Minutes  
**Staff Alliance**  
Friday, March 19, 2021  
1:30 p.m. – 3:30 p.m.

**Voting Members:**  
Mathew Mund, President, UAF Staff Council; Chair, Staff Alliance  
Dawn Humenik, Co-President, UAA Staff Council; Vice Chair, Staff Alliance  
(A) Mae Delcastillo, Vice President, UAS Staff Council  
Linda Hall, Vice President, SW Administration Assembly  
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  
Stephanie … will join next month (to be addressed in the Chair’s report)

Call to Order and Roll Call

1. Adopt Agenda  
   Motioned by L. Hall and seconded by R. Houchin.  
   No objections, passed.

2. Approve February 19 minutes  
   2.1 [2021 02 19 SA Mtg Minutes](#)  
   2.2 [Motioned by Tania and seconded by Lauren., no objections and they were approved](#)

3. Guest and Public Comments  
   3.1 Megan Riebe Foundation Fundraising Campaign  
       Introductions  
       How many folks have heard about the March 25th campaign? All raised hands. M. Riebe gave some history about the campaign, the planning of this was started all the way back in 2015. This is the first time such an effort has been attempted. Although UAA and UAF have worked jointly on fundraising campaigns in the past, this is the first systemwide effort. They will be counting every dollar, estate planning contributions, private donors, etc.
$135 million dollars have been raised in private contributions in the last 4.5 years – they’ve been working really hard in the quiet phase of this campaign. March 25th starts the public phase of the campaign and they’ll be inviting alumni, folks who live beyond the state’s borders, etc. They are organizing under four major themes:
Expanding the culture of education in AK (access in general, affordable access, equitable access)
Building Alaska’s workforce for today and the future
Research
Expanding the knowledge base to increase and strengthen the Alaskan economy

Please join next Thursday, virtually, for the campaign launch – it will be available on YouTube. Although it is pre-recorded, it will seem live. You can visit the foundation’s website and the link is there. There is an RSVP function, but individuals can attend without having RSVP’ed. If you cannot attend Thursday night, it will still be available after the fact for viewing.

The ultimate dollar goal is $200 million and it will be the largest philanthropic campaign in the history of the university, but also in the history of the state.
Mathew asked if the goal of $200 million is one that is both realistic and achievable. The BOR did not set the goal, the staff working group looked carefully at the potential we have within our donor base and set a goal that M. Riebe feels is very achievable. Originally this was looked at being approximately an eight-year campaign, and so within that timeframe there is continued opportunity and some large gifts are still left to be made within the public phase.
L. Hartman dropped the Campaign Overview in the Zoom chat.
Discussion surrounding the ways the dollars are being raised…how each university is contributing and benefitting – there are individual priorities but what is different about this is the comprehensive nature of the campaign. This has been a common and successful way for other universities nationwide to raise money.
Lauren raised the topic of branding. Megan suggested that it’s really beautiful, there is an over-arching brand (very photography heavy and visually exciting – illustrating the beauty and grandeur of AK and how the university impacts the state in so many different ways), but each university can customize it according to their own school colors. The tagline is “For Alaska.”
This may help address some community concerns over how UA competes internally – and really show that we’re working together to propel the university forward. The whole is greater than the sum of the parts! The goal is more about the dollars raised, it’s about how the community can take ownership and really

4. Chair’s Report, Mathew Mund
State of the Union address occurred, there didn’t seem to be anything surprising that was shared.
The BOR meeting happened; also not really very many surprises there.
The verbal report: Mathew shared the Shared Governance statement and President Pitney commented regarding expectations and during the next meeting Mathew has with Pat he will ask for additional context about her statement.

System governance council has not met yet, but plans to within the next couple of weeks. No written response from PP regarding the shared governance position, but Mathew has been in contact with the CHRO about this. Stephanie was hired as the exec asst for the CHRO and serving as SW Assembly and Alliance support. She started Monday and will plan to attend the next Alliance meeting. She is very new to the organization, so the learning curve will be steep, and we will have to work very hard to get her up to speed. The governance aspect is only one third of her job, so it will be interesting to see how this plays out and we need to ensure we are communicative with the CHRO if our level of support is wanting.

Mary Gower – morale surveys versus the climate survey. Gower is suggesting that all universities use the UAF model and has been in contact with the Chancellor. These all need to be closed by the end of April. Presidents, please have the conversation with your Chancellors!

Ronnie: At UAF they’ve been doing a lot of work and in the past the climate survey has only gone to students and it’s only included a small part of the puzzle. They’re going to use the instructed from the Higher Ed Data Consortium (the link is in the Zoom chat) and they’ve also been working on supplemental questions. They are planning for the survey to go out on April 5th. The April 30 deadline is set by the Consortium, not by UAF or UA. The survey will go to everyone: faculty, staff, students, and administration. It does still need IRB approval. What happens if the results of the survey come back unfavorably? How will the data be used at the University? It’s just as harmful to do a survey and not do anything with the results as it is to not do the survey in the first place.

Mund: On the Banner Student Team for the university and the CITO is planning to move Banner to the Cloud. It sounds like a good thing; and there is not really a choice. Mathew shared the presentation in the Zoom chat.

