



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Staff Alliance
Minutes
Wednesday, May 21, 2014
10:00 a.m. - Noon
Via Google Hangout

Voting Members:

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:

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

Guests:

Patrick Gamble, President, University of Alaska
Dana Thomas, Vice President, Academic Affairs and Research
Gwen Gruenig, Associate Vice President, Institutional Research and Analysis
Michelle Rizk, Associate Vice President, Budget
Tara Ferguson, Compensation, SW Human Resources

Call to Order and Roll Call

Carey called the meeting to order at 10:03 a.m. LaNora called the roll. All members were present.

Adopt Agenda and Approve Minutes

Carey asked to amend the agenda due to several guest speakers attending and table the reports except for Brad Krick's report.

Monique moved to adopt the agenda. Alex second. None opposed. Agenda was adopted.

Action: Agenda items 6 -9 tabled until the June 10, 2014 meeting.

Ashley moved to approve the April 8, 2014 minutes. Monique seconded. The April 8, 2014 minutes were approved “as is.”

Guests Comment

Dana Thomas - P04.07.115. - A policy affecting staff would be sent out within a few weeks – currently there is no furlough policy — this policy would provide a provision to furlough staff in a budget crisis. It would be announced at the June BOR meeting and subject to approval at the Sept. BOR meeting. If it passed, it would be effective Jan.1, 2015 unless the board modifies the effect date. It was discussed about insuring there was adequate notice to all staff prior to the BOR approval of the policy. Staff may give feedback at the June BOR meeting and the September BOR meeting. Michelle Rizk encouraged Staff Alliance to think about getting out additional information to staff at large. The draft policy would be attached to the letter to employees.

The Ally, Staff Alliance’s Blog

Monique said she would add the news about the furlough policy after reading through the material. Other information to include and update is the health and wellness issues.

President Gamble

A proposal was written how to handle the information on Shaping Alaska’s Future. Faculty issues would be delayed until they come back in August. Staff issues would continue to be discussed through the summer. The president talked about the ongoing dialogue pertaining to the compensation proposals. What would not work this year may work next year. President Gamble suggested for staff to do the research on the data before bringing an idea to him. It take a lot of time for him to do the research. Staff can go to the same people he would and find out what the data look like. He mentioned the concern he had about the faculty and staff salaries and benefits and how we were behind compared to the state. He voiced the desire to pursue the issue next year.

UAF Planning and Budget Group - Brad Krick

Brad shared suggestions proposed at UAF that may have impact systemwide:

- 37.5 hour work week – the same that the State of Alaska uses
- Extended hard closure – adding at Christmas time
- Reduced annual cash-out
- Voluntary 11 month contract for employees interested
- Research on early buy-out for retirement options

Brad would have the schedule for the next compensation meeting in a few days.

Shaping Alaska’s Future

Metrics – Gwen Gruenig

Gwen talked about measuring success by each theme – she said to recognize it might take a few years to see the trends. There was a concern the board members might make decisions and judgments on metrics with insignificant change. The BOR will receive a report once a year. The

idea was to make the measures general enough to not have to adjust them. The metrics development would continue for a while longer. Gwen asked staff to send her any comments.

Legislative and Budget Update – Michelle Rizk

The legislative session adjourned April 25. The governor needed to sign the budget bills. He can full veto or line item veto. The Budget Office will have the chance to offer comments. Operating budget – included budget for all employee staff increases, and advising with one time funding. Some intent language came from the legislature. UA would provide an update to the legislature by November. Capital budget – UAF Heat and Powerplant, UAA engineering building, and commitment to deferred maintenance. Staff representation would be welcome to the budget meeting August 7. The first review of the budget will go to the board in September. Michelle asked for governance feedback by the first week of August.

Monique suggested to find out what the rates are for other state employees before the next compensation working group meeting.

Finalize August Retreat Dates

Staff talked about August 5 and 6 for the retreat. They decided to discuss and settle the dates through email.

Constitution and Bylaws Review – adding secretary and treasurer officers

Monique said she does not have time to edit the constitution and bylaws and she asked for suggestions. LaNora offered to revise if the Staff Alliance provided the amendments and content changes. LaNora will begin the revision post the documents to Google Docs. A committee will help work on the revisions: Monique, Dayna, Alex, and Ashley

Motion: Gwenna moved to table everything else on the agenda. Alex seconded. All were in favor. The following items were tabled until the June 10 meeting:

- Personal Services Budget for FY15
- Constitution and Bylaws Review adding secretary and treasurer officers (Monique Musick to draft descriptions)
- Motion on BOR Policy and UA Regulations in insuring the support of supervisors in the role of governance – Coalition of Student Leaders have a motion in process
- Academic Calendar Update

Adjourned

Gwenna moved to adjourn the meeting and Alex seconded. None opposed. The meeting adjourned at Noon.