

System Office Staff Council Agenda

Monday, Nov. 4, 2024

9:00am-10:30am

Zoom:

<https://alaska.zoom.us/j/89316265720?pwd=VE8veHpiTXdYSVRvdEhnSWJpVDN4dz09>

Meeting ID: 893 1626 5720

Passcode: 597537

Representatives:

- Genevieve Bright (2023-2025) FY25 President
- Monique Musick (2025-2027) FY25 Vice President
- Rebecca Catlin (2023-2025) FY25 Secretary
- Andrew Aquino (2024-2026)
- Sarah Belmont (2024-2026)
- Raina Collins (2024-2026)
- Nicole Goff (2024-2026)
- Chelsey Okonek (2024-2026)
- Emilee Pruitt (2024-2026)
- Aimee Sudbeck (2023-2025)
- Jeremiah Youmans (2024-2026)

Alternates:

Vacant

Governance Support:

Noel Romanovsky

Sharon Dayton

Guests:

Heather Arana - Director of Benefits and Compensation

Jenn Clapp

Agenda:

1. Call to Order and Roll Call
 - a. Review and Adopt Agenda
 - b. Review and Adopt [October Meeting minutes](#)
2. Guest Comments
 - a. Heather Arana - health plan changes
 - b. Jenn Clapp - new Wellness vendor and website
 - i. [Wellness deep-dive website](#)
 - ii. Zoom training

3. [Public Comment](#)

- a. One comment - asked not to be read aloud: Summary of the sentiment is that the employee does not feel valued. Reasons include disappointment at the push to return to in-person when hired as a hybrid employee and lack of regard for in-office health, safety, and comfort.

4. New Business

- a. [National Compliance Week](#)
- b. Board of Regents November meeting: ad hoc Wednesday (recruitment and retention) and main meeting Thursday (budget focused)

5. Ongoing Business

- a. Branding - relate it to the mission/vision statement (updates?)
- b. New Proxy cards for Butro after-hours access (reminder to replace any that were provided before 9/24)
- c. Relationship building
 - i. Communicating achievements: examples can include longevity counting (adoption of UAS method), supervisor level awards (adoption of UAF form), compensation memo outcomes (see memo for specifics), healthcare benefits (retention of rebate - staff driven)
 - ii. Consider monthly DYK on the site

6. Reports

- a. President's Report
 - i. Monthly meeting with VP Paul Layer -
 - 1. Next meeting November 13th
 - 2. Panel interview of [two candidates](#) for VPCAO position:
 - 3. Updates from Paul:
 - ii. Staff Alliance (Genevieve, Monique)
 - 1. October 23 retreat
 - a. Guest speakers included Wayne Mowrey, Pres. Pitney, Michele Rizk, Paul Layer, Chad Hutchison, Alesia Kruckenberg, Tlisa Northcutt, Ben Shier, and the HR team represented by Margo Griffith, Heather Arana, and Ike Udechukwu
 - b. Margo - Onboarding update
 - i. TBD - meeting with SOSC for group input
 - 2. Town Hall Update
 - a. Town Hall Recording:
https://drive.google.com/file/d/13nsQHxISFHo_dZIRU71MA3bv_9ftjw7/view
 - b. Career - upward mobility/lateral mobility/equitability; compression; time of hire; increased fees; stagnation

- b. SOSC Committees
 - i. Morale/[Events](#) Committee (Aimee, Andrew, Genevieve, Rebecca)
 - 1. Last week's event: Blood Drive
 - ii. Awards Committee (Aimee & Genevieve)
 - 1. NA
 - iii. Staff Development Day (Monique/Aimee/Nicole)
 - 1. Next Meeting TBD
 - iv. Nominations Committee (TBD)
 - 1. Resume in Spring
- c. Staff Alliance Committees
 - i. [Compensation Committee](#) (TBD - Andrew, Nicole, Emilee, Rebecca)
 - 1. Renamed - Ad Hoc Staff Total Compensation Advisory Committee
 - 2. Updates since last meeting
 - a. NA
 - ii. [Staff Development Fund](#) (Raina)
 - 1. [FY25 Staff Development Funding Request](#)
 - 2. Noel shared that 24 professional development awards were approved - emails going out soon
 - 3. 2025 spring semester application will open Nov. 18
 - iii. Joint Healthcare Committee (Monique)
 - 1. New platform overview - Heather and Jenn
- d. Other Committees
 - i. Employee Experience (formerly known as Staff Engagement) Survey (Chelsey) – renamed Employee Feedback and Assessment Committee
 - 1. [10/30 Email from President Pitney](#): Please participate in the 2024 Engagement Survey
 - ii. UA Accessibility Workgroup (Monique)
 - 1. Working to become an officially recognized committee
 - a. Group meets every two weeks
 - 2. Training offered jointly between UAA/UAF
 - a. <https://www.alaska.edu/news/system/2024-UA-disability-services-free-virtual-training.php>

7. Old Business:

- a. [System Office Intranet](#) - new alaska.edu/System leadership overview video - contains meeting highlights plus announcements, deadline reminders, and fun stuff happening.
 - i. [BOB site](#)
 - ii. [Butrovich site](#)
 - iii. Info boards/signage: digital directory, current ones are incorrect, rather than analogue

- b. Institutional Compliance Program
 - i. [Compliance Chats](#)
 - 1. The latest series is covering cybersecurity.
 - ii. [UA Compliance Leadership for Supervisors Training](#)
- 8. General Updates and Reminders
 - a. Events and New Updates:
 - 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](#)
- 9. Local Issues
 - a. Anchorage
 - i.
 - b. Fairbanks
 - i. Butro access card - reminder again to replace your replacement if needed
- 10. Department Updates, Issues, and Kudos
 - a.
- 11. Agenda items for next meeting (December):
 - a. Election results - Invite Chad as guest speaker?
 - b. Compensation Compression:
 - i. Increases in fees
 - ii. Career advancement
 - iii. <https://smartasset.com/data-studies/state-salary-living-comfortably-2024>
- 12. Closing Comments
 - a.
- 13. 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](#)