

# System Office Staff Council Regular Meeting

Thursday, December 8th, 2022

10:00am-12:00pm

[Zoom link](#)

## Representatives:

**Lauren Hartman** (2021-2023) FY23 President

**Monique Musick** (2021-2023) FY23 Vice President

**Austin Somaduroff** (2022-2024) FY23 Secretary

**Genevieve Bright** (2021-2023)

**Scott Fronzuto** (2021-2023)

Chelsey Okonek (2022-2024)

**Heather Swanson** (2022-2024)

## Alternates:

Vacant

## Governance Support:

Noel Romanovsky

## Guests:

Chad Hutchison - Director of State Relations

## Agenda:

1. Call to Order and Roll Call
  - a. Review and Adopt Agenda  
Monique moves to approve. Scott seconds
  - b. Approve [November minutes](#)  
Austin moves to approve. Monique seconds.
2. [Public Comment](#)  
There are no public comments at the moment
3. New Business
  - a. System Office Mission Statement - [New draft changes](#)
    - i. Feedback by Jan. 27th  
The suggested change by the Board of Regents seems unnecessarily wordy and unyielding. It is the Board of Regents job to support the University and steward us in the right direction. We suggest that these changes not be made and that the mission statement stays as it was originally created.
  - b. [Change in Student Hiring Process](#)  
CHRO Memry Dahl wanted to streamline the student hiring process. Most of the delays are in the approval required for each area.
  - c. Change in [pharmacy coverage](#) at Kroger stores  
Kroger is looking to end the pharmacy agreement with prescriptions for the health

plan. Members who have had a prescription filled in the last 90 days will receive a letter with alternate premises to fill their prescriptions.

i. [Email from HR](#)

d. [Draft revisions to Board of Regents' Policy P05.03](#)

This revision is being proposed to change to audit and compliance services.

SOSC expressed a favorable view of this change.

11:00: FY24 Budget, Legislature Updates - Chad Hutchison

There was a meeting with Governor Dunleavy, President Pitney, VP Michelle Rizk, and Chad Hutchison. We are optimistic about the budget. We discussed compensation funding that will have strong increases for our good staff. We discussed inflation, cost of living, and that UA employees are treated fairly. We are making our best case that when it comes to workforce the University is the best to meet the demands of government industry business across the state. There is a real need for a workforce. The governor wants to see that there is a return on their investment. That students are helping all Alaska whether it be business and finance, natural resource development, education, and health care. The governor in many ways feels emboldened by his recent victory. He survived a recall. He was able to get past the first round and ranked choice voting. He doesn't have to run for re-election. Governor Dunleavy will pick the majority of the Board of Regents, which we will keep in mind as we think about our interactions with the Executive Branch. Our relationship with the legislature has been very positive. There are two projects the Governor is particularly interested in; food security and agriculture and an expansion in the drone program. There was a discussion on the critical deferred maintenance. At UAF Moore and Bartlett Hall was funded last year. Those buildings are being gutted and renovated now. At UAA 17.5 million dollars for professional studies building the Winnie Williams Auditorium and Social Science Building. We will be looking at solving some of the critical failures that are happening in those structures and looking for energy savings. It is more than just the students in the dorms, firefighters also stay in the dorms in the summer to help fight interior wildfires. The Alaska Performance Scholarship and the Alaska Education Grant will be announced in the fall to give those students notice in fall of their school year, instead of being notified in the spring. The Alaska Education Grant allows commercial fishing, mining, oil and gas development to make direct contributions to the University to help meet workforce needs. Doyon makes contributions for indigenous studies. The technical vocational education program will be extended. December 15th is generally the day the governor announces the budget.

e. [Advocacy Site](#)

4. Ongoing Business

a. [Web accessibility VRA](#)

There have been platform level changes which are getting implemented to the templates. There is a group which plans to meet next week to come up with the next phase of edits and set up a form for documenting what pages have been reviewed. There will be more of a call to action for people who manage their websites.

- b. CFO Recruitment  
Dawn Humenik, Staff Alliance Chair, is on the search committee. They are still conducting interviews.
- c. [UAS Chancellor Search](#)  
They are doing interviews this week. They are on the 5th interview out of 13 candidates. After Dec 16th the committee will review them and then there will be a candidate announced.

