



## Minutes

### **Staff Alliance**

Friday, October 19, 2018

10 a.m. – 12 p.m.

[Google Meet](#)

1 605-412-8063; PIN: 422 645 103#

(Please mute unless speaking.)

#### 1. Call to Order and Roll Call

Meeting came to order at 3:15 (following some technical difficulties).

Quorum was established.

#### Voting Members:

Kiwana Affatato, Vice President, UAS Staff Council

Kara Axx, President, UAF Staff Council

David Felts, President, UAS Staff Council

Brenda Levesque, Co-President, UAA Staff Council

John Moore, Co-President, UAA Staff Council

Mathew Mund, Vice President, UAF Staff Council

Monique Musick, Vice President, SW Administration Assembly

Josh Watts, President, SW Administration Assembly

#### Staff:

Morgan Dufseth, Executive Officer, System Governance

#### 2. Adopt Agenda

Brenda moved to adopt with amendment (10.2 postponed). Seconded. No objections.

#### 3. Public and Guest Comment

None given.

#### 4. Chair's Report

Josh Watts

Met with President Johnsen. Discussed lift on in-grade step increase hold and shared the week old memo with Josh. Also discussed World Building, entrepreneurship in Alaska, and UA Gateway. Also spoke briefly on travel regulation changes and new policy on reports of

misconduct. Josh noted there was general agreement on the proposed changes to travel regulations but that there was some dissent regarding mandatory use of the UA-paid card. New policy feedback – make clear on what constitutes misconduct and how the three year deadline was chosen. Brenda noted there were concerns about the staff compensation study and noted there was concern regarding using L48 schools as benchmarks for staff compensation; noted staff likely leave for other government agency or private positions. The issues was referred to the Compensation Committee. (Invite Tara Ferguson to comp committee– send Faculty Alliance info to Staff Alliance).

## 5. Staff Council Reports

- 5.1. UAA Staff Council – Spoke with UAA IT to discuss new video conferencing models (RFP is being developed/distributed); working on a morale survey to staff; scheduled Chancellor Sandeen to attend in December and President Johnsen will attend in February; provost search has been postponed to next year; also working on find a better process to get supervisor approval and understanding about staff performing governance duties.
- 5.2. UAF Staff Council – Kara has had to step down as president from SC so she can handle a personal issue; morale survey results were presented to chancellor and will be presented to the Chancellor's Cabinet next week; exec outcomes – easier and more consistent recruitment process; engagement with staff, SC forum to share survey results; Mathew will share the survey results with the Staff Alliance when it is ready for public review; term employee – have identified possible overuse of term-funded employees and how they are currently being used; previously contracts for union employees states that if a position goes beyond 18 months it automatically converts to a regular position—this has changed to the position remaining term but the employee is granted the same layoff rights of a regular employee; in the election cycle for odd numbered units and have seen a lot of interest in seats; also working on goals for SC and working on a simplified goal structure; plan to revamp SC website when UA moves from Roxen to OU Campus; also reviewed the new policy on reports of misconduct but did not receive a ton of input or objections; working on a modern pet policy to account for service animals, waste management and other issues
- 5.3. UAS Staff Council – Has not met since last SA meeting; interacting a lot on email; also did not get a lot of feedback from staff on the new policy on reports of misconduct; found out they need to work on communication process to ensure all campuses are receiving messages; also reviewing timing of convocation but has proved difficult since convocation is typically controlled by the faculty; need to revamp strategic priorities and getting the word out between SC meetings; are also working on distributing a morale survey; also looking at a simple recognition process to give small rewards to staff but UAS HR is saying they should be in control of the award process; also noticing more exec positions are being added but mid-level positions are not being filled and it is creating confusion.
- 5.4. SW Administration Assembly – SAA recently conducted a morale survey and completed set up of a break room in the Butrovich Building. Josh noted he wants to work on a bonus process

and recognition system that will create an easy process for supervisors to formally and informally recognize SW employees.

6. Staff Alliance Committees

- 6.1. Staff Health Care Committee – met in September and are working to develop a newsletter; want to increase communication to staff on health care benefits
- 6.2. Compensation Committee – have not met since September
- 6.3. Morale Committee – have not met yet this year

7. External Committees

- 7.1. Joint Health Care Committee – Met on October 17 – heard update on fourth quarter actual utilization and UA has been doing well to keep costs down; also discussed genomic testing (to help identify people with tendencies to high-risk cancers and other illnesses) but there are some issues with the most common genomic tests – can't be sure the results are accurate; UA employees already have access to genetic testing; need to use a counselor to review the results with them; not sure if Alaska has any genetic counselors in the state;
- 7.2. System-wide Councils  
HRC – Met on Sept. 26 – Brenda reported there was an ongoing effort to determine and set organizational culture across UA; discussed compensation survey and the concerns that staff and faculty groups have about the benchmarks being used; discussed the lifted salary freeze and retroactive increase (probably not); UAA is still operating under a salary freeze and are still looking at equity issues and peer compression; diversity and inclusion best practices, especially in hiring and recruitment; new hire paperwork and recruitment alignment
- 7.3. System Governance Council – The Coalition of Student Leaders elected Nick Bursell as chair and Teresa Wrobel as vice chair. Next step is calling a meeting of the System Governance Council, which includes chairs from the Coalition, Staff Alliance and Faculty Alliance, as well as three alumni representatives. Morgan will contact SGC members to determine a time to meet. Are there any issues the SGC should consider?

8. Ongoing Business

- 8.1. Travel Regulation Feedback – [Feedback Doc](#)  
Members agreed they had shared the changes widely and have collected feedback from their staff councils. Some discussion regarding the decision regarding whether the UA-paid card is mandatory will be left up to the campuses. Overall, the intent is use of the card is the standard and not doing so will be the exception.
- 8.2. New Policy on Reports of Misconduct – [Feedback Doc](#)

Members discussed the new policy but noted they had not received new feedback or heard strong objections to the three year deadline. Overall, they felt it would be prudent to extend the deadline to better reflect the time students spend at the university.

9. New Business

- 9.1. Governance Participation – covered during earlier reports
- 9.2. Vice Chair Election – Postponed to the next meeting if still necessary
- 9.3. November 15 Leadership – Each of the staff council presidents have been invited to attend the forum in Fairbanks. System Governance will cover travel costs.
- 9.4. November meeting date – Morgan will send out a poll to see about moving the Nov. 16 meeting to the following Monday.

10. Agenda Items for November Meeting

Compensation study

11. Roundtable discussion

12. Adjourn

The meeting adjourned at 11:50 a.m.