



## Minutes

### **Staff Alliance**

Friday, May 17, 2019

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

The meeting came to order at 10:06 a.m. and quorum was met.

##### Voting Members:

Kiwana Affatato, Vice President, UAS Staff Council

David Felts, President, UAS 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

Mike Swanson, Acting Co-President, UAA Staff Council

Josh Watts, President, SW Administration Assembly

##### Staff:

Morgan Dufseth, Executive Officer, System Governance

##### Guests:

Keli Hite McGee, Chief Human Resources Officer (will join at 10:30)

#### 2. Adopt Agenda

Carrie moved to adopt the agenda, seconded by Monique. No objections and the agenda was adopted as presented.

#### 3. Approve [April 19 Minutes](#)

Monique moved to approve without amendment, seconded by Carrie. No objections and the minutes were approved as presented.

#### 4. Public and Guest Comment

##### 4.1. CHRO McGee – HR Updates

Performance Review - HR will put out an RFP for new evaluation software in the coming months, however, UA will continue with PageUp for at least one more year. The CHRO indicated she would keep the Staff Alliance informed of additional changes as they occur. Position descriptions will be added to the performance evaluation software after the start of the fiscal year.

Compensation review - Faculty have begun to receive letters regarding the equity portion of the compensation study and are being notified about salary adjustments. The staff portion is taking longer due to complexities in staff positions. Staff is near to complete with regard to the market comparison.

#### 5. Chair's Report

Josh Watts

Josh's meeting with the president was re-scheduled for next week. Currently hearing a lot about the HR re-design. Overall, lack of communication between the campuses and SW has been the biggest concern that he has heard.

#### 6. Updates and Information

##### 6.1. HR Redesign – [Project Website](#)

Members of UAF governance met with the president and the CHRO on May 16 to discuss their concerns. Encouraged SW to continue communicating the reasons and strategy behind the change. Noted that PageUp will be discontinued once the contract is up. Alliance members were curious about the location placement of the new positions. Currently, there are only a few positions that have to be at a certain campus. Members also had questions about the potential cost-savings of the new structure and how they will come about--whether through position reductions or payroll reductions. The UAF governance members asked the president and CHRO to keep track of lessons learned so that when this process happens with a different department, the same mistakes are not made again.

##### 6.2. May 9 BOR Update – [Budget Presentation](#)

Members were concerned about personnel reductions.

##### 6.3. Task Force on UA Structure – [Johnsen's May 10 Message](#)

Members were interested in who will serve on this task force.

##### 6.4. UAA Faculty Senate – [Committee on Governance and Funding Reform](#)

Members were concerned the task force will not include a staff governance representative from SW.

##### 6.5. Legislative Update – [Capitol Report](#)

The House and Senate have formed a conference committee to negotiate the differences between the approved budgets. The legislature entered into a 30-day special session after not addressing all business by the end of the regular session.,

6.6. Update on [Staff Make Students Count](#)

Josh indicated he would talk to the president regarding the SW nomination.

7. New Business

7.1. Draft Resolution – [BOR Meeting Recordings](#)

Members agreed to postpone approval to the June meeting

7.2. Regulation Review – [Voluntary and Mandatory Leave of Absence](#)

7.2.1. Questions or suggested changes

8. Staff Council Reports – Written Reports

8.1. [UAA Staff Council](#)

8.2. [UAF Staff Council](#)

8.2.1. [Resolution: 2019-302-1 \(Exempt/Non-exempt in Term-Funded Employment\)](#)

8.2.2. [Resolution: 2019-302-2 \(Update to Term-Funded Regulation\)](#)

8.3. [UAS Staff Council](#)

8.4. [SW Administration Assembly](#)

9. Staff Alliance Committees

9.1. Staff Health Care Committee – Meets on May 20

9.2. Morale Committee - Postponed to next meeting

9.2.1. System-wide morale [survey questions](#)

9.2.2. Approve SAMC [purpose and membership statement](#)

10. External Committees

10.1. Joint Health Care Committee – Mathew Mund

New drug structure with new tiers that changes how drugs are rated for coverage; it would save UA \$800k/year. The committee voted to not implement immediately but have a long phase-in period. A number of plan members would be significantly affected. There are 14 RFPs for the wellness plan that are being reviewed.

11. Announcements

12. Agenda Items for June 25 Meeting

12.1. Membership Updates

12.2. Retreat Planning

13. Roundtable discussion

14. Adjourn

The meeting adjourned at 12:37 p.m.