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Staff Alliance

Minutes

Tuesday, January 14, 2014

10 a.m. to Noon

Via audio conference

Call-in: 1-800-893-8850 Pin: 4236369

Voting Members Present:

Carey Brown, Chair, Staff Alliance 2013-14; UAA APT Council 2013-2014
Monique Musick, Vice Chair, Staff Alliance 2013-14; Vice President, SAA 2013-14
Tamah Haynes, President, UAA Classified Council 2013-2014
Gwenna Richardson, President, UAS Staff Council 2011-2014
Dayna Mackey, Vice President, UAS Staff Council 2013-2014
Brad Krick, President, UAF Staff Council 2013-2014
Ashley Munro, Vice President, UAF Staff Council 2013-2014
Alex Amegashie representing Dory Straight, President, SAA 2013-2014

Staff Present:

LaNora Tolman, Executive Officer, System Governance

Guests Present:

Patrick Gamble, President, University of Alaska
Paula Donson, Associate Vice President, Academic Affairs
Chas St. George, Shaping Alaska's Future Coordinator, Academic Affairs

Call to Order, Roll Call

Carey called the meeting to order at 10:04 a.m. and LaNora called the roll.

Agenda Adopted and Minutes Approved

Monique moved to adopt the agenda. Tamah seconded. The agenda was adopted. Ashley moved to approve the December 10, 2013 minutes; Dayna seconded. The minutes were approved.

Guests Comment

Paula and Chas: Update on Shaping Alaska's Future – Edits were put together and sent to the president on Dec. 24 to prepare the effect statements for the January BOR retreat. They put SAF on their agenda to give them understanding on how the university will be moving through the changes. Three regents participated in Dec. Chair Jacobson, Wickersham and O'Neil. Governance still has time to express concerns and changes to the effects statements by Feb. 17.

Comments and feedback should go to LaNora through the System Governance Office and she will forward them on to Dana Thomas.

Staff Alliance Chair's Report

There was a great turn out at the December Board of Regents meeting in Fairbanks regards to the staff defending the tuition waiver benefit.

President Gamble sent an email acknowledging the receipt of the resolution for the tuition waiver benefit and stating the issue is not on the table right now.

Comments were made about the large turnout at the board meeting and how staff has a privilege to be able to attend the meetings across the state when issues arise and have the video conference rooms to show up when physical attendance cannot take place.

The topic was brought up about having a staff person hired strictly for staff advocacy and travel money for more staff to fly to regents' meeting.

Staff Governance Reports

UAS Staff Council: Gwenna Richardson and Dayna Mackey

Did not meet recently but scheduled a webinar with Healthy Roads. The information helped to maneuver through the site. Stay tuned more information will come out. Next meeting is on Jan. 21.

UAA APT Council and Classified Council: Carey Brown and Tamah Haynes

Did not meet in January. No Report.

UAF Staff Council: Brad Krick and Ashley Munro

They talked about the BOR meeting. Following the governor's budget announcement, the chancellors put together a budget planning committee but no staff are represented.

Statewide Administration Assembly: Monique Musick and Alex Amegashie

They meet December 11, 2013 and talked about national issues and Complete College America and how they may affect staff as they go under more program review, cuts and changes. Research on ComPsych and encourage staff to use the tools. More training is needed on change management - tools, technology and education. Eric Seastedt joined and talked about the new Performance Evaluation. "Truly Amazing" and such verbiage were kept in place even though there were strong opinions against them and the words need to be sold to the staff. It is not being enforced to conduct evaluations even though it is in regulation. It is not going to be connected with compensation. Issues about step increases are an area they plan to look into. Talked about the code of ethics and Monique will address the System Governance Council and get more participation systemwide.

Question was asked about how much what SAA reports is for systemwide vs. statewide. The answer was both.

Staff Alliance Committee Reports

Staff Health Care Committee - Chair: Monique Musick; SA Members: Gwenna Richardson, Tamah Haynes

No meeting was held since the last Staff Alliance meeting.

Compensation Working Group (includes work on proposals) Chair: Brad Krick; Member: Alex Amegashie, Monique Musick

Need to clarify membership list – a new working list has not been called together. Monique has been working on getting a list to Brad. As soon as Brad gets the list, he will schedule a meeting date.

External Administration Committee/Council Reports

IT Executive Council – ITEC - No meeting was held.

