committees

7.1. Staff Health Care Committee – Has not met.

7.2. Compensation Committee – Approved all of their recommendations and shared with the Staff Alliance. See 9.1.1. for recommendation and action.

7.3. Morale Committee – Has not met.

7.4. Ad Hoc Staff Emeritus – Has not met.

8. External Committees

8.1. System Governance Council: [April 24 Meeting Notes](#)

8.2. Joint Health Care Committee: [April 18 Agenda and References](#)

8.3. System-wide Councils: Kara, Ryan, Sue, and Brenda

BC: working on same items

SSC: did not meet

UR: discussing campus free speech events, addressing hate speech, offensive fliers, etc.

9. New Business

9.1.1. FY19 Compensation Recommendation

[Reference 2](#)

John Moore reviewed the committee's recommendations.

Sue moved to add increasing age limit of dependents for tuition waiver to be in line with insurance age (26); seconded by Ryan. Motion carries 5-0.

Suggestions to increases to insurance benefits – dental and vision have not gone up in the last ten years. Overall agreement this would be a better topic for the Staff Health Care Committee and the Joint Health Care Committee.

Sue moved to approve the recommendations as a whole, seconded by Ryan. Motion carries by 7-0 (Shiva and Elaine indicated they supported all of the recommendations beforehand).

10. Ongoing Business

10.1. Layoff Notice for Hourly Employees

[Reference 3](#)

See above – Approved as part of compensation recommendation.

10.2. Staff/Faculty Regent Update (if any) – This bill is not moving this year; Justin Parrish indicated he would not run for re-election so would need to find a new sponsor.

10.3. Staff Emeritus – HRC and AC are currently reviewing and also asked the faculty to review the changes. Anticipate an update by July retreat, if not sooner.

11. Agenda Items for June Meeting

11.1. Grant-funded employees serving in governance and local solutions (see UAF)

11.2. Annual meeting date (July or August?)

11.3. Annual meeting guests (President Johnsen, Michelle Rizk, Keli McGee, Myron Dosch, new CITO if available)

11.4. IT updates on separation of UAF and SW IT

12. Roundtable discussion

13. Adjourn

The meeting adjourned at 11:59 a.m.