



UNIVERSITY  
of ALASKA  
*Many Traditions One Alaska*

Minutes

**Staff Alliance**

Tuesday, January 21, 2020

11:00 a.m. – 12:00 p.m.

Butro102d

Zoom: <https://alaska.zoom.us/j/9074508042>

Audio: 1-699-900-6833

Meeting ID: 907 450 8042

(Please mute unless speaking.)

Voting Members:

xMathew Mund, President, UAF Staff Council; Chair, Staff Alliance

xJohn Moore, Co-President, UAA Staff Council; Vice Chair, Staff Alliance

xDavid Felts, President, UAS Staff Council

Lauren Hartman, Vice President, SW Administration Assembly

xRonnie Houchin, Vice President, UAF Staff Council

xDawn Humenik, Co-President, UAA Staff Council

xJosh Watts, President, SW Administration Assembly

Staff:

Morgan Dufseth, Executive Officer, System Governance

Guests:

Paul Layer, Vice President for Academics, Student and Research (3:30 p.m.)

Erika Van Flein, Director, UA Employee Transitions and Benefits (3:15 p.m.)

1. Call to Order and Roll Call

2. Adopt Agenda

3. Public and Guest Comments

Erika Van Flein - her dept took on exit survey following the HR redesign; finalized the survey in November, looking for quarterly data that they can share; try to send out the survey prior to separation; are going to launch supervisor training (Supervisory Excellence through

DeerOaks-no cost to UA hours; also rolling out a leadership certificate but that will use UA training hours); using Qualtrix for the survey; should have data sometime in March  
John - would like governance to review the exit data (minus identifying information)  
Mathew - how to incentivize this training so the folks who really need it are there

John - retention - are we doing anything to keep the employees we have; is there a strategy for employees whose positions are eliminated due to budget reductions -- Erika noted she wasn't see a lot of movement and noted the currently most of the reductions have come through attrition rather than layoffs; however, should that happen, they have been in contact with the DOWL and they offer a lot of assistance for employees experiencing layoff and unexpected termination (training, re-training, placement, navigating support services, etc.); as far as placing employees in new positions, that would likely be a better question for the Talent Acquisition unit. Merit-based recognition - invite Michelle Pope or Camille Carpenter for explanation; Performance Evaluation - still PageUp through June 2020 but also accepting paper evaluations - check with Glenn Gambrell and/or Tara Ferguson on changes to this; RFP for a new product?

UAA/UAF training - distance participation? John and Mathew will find the contacts at the campus and get back to Erika

VP Layer - BOR meeting - regents approved 5% tuition increase with an amendment to provide for \$1.5M in additional tuition waiver; legislative session is starting - president will give a presentation to the joint committee on Education next week; TVEP is up for reauthorization this year and will keep an eye on that; president also in DC last week to discuss the land grant;

Policy audit timeline - regents are hesitant to make a decision in June when students and faculty are gone so want to wait until September and November to review (and accept feedback) and approve; looking at UAF accreditation and how the recent changes to NWCCU standards will affect UAF's application;

Longevity - processes - what are the campuses doing? also, identifying funding - where has that historically come from?

BOR ASA meeting on April 14 - on academic reviews; also in the background is the administrative consolidations (motion was not rescinded with the other three at the October meeting) - each university and SW is holding administrative reviews; will look at where they are with IT; but there is no timeline like there is for academics; but each university will need to get more specific as they get closer to the FY21 budget

HR and Procurement consolidations - have there been costs savings in those re-organizations? are more anticipated?

Enrollment - in budget projections, they have been flat; is there hope for an increase?

Differential tuition? - didn't UA just align tuition among the university a few years ago? VP Layer noted it would be best to coordinate efforts so that each university understands the risks going in; if there is a community campus tuition rate, it should be coordinated between all of those campuses; likely UAF could come back with a higher undergraduate tuition rate than UAA; April tuition memo from president to students but also options for differential tuition and how it will fit in with the budget process will be reviewed at the June meeting

4. Chair's Report Mathew Mund
5. Membership Updates
  - 5.1. UAF - Ronnie Houchin - ASUAF advisor, students radio and newspaper, Action Diversity Center, and Office of Sustainability
  - 5.2. UAS - took nominations and will decide next week; Kate Govars joined as a sub for this week
6. Campus Reports (HR related issues)
  - 6.1. UAA
  - 6.2. UAF
  - 6.3. UAS
  - 6.4. SAA
7. New Business
  - 7.1. Exit Interviews - Erika Van Flein (see comments under Guests)
    - 7.1.1. [Survey Questions](#)
    - 7.1.2. [Employment Exit Guide](#)
8. Ongoing Business
  - 8.1. HRC Governance Representative - Ronnie volunteered to serve; there were no objections
  - 8.2. Staff Make Students Count - Morgan will send emails out to staff, faculty and students later today
    - 8.2.1. Updated materials with no faculty or executives distinction - [website](#)
    - 8.2.2. Memo to president Johnsen

- 8.2.3. Nominations open Friday, January 17 and close Monday, March 16
- 8.3. Staff Longevity and Development - 2020 events and recognition
  - 8.3.1. How to move forward on this year's events:
    - 8.3.1.1. UA HR - Support Day of Events with planning, do longevity event, and information gathering. Define longevity for the system (cumulative).
    - 8.3.1.2. Campuses - Approval for day-of-event. Budget for the event (lunch/ice cream) and awards.
  - 8.3.2. Automated Day of Thank You - how can we make this happen?
- 8.4. Merit-Based Recognition - Resolution in support of UAF recognition during the January meeting - does someone want to draft this resolution for the Feb. 4 meeting?

9. Roundtable discussion

10. Agenda Items for February 4 Meeting

- 10.1. Banner Update - Mark Kondrak, and possibly Rory O'Neill, James Milburn
- 10.2. Resolution on merit-based recognition
- 10.3. Potential change to Premera Q4 Deductible Benefits

11. Adjourn

Meeting adjourned at 12:09pm.