Student Services Council - Next meeting is scheduled for Jan. 23, 2014.

Tuition Task Force - No meeting was held.

Joint Health Care Committee - Next meeting is Friday, Jan. 17, 2014

Retirement Committee - No contact or meeting.

The Ally, Staff Alliance's Blog

The write-up from the Joint Health Care Committee had many readers. Monique posted replies about the tuition waiver benefit.

Shaping Alaska's Future – feedback with a deadline on February 17

Theme 1, Issue C – Ethics seems to be getting a lot of attention and it may be a support for the code of conduct work.

Theme 5, Issue A – UA leadership faculty and staff statement – this is a power statement for C and it is hoped the staff will work on this.

Delivery and service, collaboration across the system are other topics the staff and Staff Alliance has a direct interest in these.

President Gamble Called In

The president will be speaking with the directors of the permanent fund. He will meet with Alaska State Board of Education and the Commissioner of Education and arrange meetings between the state school board and the university. The board will be looking at SAF at their retreat, and talk about how they will meet the \$14.9 million cut. The board will also talk about what the university will look like in about 10 to 15 years and how they view the university. The president will be in Juneau next week with Michelle Rizk and Chris Christensen in a pre-meeting with the House Finance Committee. Friday morning, the provosts and the chancellors will have a

meeting with the president. The president will testify in front of the house in Juneau at the beginning of Feb.

The House Finance Committee pre-meeting will allow the university's priorities to be shared. Everything was taken out of the operating budget. The committee will ask how the university plans to come up with the \$14.9 million. The hope is to get some of the money back. On the capital side, they will ask to choose between the power plant and the two engineering buildings. The house will really voice their plan for the first time. Rep. Stolz is on the capital side of the budget and Rep. Ostermann is on the operating side.

The statement was made about the engineering buildings having a little bit of money left in, but interior delegation may be where the money may have to come from for the power plant.

President Gamble told the governor in August that his request was not to have all the capital dollars taken out for the engineering buildings and power plant. The hope is to salvage money for both projects. The senate will have a majority in this issue.

Note: \$14.9 million is just about 5%. The president did not see that a hiring freeze was needed but some positions may not be filled to reach the dollar amount needed. The university has a \$ 21 million travel budget and it is an area to save money.

Tuition Wavier Benefit survey had hundreds of suggestions with cost cutting suggestions and the president read all of them. There were not a whole lot of credible suggestions. Everyone wanted to cut everyone else but themselves. There were a few good ones and they will be looked at seriously. In general, people felt we were top heavy.

The question was asked about President Obama's change in funding to students. Are we preparing anything today in Shaping Alaska's Future to be competitive on a state and national level? Are we doing anything for staff to prepare physically, emotionally, and mentally for this change? The president stated the national agenda just came out about a year ago when Obama made a speech. There have been very large meetings with Obama calling in educators to give suggestions to write policy. President Obama is interested in those who are at risk in getting into colleges and staying. This is going to be performance based. Shaping Alaska's Future takes into account President Obama's plan.

The president stated that Shaping Alaska's Future is not long-term ideas. It is only a three-year plan.

The question was raised about using technology to make it easier for students to take distance courses and eliminate the need for more buildings. The president said to take the ideas and submit them in the Shaping Alaska's Future feedback process.

New Business

Staff Alliance Retreat - March 11, 2014

Alex moved to have a Staff Alliance Retreat in Anchorage for two days. Gwenna seconded with discussion. Gwenna motioned to amend the prior motion to one day and a half.

Staff decided to have the retreat in Fairbanks on Tuesday, March 4 and Wednesday, March 5.

Action: Gwenna will research the location cost comparison Anchorage vs. Fairbanks for the staff to vote on through email by Friday, Jan.17.

Tabled the following until the next meeting:

Update on SA Resolution in Support of UAA, UAF, and UAS Tuition Waiver Benefit Resolutions

Diversity – Staff (Carey, Gwenna, Ashley and Monique) to report on information collected.

Communications

Grievance Policy

Reminder to be ready for Google Hangout meeting

– All UAS and UAA staff needs an alaska.edu account. To obtain an account, go to the System Governance website: www.alaska.edu/governance/ and click on the left hand side “Google Apps Account – Click Here”

Adjourned

Alex motioned to adjourn and Gwenna seconded. The meeting adjourned at 12:07 p.m.

Minutes taken by LaNora Tolman