

System Office Staff Council Regular Meeting

Monday, February 5, 2024

1:00 pm-3:00pm

Zoom Link: Passcode:

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)

-Chelsey Okonek (2022-2024)

Aimee Sudbeck (2023-2025)

Alternates:

Vacant

Governance Support:

Noel Romanovsky

Mary Burnham

Sharon Dayton

Guests:

Paul Layer, VP ASR

Bryan Hoppough, Human Resources senior business partner

Agenda:

1. Call to Order and Roll Call
 - a. Review and Adopt Agenda
 - b. [Minutes 1-8-2024](#)
2. Guest Comments
 - a. Paul Layer
 - b. Bryan Hoppough
3. [Public Comment](#)
 - a. One - to be read aloud: "While I support a wellness culture at UA, the current Wellness program does nothing to advocate for wellness in the workplace. As such, savings to the health plan and to employees could be achieved if UA does away with the Wellness requirements of the points and rebates since the rebates are entirely employee funded." (anonymous)

4. New Business

- a. Compensation Committee - Andrew/Monique; discussion below
- b. Safety - thoughts on including during staff development day; Other opportunities to train/inform:
 - i. Consider possible local training opportunity/get-together: Emergency Procedures/Slide/Defib.Equipment/Fire for each building (Staff Development Day possibility?)
- c. Staff Make Students Count
 - i. Updates on deadline: March 18 - <https://www.alaska.edu/governance/staff-alliance/staff-make-students-count/>
- d. Staff Development Day
 - i. Any updates following the 9 January subcommittee meeting

5. Ongoing Business

- a. [System Office Intranet](#) - new alaska.edu/System leadership overview video
 - i. [BOB site](#)
- b. Institutional Compliance Program
 - i. [Compliance Chats](#)
 1. The next series will have to do with cybersecurity.
 - ii. [UA Compliance Leadership for Supervisors Training](#)

6. Reports

- a. President's Report
 - i. Monthly meeting with VP Paul Layer took place Jan. 10
 1. Feb. meeting canceled; Next meeting Wednesday, March 13, 2024
 2. Updates from Paul:
 - ii. Staff Alliance (Genevieve, Monique)
 1. [January Minutes](#) and [Recording](#) Passcode: T75ZF&gU:
 - a. Topics included introduction of Kristel Komakhuk; JHCC, Compensation Committee, HR/Longevity; discussion on the recent special Regents meeting - featuring Mitch Daniels:
 - i. <https://drive.google.com/file/d/1R-HccE3K-LliWHrPzWw-zrYzs4R2lefk/view>
 - b. Next meeting Friday, Feb. 16
 2. Memry's discussion during the Staff Alliance meeting covered:
 - a. Budget/compensation,
 - b. Longevity
 - c. Margot Griffith (Talent Acquisition) - Employee Experience survey, performance evaluations, and remote work agreement updates
- b. SOSC Committees

- i. Morale/[Events](#) Committee (Aimee, Andrew, Genevieve, Rebecca)
 - 1. First planning meeting for April longevity and Outstanding Service Awards was held Jan. 31:
 - a. Shaping up the budget,
 - b. Determining date(s) that work with President Pitney's travel schedule, tentatively April 26, 2024
 - c. Timelines for outreach/purchases
- ii. Awards Committee (Aimee & Genevieve)
 - 1. Touched base during Longevity/Awards meeting - beginning with longevity calculations check-in
 - 2. 2023 [Event recording and photos](#)
- iii. Nominations Committee (Lauren)
 - 1. No update at this time
- iv. Staff Development Day (Austin, Scott)
 - 1. [Session recordings](#)
 - 2. Scheduling Date w/ President's office
 - 3. Single day
- c. Staff Alliance Committees
 - i. [Compensation Committee](#) (Andrew)
 - 1. Updates since January 30 meeting:
 - a. Tasked with drafting a memo with a deadline of March 1:
 - i. Below are the prompts requested to be answered in the memo:
 - 1. What would you like to include in the FY26 staff compensation memo?
 - 2. What are our asks for the next 5 years?
 - 3. What would restructuring UA's staff compensation structure look like?
 - b. Andrew will transition this role to Monique
 - c. Reminder of previous meeting's topics as point of reference:
 - i. Restarting discussions on what compensation looks like in regards to merit vs longevity and talking about how our salary model is a little bit dated.
 - ii. Clearing up confusion on what is the compensation committee purpose. The committee is just ideating, providing feedback, or giving new ideas. Communication liaison conduit.
 - iii. Process of reviewing everything listed as benefits and how to quantify the concept of total compensation. Also, clarifying how to define compensation and how it is perceived.
 - ii. [Staff Development Fund](#) (Lauren)

1. Recently passed the Monday Jan 8th deadline for spring \$250 class fee scholarship.
 - a. A reminder that the scholarship is intended to cover fees for classes that go toward individual staff members professional growth.
 2. Recently passed the deadline for \$500 professional development funding (Feb. 1st)
 3. LinkedIn Learning Licenses:
 - a. [LinkedIn Learning info page](#)
 - iii. Joint Healthcare Committee (Monique)
 1. Further discussion on the wellness program - no vote
 2. Discussion on impact of November votes on deductibles and out-of-pocket maximums
 3. February meetings will look at new rates - Open Enrollment
 - iv. Staff Healthcare Committee (Monique)
 1. Overview of JHCC meeting
 - d. Other Committees
 - i. Employee Experience (formerly known as Staff Engagement) Survey (Lauren) - renamed Employee Feedback and Assessment Committee
 1. Awaiting information on responses
 - 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.
 2. No updates at this time.
7. General Updates and Reminders
 - a. Events and New Updates:
 - i. Upcoming BOR Meetings: Feb. 20, 2024
 - ii. Recent meetings: [Nov. 7, 2023](#)
 - 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](#)
8. Local Issues
 - a. Anchorage
 - i.
 - b. Fairbanks
 - i.

9. Department Updates, Issues, and Kudos
 - a. Starting Thursday, Scott will be providing basic & advanced training sessions for Zoom (Tuesday and Thursday drop-ins): [Zoom Trainings - Spring 2024](#)
 - b. UAF - new CIO selected

10. Agenda items for next meeting (March):
 - a. AI - impacts on faculty and staff positions, security, etc.; Ben - guest speaker? Enterprise level subscription? ChatGPT vs microsoft edge options - pros and cons of both?

11. Closing Comments
 - a.

12. 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](#)
- [SO Intranet](#)