

System Office Staff Council Regular Meeting

Minutes

Monday, November 6, 2023

1:00 pm-3:00pm

[Zoom link](#)

Representatives:

Genevieve Bright (2023-2025) FY24 President

Monique Musick (2023-2024) FY24 Vice President

Austin Somaduroff (2022-2024) FY24 Secretary

Andrew Aquino (2023-2024)

Rebecca Catlin (2023-2025)

Scott Fronzuto (2023-2024)

Lauren Hartman (2023-2025)

Jake Mendenhall (2023-2025) – absent

Jamie Meyer (2023-2024) – absent

Chelsey Okonek (2022-2024) – absent

Aimee Sudbeck (2023-2025) –absent

Alternates:

Vacant

Governance Support:

Noel Romanovsky

Sharon Dayton

Guests:

VP ASR Paul Layer

Alesia Kruckenberg, Director of University of Alaska Office of Strategy, Planning and Budget

Chad Hutchison, Director of State Relations for the University of Alaska System (postponed)

Agenda:

1. Call to Order and Roll Call
 - a. Review and Adopt Agenda
Moniques moves to approve. Andrew seconds.
 - b. [Minutes 10-2-2023](#)
Austin moves to approve. Monique seconds.
2. [Public Comment](#)
 - a. Comment on rebate to be read aloud:
“While I completed the questionnaire recently, I have come to understand that the healthcare rebate that can be earned for gathering baseline healthcare information via biometric screening and general checkup is being considered for elimination. I can share that this type of policy is still in place at the municipality of Anchorage and Providence,

both also self insuring, and in both instances this program has proved to lower the total cost of healthcare to the plan.

At the Moa we actually saw a year over year decline in total healthcare expenses in 2,020, even with the pandemic and related costs. These incentives help catch diabetes, heart issues, and cancer early enough to lower the very large costs associated with these challenges.

I would instead urge you to improve the notice requirements, because the more participants who qualify the better will be for the plan as a whole.

And please do not remove this incentive.”

3. New Business

- a. October Town Hall - [recording available](#)

The October Meet and Greet was successful.

- b. Guest Speaker - Alesia Kruckenberg

[Budget Discussion Presentation](#)

Roadmap to Empower Alaska and Priority Strategies. We want to move the board up into a higher level of thinking strategically. The roadmap is to get the board to focus on high level priorities and strategies. There are a lot of new board members to understand how the university is funded.

- c. Guest Speaker - Chad Hutchison – postponed

4. Ongoing Business

- a. [System Office Intranet](#)

No update at the moment.

- i. [BOB site](#)

- b. [System Office mission statement](#) - what's next?

- i. Committee for 'implementation' (See Jonathan King suggestions)

5. Reports

- a. President's Report

- i. Monthly meeting with VP Paul Layer (took place Oct. 11)

The Compensation Committee was discussed.

- 1. Next meeting Wednesday, Nov. 8, 2023

- ii. Staff Alliance (Genevieve, Monique)

- 1. [October Minutes](#) and [recording](#) (Passcode: e1J2GnU?)

- a. Next meeting Friday, Nov. 17

- 2. [Monthly council president's meeting with CHRO Memry Dahl](#)

Oct. 10 mtg.

- a. Next meeting Tuesday, Nov. 14

Streamlining procurement processes.

Invite Raina to speak at the December SOSC meeting.
How to calculate longevity properly.

- b. SOSC Committees
 - i. Morale/[Events](#) Committee (Aimee, Andrew, Genevieve, Rebecca)
 - 1. Potluck - Date is now set for Nov. 27; sign up form will follow shortly
 - ii. Awards Committee (Aimee & Genevieve)
 - 1. Nothing at this time
 - 2. 2023 [Event recording and photos](#)
 - iii. Nominations Committee (Lauren)
 - iv. Staff Development Day (Austin, Scott)
 - 1. [Session recordings](#)
- c. Staff Alliance Committees
 - i. [Compensation Committee](#) (Andrew)
 - 1. Next meeting TBD
 - ii. [Staff Development Fund](#) (Lauren)
 - 1. Total budget: \$120K
 - a. \$70K for class fee scholarships (\$250 each)
 - b. \$50K for professional development activities support (\$500 each)
 - 2. So far this year:
 - a. 154 employees were awarded a class fee scholarship for the fall semester (proportionally distributed between each MAU). Demand far outpaced available funding.
 - 3. \$500 support for other activities has been launched
 - a. First review period awarded 25 staff
 - b. Second review period Dec. 1st
 - 4. LinkedIn Learning Licenses:
 - a. [LinkedIn Learning info page](#)
 - iii. Joint Healthcare Committee (Monique)
 - iv. Staff Healthcare Committee (Monique)
 - 1. Discussion continues on wellness plan options
 - a. Opportunity to create a resolution/memo (by Nov. 15)
 - b. [KPC Feedback](#)
- d. Other Committees
 - i. Staff Engagement Survey (Lauren) - renamed Employee Feedback and Assessment Committee
 - 1. Tentatively launching mid-November
A launch of this overall program that's covering onboarding, 360 reviews for leadership, annual surveys, pulse surveys on specific topics.
 - ii. UA Accessibility Workgroup (Scott)

1. Working to become an officially recognized committee
 - a. Group meets every two weeks - connect with Scott for an Invite
6. General Updates and Reminders
 - a. Events and New Updates:
 - i. Recent BOR Meetings:
 1. Sept 18, 9:00-10:30 am - Special Facilities and Land Management;
 2. Sept 21, 10:00-Noon - Special Full Board, Goals and measures
 3. October 4th, 10:00-11:30 am - Special Facilities and Land Management (Canceled)
 4. October 12, 1:00-4:00 pm - Special Full Board 1-4pm
 - a. **October 12 Special Board Meeting Included: Roadmap to Empower Alaska**
 - i. [Draft Roadmap to Empower Alaska](#)
 - ii. [Visual](#)
 - iii. Feedback was provided with an October 26 deadline.
 5. October 18, 10:00-11:30 am - Special Facilities and Land Management (Canceled)
 - ii. BOR Next Meeting -
 1. November 10 - 8:00-4:00
 - b. News and General Info Links:
 - i. [Capitol Report](#)
 - ii. [UA News Center](#)
 - iii. [System Office Bulletin](#) (replaced by System Office Intranet)
 - iv. [Upcoming HR Trainings](#)
7. Local Issues
 - a. Anchorage
 - i.
 - b. Fairbanks
 - i.
8. Department Updates, Issues, and Kudos
 - a. Thank you Rebecca for the snack messages in Butro
9. Agenda items for next meeting (Nov 6):
 - a. Raina to attend
 - b. Chad to attend
10. Closing Comments

a.

11. Adjourn

Andrew Adjourns.

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](#)
- [SO Intranet](#)