



Minutes

Staff Alliance

Monday, December 17, 2018

10 a.m. – 12 p.m.

1. Call to Order and Roll Call

Voting Members:

Kiwana Affatato, Vice President, UAS Staff Council

David Felts, President, UAS Staff Council

Brenda Levesque, Co-President, UAA Staff Council

John Moore, Co-President, UAA Staff Council

Mathew Mund, President, UAF Staff Council

Monique Musick, Vice President, SW Administration Assembly

Carrie Santoro, Vice President, UAF Staff Council

Staff:

Morgan Dufseth, Executive Officer, System Governance

Guests:

Michelle Pope, Director, SW HRIS and HR Accounting

Sara Rodewald, On-site Program Manager, HealthyRoads

Members Absent:

Josh Watts, President, SW Administration Assembly

2. Adopt Agenda

Mathew moved to adopt, seconded. No objections.

3. Approve November 19 Minutes – [Reference](#)

Mathew moved to approve, seconded. No objections.

4. Public and Guest Comment

4.1. Sara Rodewald – HealthyRoads FY18 Utilization – [Reference](#)

Sara gave a review of FY18 utilization of the HealthyRoads program. Roughly 45 percent of eligible employees took advantage of the rebate program and completed all of the requirements. Approximately 1500 met FY17 biometric outcomes. Sara noted she had visited each UA campus over FY18 and plans to do the same during FY19. Biometric screenings will also be held at each campus during FY19.

4.2. Michelle Pope – [HR Updates](#)

Michelle noted the most recent update will be out later this week.

Banner 9 – now being used by large groups but are still encountering some issues with functionality; are not planning to stop access to Banner 8 until all issues have been worked out

Faculty and staff compensation review – recent memo from CHRO; a lot of preliminary data analysis has been completed and are not going through the very manual process of investigating individual cases for potential pay equity issues, looking at permissible factors as to why there are discrepancies as well as non-permissible factors (gender, race, sexuality, etc.). Faculty market analysis is nearly complete but during review discovered SIT codes need to be verified by departments to ensure the analysis will work. Twenty percent of staff positions were not initially matched with marked data. Market analysis for executives will be shared with president and his executive administrators. Benefits review is complete and are looking at increasing the pension limit, which has been included in the FY20 budget request (outside the pension, UA matched with other peers with respect to benefit packages).

Local 6070 bargaining is beginning this week.

UAF is still looking for a search firm to begin recruitment of a new CIO.

UA's new CITO, Mark Condrak, will begin in January 2019.

5. Chair's Report

Josh Watts

No report given.

6. Staff Council Reports

6.1. UAA Staff Council – Due to Nov. 30 earthquake, UAA SC did not meet in December but plan to meet in mid-January.

6.2. UAF Staff Council – December meeting dealt with a number of policy changes, including an update from EEO Director Margo Griffith on proposed changes to Title IX. UAF Faculty Senate is concerned about proposed changes to UA's Facilities & Administration rates for research grants. Activated the student, faculty, staff coordinating group and heard updates from each group. They discussed the BOR misconduct reporting and ASUAF said they were not as concerned about the approved timeline. Also discussed SC morale survey and are continuing to present it to different groups around campus. Expanding and updating policy regarding minors on campus. Heard updates on scholarship updates and UAF plans to begin announcing and issuing scholarship awards earlier each year. UAF is also working on strategic

planning and the chancellor has formed five different groups to address specific areas, including enrollment which is a continued area of concern. UAF SC is also working recommendations regarding term employees.

- 6.3. UAS Staff Council – Have draft of morale survey that will be distributed in January. Send an e-card to members wishing them a happy winter break. Working on recommendations for staff longevity awards. Raised questions with UAS HR regarding bonus awards and why UAS does not award them as frequently as other MAUs. Met with Chancellor Caulfield and he agreed to attend the next Staff Council meeting. VC for Enrollment, Management and Student Affairs Joe Nelson is leaving UAS.
- 6.4. SW Administration Assembly – Looked at SW morale survey results and plan to continue the analysis with a comparison of the 2016 results. SAA formed an ad hoc committee to develop a recommendation to administration on a bonus process for SW staff. Review the remainder of FY19 events. Briefly discussed the proposed changes to federal Title IX guidelines.

7. Staff Alliance Committees

- 7.1. Staff Health Care Committee – [Nov. 20 Meeting Notes](#)
- 7.2. Compensation Committee – Tried to meet on Dec. 3 but had issues do to the Nov. 30 earthquake in Anchorage. The committee plans to meet next in January
- 7.3. Morale Committee – [Dec. 10 Meeting Notes](#)

8. External Committees – Morgan checked with members to ensure they have been contacted by the council chairs.

8.1. Joint Health Care Committee

8.2. System-wide Councils

- 8.2.1. Business: Carrie
- 8.2.2. Community Campus: David
- 8.2.3. Development & Alumni: Mathew
- 8.2.4. Human Resources: Brenda
- 8.2.5. Institutional Research: Mathew
- 8.2.6. IT: Josh
- 8.2.7. Student Services: Kiwana
- 8.2.8. University Relations: Monique

9. Ongoing Business

- 9.1. SW Compensation Review – [Reference](#) – Postponed to the next meeting

10. New Business

- 10.1. Feedback on proposed changes to Title IX guidelines – Reference

Discussion: There are major fundamental changes proposed to current guidelines and, overall, are seen as shifting the burden away from the institution and more to the alleged victim.

10.2. Staff Makes Students Count

Morgan noted that nominations for the award should be opened in January and asked members if they had any changes to the current timeline or process.

10.2.1. [Timeline](#) – nominations, winners announcement and award ceremony

10.2.2. [Process](#) (any changes to recommend?)

10.3. Governance Process Improvement – Postponed to next meeting

10.3.1. Refer to Committee?

11. Agenda Items for January Meeting

None given.

12. Roundtable discussion

13. Adjourn

Mathew moved to adjourn, seconded. The meeting adjourned at 12:04 p.m.