Minutes

Staff Alliance
Tuesday, September 29, 2020
1:00 p.m. – 2:30 p.m.

Zoom: https://alaska.zoom.us/j/94663902284
Audio: 1-312-626-6799
Meeting ID: 94663902284
Passcode: 704871
(Please mute unless speaking.)

Voting Members:
Mathew Mund, President, UAF Staff Council; Chair, Staff Alliance
Mae Delcastillo, 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
TBD, President, SW Administration Assembly

Staff:
Morgan Dufseth, Executive Officer, System Governance

Guests:
Paul Layer, Vice President for Academics, Students and Research
Steve Patin, Chief Human Resource Officer, SW HR
Tasha Leach, Labor and Employee Engagement Training Coordinator, SW HR

1. Call to Order and Roll Call
   The meeting came to order at 1:02 p.m. and quorum was met.

2. Adopt Agenda
   Members reviewed the agenda and approved it as presented.
3. Approve August 4 Minutes
   3.1. Not yet complete - Postponed till next meeting
   3.2. Meeting Recording and Audio Transcript

4. Guest and Public Comments
   4.1. VP Layer and CHRO Patin - Administrative Review
       Summit Team - Paul noted President Pitney has expressed a desire to move away from
       large committees, although he also pointed out that the larger councils/committees
       usually brought in participation from staff, faculty and student governance. He noted that
       it is important how staff and staff governance want to receive information and interact
       with administrators and that should be considered as the decision-making processes and
       feedback mechanisms are developed and/or reworked under President Pitney. He asked
       Staff Alliance members to think about how they want to move forward.
       Administrative structure across the systems - Paul noted this was being done at the
       campus level and it was a review of the positions and its role in the overall
       administrative structure and not a review of the person who fills that position now. The
       president and chancellors are developing a review process (not sure if separate processes
       or the same one for all). Staff will be involved in the review process, although Paul
       noted he wasn’t exactly sure what that would look like yet.
       SW admin review - Steve noted the input of the Staff Alliance and Staff Councils to help
       inform staff’s participation in the administrative review of the SW office. The SW
       review will be of all positions and it will be led by constituents outside of SW rather than
       internally. He asked Staff Alliance to provide nominations for staff representatives to the
       SW review committee, sooner rather than later since they hope to start the review in the
       very near future.
       Mathew noted he did see some value in the opportunity for staff and faculty to engage
       with administration through the Summit Team and the system councils but was also
       appreciated the amount of time they took up and how they only served as
       communication networks rather than decision-making bodies. He noted he served on the
       Joint Health Care Committee which voted on actions regarding the UA health care plan
       and found that to be a great way for staff to participate in decisions that affected them
       broadly.
       Tasha reported SW HR is working on rolling out a new three-part supervisor training
       module later this fall and are seeking feedback on what kind of training staff would like
       to see included. She noted they are currently working with Deer Oaks and have their
       trainings available on their website. Tasha noted HR

5. Chair’s Report

   Mathew Mund
6. Reports
   6.1. HR Updates
6.2. Legislative Updates
   6.2.1. Partisan Political Activities - Sept. 9, 2020 memo from UA General Counsel
   6.2.2. Upcoming Elections - Division of Elections website
6.3. September Board of Regents Recap
   6.3.1. Agenda and Recording

7. Staff Council Reports
   7.1. UAA
   7.2. UAF
   7.3. UAS
   7.4. SAA

8. New Business
   8.1. Administrative Review - will be introduced by VP Layer and CHRO Patin
      8.1.1. University and SW senior leadership positions
      8.1.2. SW administrative positions
      8.1.3. Summit Team and system council structure
   8.2. Supervisor Training - Tasha Leach
      8.2.1. Areas where more training is needed (i.e. please add this)
      8.2.2. Areas where there is already adequate training (i.e. please keep this)
      8.2.3. Areas where training is ineffective or outdated (i.e. please get rid of this)
   8.3. Discussion on Staff Voice - Chronicle of Higher Ed article
   8.4. FY21 Chair and Vice Elections
      8.4.1. Discussion on duties and time commitment (see page 6 for duties)
      8.4.2. Nominations
      8.4.3. Election
   8.5. FY21 Meeting Schedule
      8.5.1. Frequency - monthly or twice a month?
      8.5.2. Proposal for an hour-long meeting with standing agenda to follow-up on the
      previous meeting and to address any new issues in a timely manner with the option
      to cancel if it isn’t needed

9. Ongoing Business
   9.1. Questions for Interim President Pitney
      9.1.1. Shared Doc for Questions
   9.2. Work-from-home - any concerns or suggestions to pass on to HR?
9.3. Annual Retreat
   9.3.1. Morgan will send a poll to identify 2-3 times to meet this month
   9.3.2. Sessions - general orientation, FY21 committees/task forces, leadership Q&A,
          staff engagement, communication and processes, and FY21 goals

10. Roundtable discussion

11. Agenda Items for October Meeting

12. Adjourn

13. Announcements
   13.1. Title IX Staff Training - Deadline extended to Oct. 31
   13.2. Upcoming BOR Meetings
          13.2.1. Public Testimony - Oct. 26 - 4 p.m. to 6 p.m.
          13.2.2. Oct. 29-30 Academic and Student Affairs, Facilities and Land Management,
                    and Audit Committees
          13.2.3. Nov. 5-6 Full Board
   13.3. Upcoming state and national elections
          13.3.1. October 4 - voter registration deadline
          13.3.2. October 19 - Early, absentee in-person and special needs voting begins.
          13.3.3. October 24 - Deadline to apply for an absentee by-mail ballot
          13.3.4. November 2 - Deadline to apply for a ballot by electronic transmission (5:00pm)
          13.3.5. November 3 - General Election Day - Polls open from 7:00 am to 8:00 pm