

UNIVERSITY *of* ALASKA

Staff Alliance

Minutes

Monday, September 16, 2013

10 a.m. to Noon

Call-in for audio users: 1-800-893-8850 Pin: 4236369

Voting Members:

Carey Brown, Chair

Monique Musick, Vice Chair, Staff Alliance 2013-14; Vice President, Statewide Administration Assembly 2013-14

Carey Brown representing Christine Lidren, President, UAA APT Council 2013-2014

Kathleen McCoy, 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:

Dana Thomas Ph.D., Vice President, Academic Affairs

1. Call to Order and Roll Call

All present

2. Adopt Agenda

Gwenna motioned to adopt the agenda. Kathleen seconded. None opposed. Agenda was adopted.

3. Approve Minutes

3.1 August 8, 2013

Gwenna motioned to approve the minutes as amended. Ashley seconded. August 8, 2013 minutes were approved.

4. Staff Alliance Chair's Report

As vice chair and interim chair for alliance, Monique met with President Gamble last week regarding the proposed salary increase for FY15. She previously sent an email to him suggesting the 2.5 to 3.5 percent range. Currently, the state only has 1 percent increases in their staff salary. In conversation with the president, he stated since the university funds one-half of the salary increase and the state the other half; he suggested 1 percent from the state, and 1 percent from the university. To bring it up above the 2 percent, he proposed an additional day of leave to be cashed-in, or used at the employee's discretion. The total increase equates to about 2.38 percent – just less than 2.4 percent.

Concerns arose about comparing UA employees with state employees due to the state receiving step increases and UA employees do not. It was suggested to ask for 2.5 percent increase plus the day of leave.

5. Chair Election and/or Discussion about Future Seat

Alliance discussed the need for a chair. Someone suggested the chair come from UAA or UAF due to the expense in travel from the UAS sites. Another suggestion was to restructure governance and possibly look at a paid position that focuses on staff advocacy. There are many challenges for staff participating in governance. Maybe consider an action stating the need and look at other universities' structures.

Gwenna nominated Carey. Kathleen seconded. None opposed.

Roll call vote: Monique, Kathleen, Gwenna, Dayna, Brad, Ashley, and Alex all voted for Carey Brown as chair.

MOTION: Carey Brown was elected the chair for 2013-14

6. The Ally, Staff Alliance's Blog

The blog's purpose is to communicate with staff and solicit feedback on certain issues and topics. Some suggested including the proposal on compensation.

7. Ongoing Business Topics

7.1 Grievance Policy

Attachment

Staff were advised to give feedback on the policy review and to look at Chapter 4 in the University Regulations. It was suggested to have Chapter 4 in a spreadsheet on Google Docs to share ideas and revisions.

7.2 Bullying Issue

Staff discussed having a system-wide committee to discuss and promote the bullying training throughout the system. It was also suggested to draft a resolution from alliance in support of the system-wide promotion of the training. The bullying training was spearheaded by the Staff Alliance's work life survey conducted last year and President Gamble supported the effort to compile a training regarding this issue.

All agreed to draft a resolution. Kathleen volunteered to draft it and send it to LaNora to vote on at the next meeting.

It was suggested to include bullying in the university regulations.

ACTION: Draft a resolution in support of systemwide bullying awareness training.

7.3 Smoke Free/Tobacco Free Campuses

Statewide Administration Assembly redefined their survey to the staff and resent it out. The electronic cigarette is an issue. The topic of having a systemwide survey linked to the System Governance website was discussed.

7.4 Wellness Issues

Staff discussed the WIN for Alaska appeal. Confusion among the employees was expressed concerning question: who was on the committee making the decisions for or against WIN and Healthy Roads? It was agreed that more information was needed and the staff would prefer something in writing from the UA administration.

7.5 Performance Appraisal Form Update

SAA will have their results and feedback from the survey and ready to share with Staff Alliance at the October meeting.

7.6 Shaping Alaska's Future/SDI

Carey Brown will attend the October meeting in Anchorage.

MOTION: Hearing no opposition, staff tabled items 9.7 to 11.5 of the agenda until next meeting

8. Staff Governance Reports

8.1 UAS Staff Council: Gwenna Richardson and Dayna Mackey

First official meeting will be 9-17-13 and informational.

8.2 UAA APT Council and Classified Council: Carey Brown and Kathleen McCoy

The two councils met jointly in a retreat for a day. Many new members attended and university leaders had a panel there for questions and answers. They covered the results of a survey from staff and shared the feedback and concerns on campus. They are looking into refining the survey and possibly conducting it on a regular basis.

8.3 UAF Staff Council: Brad Krick and Ashley Munro

They met last month and will meet again on 9/17/13. Chancellor Rogers asked for compensation ideas that are not salary and Brad shared with him the Staff Alliance compensation proposals.

8.4 Statewide Administration Assembly: Monique Musick and Alex Amegashie

They met last week and discussed smoke free/tobacco free issue and talked about defining it. They were coming up with a final proposal regarding the performance evaluation.

9. Adjourn

Meeting adjourned at 12:07 p.m.