



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Staff Alliance
Minutes
Tuesday, November 12, 2013
10 a.m. to Noon
Via Audio Conference
Call-in: 1-800-893-8850 Pin: 4236369

Voting Member 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
Mae Delcastillo from UAS for Gwenna Richardson, President, UAS Staff Council 2011-2014 &
for 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

Staff:

LaNora Tolman, Executive Officer, System Governance
Joseph Altman, Coordinator, System Governance

Guests:

Patrick Gamble, President, University of Alaska
Erik Seastedt, Chief Human Resources Officer, Statewide
Chas St. George, Strategic Direction Coordinator, Academic Affairs

Call to Order and Roll Call

Carey called the meeting to order and quorum was present.

Adopt Agenda and Approve Minutes

Monique moved to adopt the agenda and Ashley seconded. The agenda was adopted. Tamah motioned to approved minutes and Monique seconded. The Oct. 8, 2013 minutes were approved.

Guests

Chas St. George shared the follow up on the Oct. 31, 2013 Shaping Alaska's Future/SDI meeting. There were key factors and statements made by Dana Thomas. He asked to please share

the document for Shaping Alaska's Future and focus on the effect statements and the issue statements and asked everyone to submit feedback prior to the Nov. 18, 2013 deadline. This is the chancellor's deadline to forward feedback to the president. Send feedback up through your chain and your chancellor's cabinet will move it forward. This includes all of the universities and Statewide.

ACTION ITEM:

LaNora will forward a copy of the Shaping Alaska's Future document and include Mae Delcastillo. Refer to page 36 of the document.

Concerns were voiced about the stress on staff and the lack of time to give feedback on these issues. Some staff have not seen the document to give feedback on it. The time to give feedback is especially tight since individual campus deadlines are within a few days from now.

Erik Seastedt stated the administration want feedback and the Nov. 18 date is a soft deadline and it should not restrict communication. The idea is to get all the feedback prior to the holiday vacation. He mentioned the proposed motion made by Regent Fisher about the employee tuition benefit waiver to be cut in half. Even though the motion was not passed, it will show up on the December BOR agenda. HR is planning to send out a survey to all benefitted employees this week. They asked governance to offer suggestions for questions to add to the survey. He asked governance if they had any questions about the issue. He will explain the flow of money and where it goes pertaining to the tuition waiver benefit. There is no administrative push to have this benefit go away. The regents' need to be informed and they need to have a true picture to make the right decision. This clearly only applies to staff since faculty are covered by the unions.

Regarding the Statewide Performance Evaluation Form, Erik took the governance feedback and made revisions to it. Erik will go over it with the president. He is hoping to get back to Staff Alliance with a revision by early next week with suggestions for what the final document might look like. He tightened up the definitions and added a final score. His suggestion is a score in the subsections but not a total big score. The intention is to use this for Statewide and have it available to the universities as an option.

Staff Alliance Chair's Report

Carey presented his first oral report to the board on Nov. 6, 2013, which included the bullying awareness resolution and smoke free - tobacco free campus issue. UAA is pushing for smoke free unlike UAF. Carey told the alliance about Regent Fisher's proposed motion on cutting the tuition waiver benefit in half.

Staff Governance Reports

UAS Staff Council

Mae Delcastillo informed the alliance that Gwenna and Dayna were at Sitka in a staff council retreat and she called into the meeting for them.

UAA

Classified Council - Tamah Haynes reported they talked about the SDI effect statements. Staff are interested in stand up workstations and treadmill workstations.

APT Council – Carey Brown reported they had Title IX investigators give a presentation. They discussed how staff can make reports if there is any discrimination and what the proper channels of communication are to make their voices heard. The campus Office of Diversity and Compliance gave an update on the National Coalition Building Institute (NCBI). They are a group who make regular presentations on diversity and cultural awareness. They shared their schedule. They may be a good group to include and use to give the bullying awareness training and would provide an in depth training. They also had a rep come in and explain about program prioritization process going on at UAA and to ease people about program cuts. Carey stated he gave a report on Regent Fisher’s proposed motion regarding the employee tuition waiver benefit cut.

UAF

Staff Council - Brad Krick – They are working with their chancellor about his suggested “make UAF a better place to work” which is a reworking of the work-life balance committee. They were putting together a committee on smoke free campus challenge. They had one resolution drafted on the proposed changes in tuition waiver benefit cut and they will bring it forward at the next meeting. They are drafting resolutions to enforce the 50 foot smoking rule and to look at ways to raise awareness for smokers to know where they should and should not be smoking in addition to a resolution stating the decision should be at the chancellor’s level and not a the system level.

Statewide

Statewide Administration Assembly – Monique Musick – Michelle Rizk presented the FY15 budget and priorities at the last meeting. Erik Seastedt also attended and he was introduced as the new Chief Human Resources Officer. He had feedback about the onboarding process for new staff and how to improve with people coming from outside of AK. Shaping Alaska’s Future/SDI/Leadership was discussed with Paula Donson and Chas St. George. They also reviewed recommended changes on performance evaluation and forwarded them on to the president. They had a heavy discussion on the smoke free - tobacco free ban and staff did not support it. They set up a subcommittee to draft up a potential code of ethics/values statement. The last time it was proposed it was not popular because it was poorly handled. It does not mean it was a bad idea. Staff hope to implement it and have it go up the chain of command instead of having it come down. Bragaw staff gave a presentation. The Diplomacy building was sold and a new office was purchased. They were working on it. The entrance to UAA has changed. SAA broke up Chapter 4 of the University Regulations into assigned parts for members to look over and edit. They w also trying to figure out how to improve employee morale.

