Minutes
Staff Alliance
Friday, January 22, 2021
2:00 p.m. – 4:00 p.m.

Voting Members:
Mathew Mund, President, UAF Staff Council; Chair, Staff Alliance
Dawn Humenik, Co-President, UAA Staff Council; Vice Chair, Staff Alliance
Mae Delcastillo, Vice President, UAS Staff Council
Linda Hall, Vice President, SW Administration Assembly (Absent due to illness)
Lauren Hartman, President, SW Administration Assembly
Ronnie Houchin, Vice President, UAF Staff Council
Eric Lingle, President, UAS Staff Council
Tania Rowe, Co-President, UAA Staff Council
Debbie Carlson, Staff Alliance Support

1. Call to Order and Roll Call

2. Adopt Agenda

3. Motioned by Ronnie Houchin and seconded by Tania Rowe. There were no objections to approving the agenda.

4. Approve December 09 Minutes
   4.1. Dawn is still drafting the minutes, which will be attached to the February agenda for approval.

5. Guest and Public Comments
   5.1. None.

6. Chair’s Report
   Mathew Mund
   Dawn and Mathew met with President Pitney and she released a memo after. Another topic discussed was Staff Make Students Count. There hasn’t been any advertisement so Mathew will send a reminder notice to her.
He also brought up the decision to restructure the government support damaged trust in leadership to include governance in decision-making processes. He made her aware that UAF was drafting a resolution that was later approved and sent to the President and Vice President and he has yet to receive a response.

Mathew is on the hiring committee for the HR administrative support and so he is able to have awareness and oversight when it comes to ensuring the governance aspect is considered.

When asked about David Bishko’s report she brought up shared truth/common truth and instead of SW dictating. They want to be more inclusive and follow common ground surrounding policies and procedures. President Pitney wants more to be happening at local levels.

The BOR also happened last week, the President and Chancellors gave their reports, then Mathew gave his report, which was a little different tone because he suggested that staff is “running a marathon”, and they are fatigued and suffering from low morale.

Mathew emailed President Pitney and Chair Buretta regarding some concepts to consider. Overall, the system serves a critical role, but the presentation on policy doesn’t really show the whole story regarding numbers/people/decision-making complexity and what is duplicated at the university level. Can some positions/activities be divested completely to the university level so there is less duplication at the statewide level?

Shared services: HR really increased in terms of personnel numbers when they and Procurement were consolidated under statewide. They compared the success of the two consolidations and why there was more buy in from one than the other due to how each was handled. The culture shift of how Statewide handles things will not happen overnight. (Mathew agreed to share this email for reference.)

Mathew then summarized the remainder of the BOR topics and indicated the BOR reinstated the UAA’s Alpine Skiing and also extended the Interim President’s term.

The other thing Mathew is working on is a result of the Admin Reviews and some of the trainings he has been attending. In particular, when certain tasks are given to employees and how those employees are compensated for that additional workload, in particular for lower level employees. He’s planning to address it with HR and through the trainings.

The JHCC did meet and they indicated they’re extending the telehealth benefit. They’re covering it at 100% and it was set to expire at the end of December but they’ve extended it until the end of the fiscal year. We need to encourage employees to use this as a viable healthcare option.
Debbie Carlson joined at 2:19pm and Mathew mentioned to her the Staff Make Students Count. She is unaware of this at the moment, but will check on this. (Of note, she is working with Lauren and Ayden on the Statewide awards.)

7. New Business
   7.1. **UA Governance Support** - UAF Resolution
   - Dawn – fix the link so that it links to the resolution, and not the recruitment.
   - Mathew had a conversation with Steve Patin surrounding this, and wishing the governance position would NOT be split in two. HR is still moving forward with the recruitment regardless of whether the governance piece is removed.
   - System governance Council met last week and this was also a topic at that level. Faculty Alliance was also disappointed the position had been split. Unsure what actions the Faculty are taking, however.

7.2. Teleworking?

8. Ongoing Business
   8.1. **Shared Governance**
   - Response expectations memo This is the same as
   8.2. UA Administrative Review
   - The Group has not met since December, so Tania is planning to reach out to Steve to schedule another meeting. Tania will also plan to share the document with the different positions.
   - Draft Rubric/Guidelines proposed by Faculty Alliance
   - Staff representative nominees: Monique Musick (SW), Tania Rowe (UAA), Gwenna Richardson (UAS), Michael Szidloski (UAF)
   - University and SW senior leadership positions
   - Process and timeline

8.3. SA Committees
   - Still not organized and Mathew will move forward with working to get them going. He is running into some capacity issues due to a vacancy in his department and also a change within the Residence Life Business Office.

8.4. Ad hoc governance committee – Ronnie is spearheading this and Lauren is also planning to attend. Mae indicated that UAS is

8.5. Staff Morale (and Burnout)
   - The Foundation from SAA had some ideas and documents, the resolution shell is created, but it hasn’t come to fruition. The reality is Leadership response to resolutions has not been positive, at least that’s Mathew’s perception since he has been Alliance Chair, so he isn’t sure how the resolution will influence positive morale change.
8.5.2. Ronnie suggested that anecdotally we know our own and our colleagues’ stories. But it’s hard to tell the story with numbers, but numbers are the only thing that resonates with executive leadership and the BOR, but when you see the numbers of staff that have been cut, but it doesn’t tell the whole story of how duties are redistributed plus there are so many new things that have been added as a result of trying to boost enrollment as a result of morale.

8.5.3. Also, why do we need to be telling Leadership what to do, that’s above our pay grade and they should be coming to us with how they can make it better and potentially easier for us to do our work. But they are the ones doing harm to us. Given that they make the $$, perhaps they should be the ones coming up with the solutions.

9. Old Business
   9.1. Staff Count Comparison - Fall 2019 to Fall 2020
   9.2. Conversation with David Bishko

10. Staff Council Reports
    10.1. UAA
    10.2. UAF
    10.3. UAS
    10.4. SAA

11. Reports:
    11.1. None

12. Roundtable discussion

13. Agenda Items for February 3 Meeting (1:00 - 3:00 pm)
    13.1. Shared Governance
    13.2. Change the February meeting date because the 3rd will be too soon. Dawn will send out an updated invite with a new date.

14. Adjourn

15. Announcements