Minutes

Staff Alliance
Friday, April 16, 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
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

Call to Order and Roll Call

1. Adopt Agenda – Motioned (E. Lingle) and seconded (T. Rowe and others) and approved.

2. Approve March 19 minutes

3. Guest and Public Comments
   3.1. David Bishko and Michelle Rizk (2:30 - 3:00pm)
       3.1.1. University Progress Update: Goals, Metrics, Measurements, Initiatives
       3.1.1.1. Review and discussion of the presentation sent to Alliance.

4. Chair’s Report, Mathew Mund
   4.1. No statewide meetings in the last month.
   4.2. Open enrollment is currently ongoing.
   4.3. April is also Security Awareness Month; looks out for awareness initiatives through IT – some offer prizes. There are videos and other resources; it’s a good idea your staff know about them and utilize them because hackers are becoming very sophisticated.

5. New Business

6. Ongoing Business
6.1. UA Governance Support - UAF, UAS & SAA Resolution
   6.1.1. No written response to this and we need to advocate for that.
   6.1.2. Recognition of Stefanie as the new support for Alliance.
   6.1.3. Stefanie introduced herself to the group and subsequently Alliance members
           introduced themselves to her.
6.2. Monthly with Pitney
   6.2.1. Currently on the books for monthly meetings the first Tuesday of each month as
           opposed to simply prior to the BOR.
   6.2.2. No meeting since February, but Mathew and Dawn will meet with her the first
           Tuesday in May.
6.3. Post COVID-19 Taskforce (project site: https://alaska.edu/hr/remote-work/)
       Transformation Management Team
   6.3.1. The website is up, and the timeline is out there; there is a comment section where
           people can share their thoughts, ideas, and feelings.
   6.3.2. Mathew transitioned to Eric Lingle. Eric presented to UAS Leadership Monday,
           and there was a surprising amount of pushback. There seems to be a lot of black and
           white thinking; we can have either on site or off, but maybe continued conversations
           will help to change that. The idea of staff having more flexibility is not one that is
           comfortable for many.
   6.3.3. Surveys will be going out today to gather additional information, particularly
           from students.
   6.3.4. Can we measure productivity as opposed to hours? Is it a matter of improved
           communication?
   6.3.5. More of a grassroots effort from staff to get this initiative off the ground. How
           does the university structure inhibit remote work? (Especially when it comes to
           OSHA policies, etc.) How will campus culture affect WFH efforts? The vast
           majority of employees want to come in, but they want more flexibility rather than
           rigid M-F, 8-5 schedules.
   6.3.6. Transition Monitoring Team – working on three surveys (students, staff,
           specifically geared to supervisors). Lauren Hartman has been hearing similar things
           at the System Office that Eric is hearing at UAS. Unwillingness to do something
           new because, “This is how we’ve always done it,” and they’re simply not paying
           attention at all to the HR effort. There are 50 or so responses that have been left on
           the website and of those about 90% want a flexible option.
   6.3.7. The solution is not going to be easy and staff are going to have to advocate from
           the department level.
   6.3.8. As a supervisor, RH is having some trouble gauging from his staff what needs
           they have when it comes to remote work and productivity – so he pointed out the
           burden supervisors have. In some ways employees may feel no sense of
           accountability while working remotely and how are supervisors are expected to
manage that? There seems to be little faith in HR to be able to provide the sufficient supervisor training to deal effectively with remote staff. Students seem to want staff to be available to serve their needs M-F from 8-5, so that is something that needs to be considered.

6.3.9. There is a concern regarding work-life balance when doing a flexible/WFH schedule. There also seems to be some concern regarding what support will be available from HR with regard to grievances, information available, and training available.

6.3.10. How does HR target everyone for specific trainings? Especially supervisor trainings? How can we affect culture changes within the university system?

6.4. Shared Governance Ad-Hoc Committee

6.4.1. Lauren Hartman: the group meets on Mondays, and the last time they discussed the concept of a Common Table and they are contacting Rhodes College (from where the idea was initiated).

6.4.2. Recent discussions centered on the timeline and what they may do prior to the June BOR meeting. They are focusing on the details of past change processes and how they included/excluded and affected governance.

6.4.3. Mathew requested he be added to the Monday meetings.

6.4.4. Lauren Hartman: the group still needs representation from UAS and Eric said he’d work to get a staff member who can attend.

6.5. UA Administrative Review

6.5.1. Tania Rowe: The group is meeting every week now. They’re reviewing the responses they’ve received to date and are doing a deep dive into what positions are doing. They need additional information about budget and Monique is reaching out to Myron Dosch for assistance. Targeting completion on this effort during the first week of May.

6.5.2. UAA and UAF Admin reviews are complete and have been forwarded to respective chancellors for review. Tania will make efforts to get the group an updated status when possible.

6.5.3. UAS has completed their review and submitted to Chancellor Carey; recommendations to stick with what they currently have. Certain positions may be reviewed when the employees currently in them are up for review.

6.6. SA Committees

6.6.1. Joint Health Care meets next week.

6.6.2. Ad Hoc on Shared Governance

6.6.3. Morale Survey

6.6.3.1. The group will meet next week.

6.6.3.2. Mathew asked to be invited.

6.7. FY22 Staff Alliance Compensation Recommendation Memo

6.7.1. No response to date.
6.7.2. Debbie Carlson indicated that it is not being ignored, it is on his list and we will receive a response in the future.

6.8. Addressing Staff Morale/Burnout

6.8.1. Topic removed because it’s covered in the morale surveys.

6.9. Staff makes Students Count Campaign

6.9.1. DC: received input from UAS and UAF and Statewide and will go to President on 4/26.

7. Old Business

7.1. Exit Survey

7.1.1. Debbie approached the CHRO and Heather Arana (Director of Employee Transition and Benefits). It’s on the table for discussion, but there’s no movement on the Alliance’s request to get the survey data.

7.1.2. We want to merge the data we get from the exit survey with our morale survey data so we can be clued in on staff concerns and create Alliance initiatives.

8. Staff Council Reports

8.1. **UAA** – Tania reported for UAA; they have their morale survey set to go out and have been very busy with Development Day planning, forums and meetings for Chancellor and various Dean/other candidates. The Council will pass a resolution on Shared Services.

8.2. **UAF** – Ronnie – Staff Recognition Resolution passed a couple of months ago; Response indicates HR will continue to leave this up to the Chancellor.

8.3. **UAS** – Elections are coming up; surveys were sent to first year students to gather information about their experience.

8.4. **SAA** – Elections are upcoming. Also the group will change their name to System Office Staff Council; will be formally announced in the near future. Recently discussed biases with David Bishko. Cost per student ratio is higher than the average: our population density as a state, high research costs, and high rates of learning.

9. Reports

9.1. None

10. Roundtable discussion

11. Agenda Items for May 14 meeting (1:30 - 3:30 pm), Agenda release May 11

11.1. Open Enrollment - Heather Arana

12. Adjourn

13. Announcements

13.1 Next Board of Regents
Committee meetings: May 27th & 28th
Full Board Meeting: June 3rd
Board Retreat: June 4th