5. New Business

6. Ongoing Business
   6.1. UA Governance Support - UAF, UAS & SAA Resolution
       6.1.1. UAA did not pass a resolution.
       6.1.2. No Council/Assembly has, to this point, received a response.
   6.2. Pre-BoR with Pitney
       6.2.1. The group had no issues for Mathew/Dawn to share with President Pitney.
   6.3. Post COVID-19 Taskforce
Transformation Management Team

E. Lingle: The group met today and they have an established timeline which will be presented to the BOR at the June meeting for approval; which gives employees over the summer to adjust accordingly. The UAS survey was done and sent out, but they haven’t had the opportunity to put the results in a presentation. Michelle Pope attended the UAS Staff Council meeting and other Councils as well to share the information about the effort. Other campuses do not need to be surveyed at this point. The next feedback needed from Staff is what they need for this to work. The scope of this is very high level, not determining which actual job functions are included. One caveat, staff are expected to actually be in the state, it’s important to the state and to the campus community. Is this a good faith exercise or is Statewide just putting this together for show? It’s operating on a high level of trust from administration, but also staff, for this effort to work. There really needs to be staff buy-in. E. Lingle worries that work-life balance may suffer. If you’re working flexibly and your sick there may be some pressure to just work through it since you’re already at home. The technical team has been formed already to get into the nitty gritty and the Transition Monitoring Team has been formed (they’ll meet for the first time on March 22nd).

Is there a process or appeal process if an employee wishes to work flexibly/remote but the supervisor isn’t cooperative? Will there be equity within departments? How may this affect recognition/promotion/professional development? There are some concerns about the implementation of this: especially workload balance (does someone in-person suffer a greater workload than someone working remotely?).

6.4. Shared Governance Ad-Hoc Committee

L. Hartman: This committee meets every Monday and the conversations have been robust. All materials are available on the Alliance shared drive. Finding a short-term direction is one focus, but the discussion has shifted to an idea of a Common Table (see the Rhodes article), seeing if this is something we could advocate for that would elevate the staff voice. It could be the main product out of this group. Also, perhaps the System Governance Council could be repurposed to this effort.
The group still needs UAS representation, so E. Lingle will send out a call for that.

Future agenda item: presentation to the June BOR – Mathew would like to present this to the meeting even when his term ends!!

Lauren will hope this effort continues well into the future. Mathew will plan to attend the meeting on Monday (the meeting starts at 1:00pm, but he’ll join at 1:30pm).

6.5. UA Administrative Review

There was a meeting on Wednesday Tania wasn’t able to attend. They had a March 3rd meeting, and one is scheduled for next.

UAA is almost done with the local reviews and they should have their feedback to Chancellor. UAF the reps are reporting positive feedback.
No feedback from UAS.

6.6. SA Committees
   6.6.2. Compensation
   6.6.3. JHCC
       6.6.3.1. Keep the health care rates flat? Not sure if PP approved this or not.

6.7. FY22 Staff Alliance Compensation Recommendation Memo

Approved
A written response to this memo is expected and will be requested.

6.8. Addressing Staff Morale/Burnout
   6.8.1. Morale Survey
If you have feedback about the questions, please let Ronnie know by the end of beginning week?

6.9. Staff makes Students Count Campaign
   6.9.1. Have the UAA, UAF or UAS received any nominations in the mail?
   6.9.2. The campaign closes on 3/26 and Debbie will ask Monique to send out another announcement about this.

7. Old Business
   7.1. Exit Survey
       7.1.1. We would love to see this, so can we please get some data on this.
       7.1.2. Are there two efforts: and interview and a survey? Is one official? Is one not?
       7.1.3. Heather Arana is the new ETB Director, it is no longer Brittany (who only served as the Interim). Debbie will touch base with Heather.

8. Staff Council Reports
   8.1. UAA
   8.2. UAF
       8.2.1. Met last Tuesday
           8.2.1.1. One guest, Michelle Pope about the Post Covid Implementation task force and there were a lot of questions.
           8.2.1.2. Chancellor combined the developmental area into a department led by Samara ( 
           8.2.1.3. May 7th – Staff Development Day
           8.2.1.4. Longevity Awards, Speak
           8.2.1.5. Searches: VC for Research is a position to be filled and there will be a search for perm VC for rural community
           8.2.1.6. Admin Review pushed back until beginning of April.
           8.2.1.7. Athletics Changes: Steve Patin is the Interim Athletic Director at UAF – many change

   8.3. UAS
       8.3.1. Michelle Pope visited the Staff Council meeting as a speaker.
       8.3.2. Reviewed compensation committee recommendations
8.3.3. Development day is upcoming; they’re hiring a motivational speaker. Integrated year-long development for Staff is something that they’re discussing … three or four opportunities during the year.

8.3.4. They’d like to have an actual standing budget and they’re looking at adding another Council position that would address annual training and the budget – which would require a constitution / by-law change.

8.4. **SAA**

8.4.1. **Meeting minutes** and **meeting highlights**

8.4.1.1. Proposing renaming to SAA to System Office Staff Council.

8.4.1.2. Michelle also visited them. Lauren and Charle Bodle will serve on the transition monitoring team.

8.4.2. **Announcement about UA Foundation**

9. Reports

9.1. None

10. Roundtable discussion

Open enrollment is upcoming; do we want to have someone come and talk with Alliance about the changes?

11. Agenda Items for April 16 meeting (1:30 - 3:30 pm), Agenda release April 13

12. Adjourn – at 3:30pm, the meeting was extended to accommodate getting through the agenda (to allow SAA to report). The meeting adjourned at

13. Announcements

13.1 Next Board of Regents

   Committee meetings: May 27th & 28th

   Full Board Meeting: June 3rd

   Board Retreat: June 4th