Minutes

Staff Alliance
Friday, October 30, 2020
1:00 p.m. – 2:30 p.m.

Zoom Recording and Audio Transcript

Voting Members:
Mathew Mund, President, UAF Staff Council; Chair, Staff Alliance
Dawn Humenik, Co-President, UAA Staff Council; Vice Chair, Staff Alliance
Mae Delcastillo, Vice President, UAS Staff Council
Linda Hall, Vice President, SW Administration Assembly
Lauren Hartman, President, SW Administration Assembly
Ronnie Houchin, Vice President, UAF Staff Council
Eric Lingle, President, UAS Staff Council
Tania Rowe, Co-President, UAA Staff Council

Staff:
Morgan Dufseth, Executive Officer, System Governance

Guests:
Steve Patin, Chief Human Resources Officer

1. Call to Order and Roll Call
   The meeting came to order at 1:03 p.m. and quorum was met.

2. Adopt Agenda
   Members reviewed the agenda and approved it without addition.

3. Approve October 22 Minutes
   Members reviewed the minutes and approved them without changes.

4. Guest and Public Comments
   4.1. Steve Patin
4.1.1. Spoke Discussion

Steve engaged members in a discussion on Spoke, which is essentially a “chat bot” that helps HR reach more customers with greater efficiency. The content of Spoke is updated in a number of ways; it self updates through Q&A from users and then it is manually updated by HR staff. It is a worthwhile tool in his opinion but he also noted it wasn’t the only tool for staff. There are also many types of HR staff to help university employees, from generalists to specialists. And there is also the local HR business partner, which is an extension of the chancellors’ offices. SW HR is broken into different teams and questions in Spoke are routed directly to the team that will handle the inquiry, ensuring an employee’s information is only seen by the necessary people. Spoke can also provide links to UA forms or procedures. Steve noted that Spoke is a great tool but employees can always call their HR business partner or SW HR and can speak directly with a real person.

4.1.2. UA Administrative Review

Steve gave a brief overview of the ongoing administrative reviews taking place concurrently at the universities and SW. He noted they were not just for cost savings it was to also to identify redundancies as well as trying to find areas where decentralization makes sense. It will look at the position’s benefit to the system overall and not the performance of the incumbent employee. The SW review group will include members of faculty, staff and students to help determine how each role functions and whether it is needed at UA. They will look at salaries and salary levels, position levels (i.e., should a position be an associate vice president or would it be more appropriate for it to be a director or manager). He noted that they will seek representatives from each university.

4.1.3. CITO Transition

Steve noted John Boucher is serving as interim before the full search takes place.

4.1.4. Recognition, Development, and Compensation

Mathew relayed to Steve staff’s desire to have SW HR centralize and coordinate recognition events at UA. He also noted that in the current environment funds should be used for additional professional development opportunities for staff. Regarding compensation, Mathew noted changes like an additional personal day, increase to annual leave cash-out limits, and increases to the annual leave threshold. He also noted a more nuanced understanding of shared governance and early inclusion would benefit staff’s relationship with leadership. He also noted Staff Alliance would like to continue to work with SW HR on normalizing and developing guidelines for work-from-home and also provide additional supervisory training.

5. Chair’s Report

Mathew Mund
6. Orientation
   6.1. Committees and Committee Membership
       6.1.1. Previous Staff Alliance committees/task forces:
           6.1.1.1. Compensation
           6.1.1.2. Staff Morale and Recognition
           6.1.1.3. Staff Health Care
       6.1.2. Ad hoc committees for FY21
       6.1.3. External committees: Joint Health Care (2 regular members and 1 alternate -
               Mathew Mund, Kendra Conroy, David Felts)
   6.2. FY21 Goals and Objectives
       6.2.1.

7. New Business
   7.1. November Board of Regents’ Meeting
       7.1.1. FY22 Budget (reduction of $29M per compact with the governor
       7.1.2. Tuition proposal - no increase for UAA and UAS; differentiated tuition increase
               for undergraduate and graduate rates at UAF

8. Ongoing Business
   8.1. UA Administrative Review
       8.1.1. Draft Rubric/Guidelines proposed by Faculty Alliance
       8.1.2. Staff representative nominees: Monique Musick (SW), Tania Rowe (UAA),
               Gwenna Richardson (UAS), Michael Szidloski (UAF)
       8.1.3. University and SW senior leadership positions - please share with your staff
               councils for feedback
       8.1.4. Process and timeline - will be decided by the committees, which should be
               meeting in the coming weeks
   8.2. Questions from President Pitney
       8.2.1. Mathew’s 10/6 email
       8.2.2. President is invited to December 9 SA meeting

9. Staff Council Reports - no new updates
   9.1. UAA
   9.2. UAF
   9.3. UAS
   9.4. SAA

10. Reports

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10.1. [HR Updates - September 2020](#)
   10.1.1. [Title IX Positions](#)

10.2. Legislative Updates
   10.2.1. Partisan Political Activities - [Sept. 9, 2020 memo from UA General Counsel](#)
   10.2.2. Upcoming Elections - [Division of Elections website](#)

11. Roundtable discussion

12. Agenda Items for October 30 Meeting
   12.1. FY21 Goals and Objectives

13. Adjourn

14. Announcements
   14.1. [Title IX Staff Training - Deadline extended to Oct. 31](#)
   14.2. [Upcoming BOR Meetings](#)
       14.2.1. [Public Testimony - Oct. 26 - 4 p.m. to 6 p.m.](#)
       14.2.2. Oct. 29-30 Academic and Student Affairs, Facilities and Land Management, and Audit Committees
       14.2.3. Nov. 5-6 Full Board
   14.3. Upcoming state and national elections
       14.3.1. October 4 - voter registration deadline
       14.3.2. October 19 - Early, absentee in-person and special needs voting begins.
       14.3.3. October 24 - Deadline to apply for an absentee by-mail ballot
       14.3.4. November 2 - Deadline to apply for a ballot by electronic transmission (5:00pm)
       14.3.5. November 3 - General Election Day - Polls open from 7:00 am to 8:00 pm