Minutes
Staff Alliance
Friday, February 19, 2021
2:00 p.m. – 4:00 p.m.

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

1. Call to Order and Roll Call

2. Adopt Agenda
   Motion by L. Hartman and seconded by R. Houchin.
   No objections or correction.
   No objections or corrections, so the minutes were approved and adopted as is.

3. Approve January 22 Minutes
3.1. January Link 2021 01 22 Mtg Minutes
   R. Houchin moved to approve and seconded by L. Hall.
   No objections or corrections, so the minutes were approved and adopted as is.

   Dawn is still drafting the minutes which will be attached to the February agenda for approval. 2020 12 09 SA Mtg Minutes
   Motion to approve the December 9th Minutes by R. Houchin and seconded by L. Hartman.
   No objections or corrections, so the minutes were approved and adopted as is.

4. Guest and Public Comments
4.1. None.
5. Chair’s Report
Mathew Mund
Overall everything that has been happening and should be discussed is on the agenda; M. Mund did not have anything specific outside of what is already later in the agenda.

6. New Business
6.1. Post COVID-19 Taskforce
6.1.1. E. Lingle, M. Mund, and L. Hartman met with M. Pope to discuss the initiative and the Alliance members advocated for having at least one staff representative on the leadership group and E. Lingle is the Alliance member selected for that role.
6.1.2. M. Pope shared an article, the concept of which was a transformation management team and to explain that there are going to be three groups: a smaller leadership group actually making the decisions, the transformation management team with staff (both governance and “at large” staff) that facilitates how employees perceive the change and what feedback they could then give to the leadership group (through surveys, etc.), and then the third group that is more technical in nature to actually making all the ideas happen.
6.1.3. M. Mund attached Transformation Management Team for review.
6.1.4. M. Mund elaborated on conversation had surrounding staff representation in the leadership group, specifically with regard to trust issues, size of teams/committees/decision-making bodies, and inclusivity. There is still a lot of education to be done at all levels when it comes to an understanding of what shared governance is and how it happens within UA.
6.1.5. E. Lingle provided a summary of the leadership team’s first meeting, indicating that the group is well-organized and not adversarial. There seems to be an understanding that in the future the workplace needs to be more flexible than it has been in the past. Our goal as Staff is to have best of both worlds: a workplace where we collaborate, communicate, and serve students really well, but also have a pleasant place to work.
6.1.6. E. Lingle suggested an area of concern UA need to pay more attention to is that certain gender discrimination and the pay gap is driven by women who have children and have to either quit their job or reduce to part-time. Jobs that are flexible can address such situations. E. Lingle suggested it is important for staff to bring its own data to the table, so at UAS they developed a survey to be sent to all staff asking about their vision of an ideal workplace of the future. E. Lingle has been personally talking with staff via focus groups, particularly those he works with to get their opinions. To date, the data he’s gathered suggests Staff desire a flexible workplace, so his expectation is that the formal survey will support those findings.
A flexible workplace can be considered a plus, especially during times of tight budgets when compensation adjustments aren’t rendered.

6.1.7. E. Lingle suggested that each campus send out the same/similar survey. UAS will send theirs out on Monday.

6.1.8. E. Lingle suggested that staff have a lot of grassroots power and suggested that instead of asking permission to work either flexibly or remotely (or both), the approach taken is one of, “How shall we make this work for staff and students?” The devil will be in the detail (legal, etc.) but other large organizations are making this work and so UA can do it too. Flexible working can be a bonus for the budget as well, because there could be some cost savings as far as buildings/land management/etc. go. There are just generally a lot of things to consider.

6.2. Prep for BoR

6.2.1. Written report submitted and Mathew will attend to give an oral report.
6.2.2. The BOR committees met and there were no surprising announcements or results.
6.2.3. UAF fund balance increase … not similar at other campuses.
6.2.4. 529 plan is going to be working to more aggressively identify students and work with them to attend university in Alaska.

7. Ongoing Business

7.1. UA Governance Support - UAF, UAS & SAA Resolution

7.1.1. Discussed with President Pitney and she understands where the problems occurred, but she asked us to try it for at least a year; at which time we can re-evaluate and if it’s not working we can discuss changes.

7.1.2. Should the office/position be moved to report directly to President Pitney?
7.1.3. Will President Pitney respond to the resolutions in writing or is the verbal acknowledgment all to be expected?

7.1.3.1. D. Carlson suggested getting a response in writing if possible.
7.1.4. There was discussion surrounding the history of the position and areas where it served on various teams.

7.2. Pre-BoR with Pitney

7.2.1. Initial topic discussed at length was the UA Governance Support position.
7.2.2. Other items discussed: compensation memo and morale.

7.3. Shared Governance Ad-Hoc Committee

7.3.1. Co-chaired by R. Houchin and L. Hartman. They’ve met three times already and all the materials are on Alliance’s shared drive.

7.4. UA Administrative Review

7.4.1. Draft Rubric/Guidelines proposed by Faculty Alliance
7.4.2. Staff representative nominees: Monique Musick (SW), Tania Rowe (UAA), Gwenna Richardson (UAS), Michael Szidloski (UAF)
7.4.3. University and SW senior leadership positions
7.4.4. Process and timeline
7.5. SA Committees
    7.5.1. Compensation Committee and memo
    7.5.2. Morale Committee
    7.5.3. SHCC
7.6. Addressing Staff Morale/Burnout
    7.4.1 Draft resolution
    7.4.2 Ideas for Addressing Staff Burnout from SAA
    7.4.3 Funding from President Pitney
    7.4.4 Morale Survey
7.7. Staff Makes Students Count Campaign
    7.7.1. Timeline needs to be determined
    SMSC 2021 Timeline

8. Old Business
    8.1. Exit Survey

9. Staff Council Reports
    9.1. UAA
    9.2. UAF
    9.3. UAS
    9.4. SAA

10. Reports
    10.1. None

11. Roundtable discussion

12. Agenda Items for March 19 Meeting (1:30 - 3:30 pm)
    12.1. TBD

13. Adjourn

14. Announcements