

# System Office Staff Council Regular Meeting

Thursday, February 9, 2023

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)

## Alternates:

Vacant

## Governance Support:

Noel Romanovsky

## Guests:

Bryan Hoppough, Sr. HR Business Partner for UAF/SO

Jamie Heckman, HR Information Systems Director

## Agenda:

1. Call to Order and Roll Call
  - a. Review and Adopt Agenda  
Scott moves to approve. Austin seconds.
  - b. Approve [January Minutes](#)  
Austin moves to approve. Genevieve seconds.
2. [Public Comment](#)  
No comments at this time.
3. Guests
  - a. HR Updates - Bryan Hoppough  
A reminder to please participate in the benefits survey for important feedback to HR.
    - i. Banner Cloud Migration - Jamie Heckman  
Banner is the backbone of the University. Banner was implemented 25 years ago. Lucian will host Banner for us in the upgrade. The vendor will take care of the database and servers which will give more stability. The project is 90% complete and the migration will take place a month later. Banner will be unavailable 5 pm Thursday March 9th through the weekend.

#### 4. New Business

- a. Discuss idea of a volunteer day  
As publicly paid employees we can't get paid to volunteer. It would be more of a morale and outreach type of an event.
- b. Intranet  
Looking into trying to create an online space for the system office.
- c. State of the University Address - Feb. 21  
Is going to be held in conjunction with the Fairbanks Chamber this year. Each year we alternate where the address is being given; Fairbanks, Anchorage, or Juneau and find a partnership for hosting it. It will be live streamed and recorded so everyone can watch it live. There will be four people participating in a Q and A session.
- d. New [UA Teacher Internship Scholarship](#)  
In the last budget was awarded 1 million dollars for a pilot teacher internship program which will wave the tuition and fees for people in their final year-long internship at teacher preparation and provide a \$10,000 stipend so people are not prevented from finishing their teacher certificate because they can't afford to spend a year teaching without a salary. It makes it possible for more people to complete the program. They have the funding for 30 students a year. There are other ways to get a teacher certification. There are emergency programs and fast track programs that don't require the teaching internship year. They are three times more likely to be gone in two years than a person who has undergone the full teacher preparation program. There is real value in getting that year-long experience. We want to make it possible for more people to do that.
- e. Land Grant  
The Fiscal Foundation Act will transfer 360,00 of the 500,000 acres to the university in the next four years. The process of identifying these lands started 2 or 3 years ago. 40% is sales and leases forestry resources, mineral resources, mitigation management, wetlands mitigation, 9% is oil, gas, and coal. 12,000 acres is all of our campuses, research sites, and facilities.

#### 5. Ongoing Business

- a. [Web accessibility VRA](#)  
There is a form to let us know which websites have been checked for accessibility. The VRA requires us to ensure that any third party vendors and software meets accessibility standards.
  - i. [Jan. 19th email update](#)
  - ii. [Tracking form](#)

#### 6. Reports

- a. [President's Report](#) (Lauren)
  - i. Monthly meeting with VP Paul Layer February 8th (next Mar. 8th)

We need to get additional members for SOSC. At UAF there are more regional representatives from each group. Many departments are so small it wouldn't give people free will in participating. Paul will reach out during the leadership meeting to encourage them to get people to participate. We need to better explain the benefits to being involved. The new Board of Regents members have been in Fairbanks for orientation. There is a lot of interest in workforce development, budget, huge opportunity for education for new members. They were all engaged and supportive of UA. There is a process of legislature where they confirm the Board of Regents members. Concerned members of the community can reach out to the legislature. Staff Alliance has had beneficial meetings with the Regents

- ii. Staff Alliance (Lauren, Monique)
  - 1. [January 20 minutes](#) and [recording](#) (passcode: 9H#B@Tt8 )
  - 2. Next meeting Friday February 17th
- iii. [Monthly council president's meeting with CHRO Memry Dahl](#) Jan. 10th (next Feb. 14th)
- b. SOSC Committees
  - i. Morale/Events Committee (Genevieve)  
Nomination form will be going out.
  - ii. Awards Committee (Genevieve)
    - 1. April 27th 3:00pm-5:00pm, President Pitney will be in ANC at this time and joining the live stream from there
    - 2. Nominations for Outstanding Employee Awards will go out soon
  - iii. Nominations Committee (Lauren)
    - 1. Start nominations end of February
  - iv. Staff Development Day (Austin)  
Whole person activities are supported.
    - 1. April 25-27th
    - 2. Began assembling ideas
      - a. Speakers
      - b. Topics
      - c. Schedule
        - i. Across three days
- c. Staff Alliance Committees
  - i. [Compensation Committee](#) (Austin)
    - 1. Last met Jan. 27th
      - a. Discussed EAIP Feedback
      - b. Annual Benefits Survey
    - 2. Next meeting Apr. 28th
  - ii. Ombuds Committee (Lauren) - no update
  - iii. [Staff Development Fund](#) (Lauren)
    - 1. [LinkedIn Learning Licenses](#)
    - 2. [Professional development funds](#)

3. Class fee scholarships - done for spring, considering offering again in summer
      - 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. Staff Engagement Survey (Genevieve)  
Drafted a charter and submitted to Margo Griffith.
      - iii. [Communication pathways working group](#) (Monique, Lauren)
        1. Last met Jan. 5th, next meeting not yet scheduled
        2. [Communication pathways staff feedback brainstorm](#)
7. Old Business
  - a. [Change in Search Committee Requirements](#)
  - b. [Change in Student Hiring Process](#)
  - c. [Empower Alaska](#) campaign
  - d. [Recruitment for a new Sr. Director of Alaska Native Success](#)
8. General Updates and Reminders
  - a. Events and New Updates:
    - i. [New BOR Appointees](#)
    - ii. [BOR February Meeting](#) (agenda not yet posted)
      1. Public testimony Feb. 21st 4:00pm - 5:00pm
      2. Feb. 23rd-24th: Committee and full board meetings
    - iii. [UA Giving Day Feb. 22-23](#)
    - iv. [UAS Chancellor Finalists](#)
  - b. News and General Info Links:
    - i. [Capitol Report](#)
    - ii. [UA News Center](#)
    - iii. [System Office Bulletin](#)
    - iv. [Upcoming HR Trainings](#)
9. Local Issues
  - a. COVID / Remote work status
10. Department Updates, Issues, and Kudos
  - a. Kelly James transitioning to Sr. Budget Officer
  - b. [New HR Special Projects Director - Margo Griffith \(formerly UAF Title IX\)](#)
11. Agenda items for next meeting (March 9th)
  - a. For April or May Meeting: Workforce Development [reports](#) - invite Teri Cothren
12. Closing Comments

### 13. Adjourn

Monique adjourns. Scott 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](#)