Staff Alliance Committee Reports

Staff Health Care Committee

Monique reported she will send her written report to staff. They had a benefit overview with Erik Van Flein with updates on RFPs and plans to implement wellness. They were asked to

review other health packages at other universities and to research on how to save money with the health plan. Staff will go the JHCC next week in Anchorage. SHCC will meet in December to discuss the JHCC meeting.

Compensation Working Group (includes work on proposals)

Brad said they did not meet yet. At the last meeting, they decided two people from each university would sit on the group. UAF has two names but Brad needed names from UAA, UAS and SW. As soon as he received the names, he would set a meeting time.

External Administration Committee/Council Reports

IT Executive Council - ITEC

Monique stated a meeting was coming up. No report yet.

Student Services Council

Ashley said they met two weeks ago and talked about preparation for recruitment. They discussed the idea behind UAF's Confessions Facebook page and how there is no way to monitor the page.

President Gamble

The president gave a summary of the last couple of weeks. They had several significant events including meetings on workforce development and large meetings for Fisheries and Seafood Maritime Issues (FSMI). There was a lot of progress in the university brokering what their needs are and how we can meet their needs as a university. The university is building relationships with these partners. The university is being looked at for leadership and how we can help the employers.

Shaping Alaska's Future/SDI and Leadership meeting brought creative leadership back to the university. The second day they looked over the draft effects document and took the opportunity to have everyone speak out. They asked the leaders direct questions: can you buy into this? They said, "Yes...we want to buy in." What would happen to make this fail? Most people did not have a problem with the effect statements themselves. This is a design build with no template for it. No other university is investing in leadership as we are. On the Nov.18 deadline, we will reestablish a baseline but we will still be open for feedback and comments. On Nov. 25, the chancellor's and the president will meet and have a discussion on what the next steps will be. The provosts and Dana Thomas will be involved as well. The cross feed of leadership was positive. People who had not met before, were meeting. Everyone realizes they have a part to play.

On Nov. 5, the board of regents met and passed the tuition budget. There were long discussions on the tuition waiver benefit. Regent Fisher made a proposal and asked the board to evaluate it. We can give an emotional answer, but we want to answer with facts. The president personally supports the benefit, but he does not oppose the regents bringing up proposals and having the staff do the research to present it to the board.

Brad Krick asked the President Gamble to try and word his metaphors differently. He was quoted as saying that employee cuts are in terms of long-term savings and “the gift that keeps on giving.” The president said he will try to express it in a more business acceptable way.

The next thing down the road is the fallout from the effect statements. Governance will be tasked heavily to keep the process moving steadily. Everything does not need to be reviewed by every governance organization. Take what matters to you the most and tackle those issues. Not everybody agrees with governance. Some say they only speak for themselves and governance does not represent them. Everyone’s suggestions will be used. The president prefers to use governance but not everyone will use governance.

Joint Health Care Committee

Monique said there will be a two-day vendor summit next month in Anchorage and she will be flying down.

Wellness Health Issues

Erika’s last comment: There is no action by Healthy Roads while it is still in litigation. January or February is the anticipated time to be out of the litigation.

The Ally, Staff Alliance’s Blog

Carey posted on the blog after the board meeting on Nov. 6 about the tuition waiver benefit issue. Monique was the only one moderating the blog. Moderating keeps away spamming and hijacking, keeps away offensive posts, catches errors.

Tuition Waiver Benefit Concern

One concern was how would all the information be collected? Discussion took place about compiling a report through the System Governance Office and submitting it for the December BOR meeting. UAF would have a report ready to give Staff Alliance next week. Monique said SAA would discuss it tomorrow. Carey said they would compile information at UAA. Mae stated UAS uses the Staff Alliance Blog for feedback. Tamah sent her Classified Council members to the blog as well. Staff would give Carey the latest and greatest comments prior to the board meeting in December.

UAA Faculty and Staff Association

It is an advocacy group that works outside of the university to help support budget issues. It is a due paying group. They would appreciate Staff Alliance’s support as an outside group. Tamah would be a representative for SA.

Staff Make Students Count

UAS has a holiday on Mar. 21, the day of the deadline. LaNora stated the Monday after would be fine for their deadline. Monique moved to accept schedule as amended. Tamah seconded. The 2014 schedule was approved.

Smoke Free/Tobacco Free Campuses

Tamah spoke to Vice Chancellor Spindle and Chancellor Case and it was just an issue of resident halls and smaller campuses in the way of a smoke free campus at UAA. Brad shared that at the last System Governance Council, president Gamble said he needed to speak to the board. He would receive a resolution to from the council and defer to the universities to make the choice for their own campuses. Staff Alliance may write a resolution for the decision to defer to the university chancellors and community campus directors.

ACTION:

Carey will draft a resolution to present to System Governance Council.

ACTION:

The Diversity topic was tabled until the next meeting.

Communications

The communication with staff systemwide was discussed and what lists should be used to send out important messages for feedback.

LaNora talked about having a Survey Monkey for \$300 for governance to use at all three universities and Statewide. System Governance would pay \$150 with the three universities paying \$50 each. UAF was interested. Mae said she would pass this to Gwenna for UAS as it would probably require the Vice Chancellor's approval. This stays on the agenda for the next meeting.

Grievance Policy

No updates from Juella Sparks right now.

Other Items of Concern or Comments

LaNora talked about the transition to using Google Hangout for the Staff Alliance meetings – a proposed pilot meeting would be at the Feb. 2014 meeting to give the staff enough time to set up.

Adjourn

Tamah motioned to adjourn and Ashley seconded. The meeting adjourned at 12:05 p.m.