## 5. Reports

- a. [President's Report](#) (Lauren)
  - i. Monthly meeting with VP Paul Layer Nov. 9th (next Dec. 16th)
  - ii. Staff Alliance (Lauren, Monique)
    - 1. [Nov 18 minutes](#) and [recording](#) (passcode: eu&9ZkbH)
    - 2. Next meeting Friday Dec. 16th
  - iii. [Monthly council president's meeting with CHRO Memry Dahl](#) Nov. 8th (next Dec. 13th)
- b. SOSC Committees
  - i. Morale/Events Committee (Genevieve)
    - 1. Holiday Cookies with the President  
Provided by A Gray's Kitchen in Fairbanks.
      - a. Dec. 9th 2:00pm in Fairbanks
      - b. Dec. 16th 2:00pm in Anchorage
    - 2. Giving opportunities:
      - a. Adopt-a-family in Anchorage  
Two families were adopted. The deadline is December 15th.
      - b. Denali Center in Fairbanks (not organized by SOSC)
    - 3. November blood drive results  
Thank you letter from the blood bank. 40 people participated.
  - ii. Awards Committee (Genevieve)  
Will start in January. Austin recommends a universal way of recognizing Staff for their Longevity and Service. Lauren has agreed to put it on the Staff Alliance Agenda and also the meeting with CHR Memry Dahl.
  - iii. Nominations Committee (Lauren)  
Please let everyone know what a positive experience it is to be on SOSC
  - iv. Staff Development Day (Austin)
    - 1. April 26th 2023
- c. Staff Alliance Committees
  - i. [Compensation Committee](#) (Austin)
    - 1. Last met Oct. 28th (Next Jan. 27th)
  - ii. Ombuds Committee (Lauren)
    - 1. Last met Nov. 7th  
In January a draft proposal will be prepared.
  - iii. [Staff Development Fund](#) (Lauren)
    - 1. Last met Nov. 30th (next Dec. 12th)

2. LinkedIn Learning Licenses – renewed for next year.
3. Tuition fee stipends
4. Professional development funds  
Looking to develop a proposal for FY 24 funding.
- iv. Staff Healthcare Committee (Monique, Heather)
  1. Last met Nov. 17th
- d. Other Committees
  - i. Joint Healthcare Committee (Monique)
    1. Last met Nov. 9th (no Dec. meeting)
  - ii. HR Customer Service Experience (Scott)
    1. Last Nov 30th  
A survey was created to record pain points and service issues. Most people do not know the difference between HR and HR coordinators. They are looking at a great opportunity for education and clarification. They are looking to make the website more user friendly for UA Staff for finding what they need while still maintaining the ease of use they have already built in for themselves and the HR coordinators. Michelle Pope or Claire Morton would be a good guest for the next SOSC meeting.
  - iii. Staff Engagement Survey (Heather, Genevieve)  
There is another meeting scheduled soon.
  - iv. [Communication pathways working group](#) (Monique, Lauren)
    1. Met Nov. 28th (next meeting Jan. 5th)
    2. [Communication pathways staff feedback brainstorm](#)  
The extra SOSC meeting was very helpful as SOSC were the only participants who filled out the idea contribution form. The meeting was facilitated by Jonathon King who is an executive coach that has been working with President Pitney and others. The goal of the next meeting will narrow down the focus of what the group hopes to accomplish.
6. Old Business
  - a. [Educational Attainment Incentive Program](#)  
We are continuing to collect feedback on the Program.
  - b. [Family Medical Leave/Unum Update](#)  
We are continuing to collect feedback on the Update.
  - c. [Empower Alaska](#) campaign
  - d. [Recruitment for a new Sr. Director of Alaska Native Success](#)  
They are getting close to hiring a new position, we will hear more in January.
7. General Updates and Reminders
  - a. BOR Special Meeting Dec. 8th - Officer elections
  - b. Winter Hard Closure Dec. 23rd - Jan. 2nd
  - c. [UA News Center](#)
  - d. [System Office Bulletin](#)
  - e. [Upcoming HR Trainings](#)

8. Local Issues
  - a. COVID / Remote work status
9. Department Updates, Issues, and Kudos
10. Agenda items for next meeting (Jan. 12th)
  - a. David Bishko - RFP for student information systems
  - b. Michelle Pope and Claire Morton, the HR Customer Service experience.
11. Closing Comments
12. Adjourn

Scott moves to adjourn. Genevieve seconds.

Resources:

- [SOSC Meeting Recordings](#)
- [SOSC FY23 Goals](#)
- [Constitution and bylaws](#)
- [Regents' policy and university regulation](#)
  - [03.01 - Faculty, Staff and Student Governance](#)
- [System Office org chart](#)
- [Governance basics presentation](#)
- [Chairing a meeting](#)
- [System Office staff numbers](#)
- [UA News Center](#)
- [System Office Bulletin](#)