Minutes

Staff Alliance

Tuesday, August 4, 2020
3:00 p.m. – 5:00 p.m.

Zoom: https://alaska.zoom.us/j/9074508042
Audio: 1-699-900-6833
Meeting ID: 907 450 8042
(Please mute unless speaking.)

Voting Members:
Mathew Mund, President, UAF Staff Council; Chair, Staff Alliance
Kate Govaars, Vice President, UAS Staff Council
Lauren Hartman, Vice President, SW Administration Assembly
Ronnie Houchin, Vice President, UAF Staff Council
Dawn Humenik, Co-President, UAA Staff Council
Eric Lingle, President, UAS Staff Council
Tania Rowe, Co-President, UAA Staff Council
Josh Watts, President, SW Administration Assembly

Staff:
Morgan Dufseth, Executive Officer, System Governance

Guests:
Mae Delcastillo, incoming UAS Staff Council Vice President

1. Call to Order and Roll Call

2. Adopt Agenda
   Moved by Tania, seconded by Eric. One addition under new business: compensation. No objections.

3. Approve July 7 Minutes
   Postponed to next meeting.
4. Guest and Public Comments
   None present.

5. Chair’s Report
   Mathew Mund
   Mathew reported the Board had met in July about changes to regulations concerning Title IX, as well as to appoint Pat Pitney as interim president.

6. Staff Council Reports
   6.1. UAA - VC for Admin resigned so they decided to restructure some of those duties; interim VC is Bill Jacob; they met with him and he focused on shared services at UAA; after a review which included some input from governance, UAA’s bookstore will go online; they do expect some employee reductions as part of the move to an online bookstore; UAA will stay in phase B for COVID restrictions; planning for staff council retreat; staff concern regarding parking passes--UAA is only selling semester passes and previously they would sell an annual pass at a discounted rate--not just semester for $180 so cost has increased for staff
   6.2. UAF - staff council hosted a survey on feelings surrounding COVID response; there is concern over to what level the campus will reopen; concerns over inconsistency between units and return to working in-person and what precautions are being taken; SC will share the survey with administration and hope it will spur them to take action and give clarifying guidance; waiting to see what Phase B 2.0 will look like at UAF; held an executive board retreat in July to review strategic goals; trying to follow up with HR on a number of questions including layoffs and support for staff who have been laid off, processing of complaints, etc; Ronnie participated in diversity training; concern over Title IX training due to the short turnaround;
   6.3. UAS - Mae Delcastillo was elected the new vice president for UAS Staff Council since Kate will be leaving the university later in August; working on a more applicable convocation for staff; polled staff on childcare and issues with reduced in-person schooling--44% responded they are responsible for childcare and have been using emergency leave for childcare however the pandemic is ongoing and they would like more guidance on how staff are supposed to handle this issue;
   6.4. SAA - did not meet in July; will have elections shortly and will then elect new officers; have been working on reviewing results on the IT staff survey the hosted earlier this summer; they have drafted a memo to President Pitney and will share it with her shortly; Lauren reported a SW employee attended the digital transformation interview and report about it the next SAA meeting; Lauren attends the IR Council and they have been having discussions about data warehousing (UAA wants to take it over) and data consistency--they are developing a plan; UA Data Strategy and Institutional Research have several vacancies that have been left open for over a year, which makes it difficult to address certain issues as they come up

7. New Business
7.1. Questions for Interim President Pitney
   Mathew asked members to add questions to this below doc by noon tomorrow (Aug. 5)
   7.1.1. [Shared Doc for Questions]

7.2. Search for Permanent President
   Mathew noted they should keep an eye on this as the process develops
   7.2.1. Staff governance involvement

7.3. [August 5 Special BOR Meeting]
   7.3.1. Motion on Proposed UAS Merger with UAA or UAF - Eric reported the UAS Staff Council sent a memo to the BOR and president stating their opinion that it is an incorrect course of action to study a merger of UAS with another university, especially in the midst of a budget crisis and global pandemic; the motion seemed to come about without a lot of forethought or any input from shared governance; it is creating a lot of anxiety among students, staff and faculty at UAS;
   1.1.1. [Draft Motion] - Members reviewed the draft motion and agreed it worked better as a resolution. After discussion, members had no objections to passing the resolution as amended.

7.4. Fall 2020 and return of students
   7.4.1. COVID-19 Precautions
   7.4.2. Staff concerns
   7.4.3. Guidelines for who needs to return to in-person work

7.5. Compensation
   7.5.1. Equity - information Mathew shared earlier which showed only eight affected staff members who were underpaid due to factors such as gender, and race or other protected classes
   7.5.2. Market Study - this has been postponed this year; this was to address employees who were paid more than 10% below market value for a similar position
   7.5.3. Other questions - how was the equity study conducted and what metrics were used to measure equity--what where the classes and how was equity/inequity determined;

8. Ongoing Business
   8.1. Work-from-home - suggestions for future guidelines
      8.1.1. [Questions from CHRO]
      8.1.2. Staff Alliance input

8.2. Annual Retreat
   8.2.1. Late July or early August (depending on who is selected to serve as interim president)
   8.2.2. Broken into 2-3 Zoom meetings (orientation, leadership, goal setting)
9. Roundtable discussion

10. Agenda Items for August Meeting

11. Adjourn

   Meeting adjourned at 4:56 p.m.