

System Office Staff Council Regular Meeting

Thursday, May 11th, 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

Sharon Dayton

Guests:

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

Chad Hutchison, Director of State Relations

Alesia Kruckenbergl, Director of Office of Strategy, Planning and Budget

Agenda:

1. Call to Order and Roll Call
 - a. Review and Adopt Agenda
Monique moves to approve. Scott seconds.
 - b. Approve [April 13 Minutes](#)
Austin moves to approve. Monique seconds.
2. [Public Comment](#)
No comments at this time.
3. 10:05 HR Updates - Bryan Hoppough
Mostly positive feedback for the Health Insurance changes with a 98% enrollment rate. The 2% were retiring or coming off contract. There are concerns about employees on a 9 month contract paying their health insurance premium of 140% when they return on contract which hadn't been communicated effectively. There was not clear communication about the health insurance rate increases and why.
All employees will need to use their personal holiday before June 16th.
Those employees who have more than 240 annual leave hours will need to either use their leave or cash in 40 hours. With the cash in program employees will not accrue sick leave, annual leave, or retirement.

Supervisors are encouraged to attend the supervisor lunch and learn the last Wednesday of each month.

4. 10:20 Alesia Kruckenberg - FY24 Budget Overview

FY 23 has a supplemental capital request to bring the 1% raise to staff to match the 3% that faculty will be receiving. The governor added 2 million for the WWAMI program expansion to partner with a medical school in Washington. There will be some facility renovations for lab space to supplement. There is 2.5 million possibly allotted to renovate the U Park school for early childhood education. 7.5 million for mechanical and electrical system upgrade at UAA. 7.1 million for Fairbanks related projects for their community and technical college. 4 million for renovation that need to be done at rural sites, such as Dillingham, Kotzebue, Bethel and Nome. 3.6 for renovations in Juneau. There is 10 million in the budget for the drone program.

Finding a way to tackle our large deferred maintenance backlog is important and maintaining responsible financial stewardship.

There will be a report given to the Board of Regents so they have a sense of magnitude of these costs.

5. 11:00 Chad Hutchison - Legislative Update

The Senate is expecting to leave on May 17th. They have requested 10 million dollars on the capital budget. There is an expectation that another 5 million dollars for the drone program will be funded. Credit goes to Senator Wilkowski and Senator Hoffman. There will be 500,000 funding for rural campuses for native success initiatives. There will be 247,000 allotted for University of Southeast pertaining to indigenous teachers to boost the program. There will be 250,000 for strategic hires at UAF; STEM fields and critical minerals. There will be a hearing on the HP 148 to expand the eligibility of the performance scholarship, which will boost enrollment. Education tax credits allow private industry to have a direct contribution for workforce programs either in cash or in equipment. HB9 to add the faculty member to the Board of Regents probably will not pass this year. The FAFSA Raffle bill is a minority bill in the house. It hasn't gotten a hearing yet. The reason is to boost participation in FAFSA to have young people applying for aid as they are able to increase those numbers, which will increase enrollment. All of the Regents were appointed with the exception of Bethany Markum. Lance Roberts from Fairbanks or Tucker Babcock are being considered for Board of Regents. UA is looking at providing other names to the Governor for his consideration. VP Paul Layer: The Board will do a half-day retreat at the President's house. The board will also engage in a conversation about deferred maintenance and how to handle our huge deferred maintenance backlog. The board will accept the FY 24 budget. The board is approving the Fy 24 Natural Resources Fund Budget where we allocated money for the Staff Development Fund of \$120,000.

6. New Business

a. Prepping for FY24

i. SOSC Elections

We have enough nominees to have a full membership with 11 members. The new nominees will be Rebecca Catlyn, Andrew Quino, Jamie Meyer, Amy Sunbeck, and Jake Mendenhall.

- ii. June Retreat
After all the members are elected we have officer elections for President, Vice President and Secretary. Lauren will not be President again. It will be decided which members will have one year and two year terms. We will invite all the Executives to attend.

7. Ongoing Business

- a. [Staff Make Students Count](#)
 - i. Nominations extended to May 26th
 - ii. Need volunteers for review committee
- b. [Web accessibility VRA](#)
 - i. [UA System website page check requirement](#)
After June 1st there will be an automatic check for errors in accessibility.
- c. [System Office Intranet](#)
 - i. [BOB site](#)
- d. [System Office mission statement](#) - what's next?

8. Reports

- a. [President's Report](#) (Lauren)
 - i. Monthly meeting with VP Paul Layer May 10 (next Jun 14)
 - ii. Staff Alliance (Lauren, Monique)
 - 1. April 21 [minutes](#) and [recording](#) (passcode: GgK+3UK=)
 - 2. Next meeting Friday May 19
 - 3. [Monthly council president's meeting with CHRO Memry Dahl](#) May 9 (next Jun 13) Four Presidents of the four Staff Councils meet with Memry.
- b. SOSC Committees
 - i. Morale/[Events](#) Committee (Genevieve)
 - ii. Awards Committee (Genevieve)
 - 1. [Event recording and photos](#)
Genevieve did a great job organizing the event.
 - iii. Nominations Committee (Lauren)
 - iv. Staff Development Day (Austin)
 - 1. [Session recordings](#)
This was a big event that went very well.
The only suggestion would be to build in breaks between sessions.
 - 2. Change Management - reschedule
- c. Staff Alliance Committees
 - i. [Compensation Committee](#) (Austin)
 - 1. Last met Apr. 19

The committee would like to continue. HR do not want these meetings to stop. They feel they have been valuable. There were conversations about performance evaluations. It should never be a surprise when you get an evaluation and the result should never be a surprise. We are putting more of an emphasis on performance based pay. As public employees we are compensated more heavily in benefits than we are in actual pay. We discussed the possibility of creating a total comp statement. There should be an open discussion about how we address step movement versus grid rolling and base adjustment and how the philosophy of advancements get operationalized.

ii. [Staff Development Fund](#) (Lauren)

We are getting an increase of \$20,000 a year to \$120,000 total.

iii. Staff Healthcare Committee (Monique)

1. Last met April 20

A discussion of how 9 month contract employees pay for their health care premium when they return on contract.

There was a change from having health coverage until the end of the month, to having health coverage to the end of current pay period.

d. Other Committees

i. Joint Healthcare Committee (Monique)

1. New chair Matthew Mund

2. [New website](#) - needs content

3. Met April 19, next May 17

ii. Staff Engagement Survey (Genevieve, Lauren)

1. Qualtrics demo Apr. 5

9. Old Business

a.

10. General Updates and Reminders

a. Data Outages May 13th and May 20th

b. Events and New Updates:

i. [BOR May Meeting](#)

1. Public testimony May 23 4:00pm - 5:00pm

2. May 26 Committee and full board meetings

c. News and General Info Links:

i. [Capitol Report](#)

ii. [UA News Center](#)

iii. [System Office Bulletin](#)

iv. [Upcoming HR Trainings](#)

11. Local Issues

- a. Anchorage
 - i. May citywide cleanup
 - ii. May 19 Bike to Work day - Foundation sponsoring a treat station
12. Department Updates, Issues, and Kudos
 - a.
13. Agenda items for next meeting (April 13th):
 - a.
14. Closing Comments
15. Adjourn

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](#)