Minutes

Staff Alliance
Friday, May 14, 2021
1:30 p.m. – 3:30 p.m.

Meeting recording:
https://alaska.zoom.us/rec/share/tFZrD759FyEwJ_wEZoHQjgKbjmxF_8oDStDng8CqazQuJalEZd8461R_70-SlgJ.tkSqr2SsrD4ufuBdW
Passcode: 2I%h&N#d

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 (at 1:31pm)

1. Adopt Agenda
   1.1. Motion: Lauren Hartman
   1.2. Second: Linda Hall
   1.3. Approved

2. Approve April 16 minutes
   2.1. Motion: Tania Rowe
   2.2. Second: Lauren Hartman
   2.3. Approved

3. Guest and Public Comments
   3.1. None

4. Chairs Report
   4.1. June BoR Written Report
      4.1.1. The written report has been sent off and will be in the board packet.
5. New Business
  5.1. SA Annual Retreat
      5.1.1. Date: Typically happens in July (in person); perhaps we should go ahead and get it on the schedule virtually.
      5.1.1.1. Decided to wait to accommodate new members’ schedules.
  5.1.2. Typical agenda items for retreat:
        5.1.2.1. Orientation, including history
        5.1.2.1.1. Electing the Chair and Vice Chair
        5.1.2.1.2. Establishing committees
      5.1.2.2. Guests
        5.1.2.2.1. UA President and other officials
      5.1.2.3. Future functions/goals of the group are discussed (some of these initiatives are likely to be identified via recently completed morale surveys)
  5.2. UA Governance Support Staff Functions and Roles Memo 14Apr21 (UA Governance Support Staff Functions and Roles)
        5.2.1. President Pitney is recombining the position under Paul Layer’s Office, pulling it out of HR entirely. The job will be posted soon. We will be disheartened to see Debbie Carlson and Stefanie Gorder go, but are also quite excited for this because it will be good for “coordinated” governance efforts. Additionally, it helps those of us in these groups who don’t have the bandwidth to do the administrative tasks for our own groups and then also at the alliance level.
        5.2.1.1. VP Layer was requested to share the PD with governance groups prior to job posting.
        5.2.2. Kelly James, in the President’s Office, will also still provide a small level of support.
        5.2.3. Minutes will also go back to being a function of the staff support.
  5.3. CHRO Hiring Committee - Staff Alliance Representative Name is due May 28
        5.3.1. President formally accepted our request for a member of Alliance to be on the CHRO Hiring Committee.
        5.3.2. Mathew Mund will serve on the committee.

6. Ongoing Business
  6.1. UA Governance Support - UAF, UAS & SAA Resolution
        6.1.1. Response to resolutions regarding System Governance Office
  6.2. Monthly with President Pitney - 4May21
        6.2.1. The monthly meetings are back on track, finally.
        6.2.2. UAF Staff Council issued a letter of disappointment (in response to the Call for Action issued last year), due to the fact that the President’s approach to dealing with Staff is that of “attrition” and it’s a bad strategy because it creates additional stress
for staff. There is an interest to see more action from Leadership, especially with regard to reduction of mission (Leadership doesn’t support this).

6.2.3. Compensation

6.2.3.1. Staff are disappointed that the marketplace compensation revelations and then having action put on hold because of the budget compact. It would have been easier for staff to deal with this if they’d not been told they were underpaid in the first place.

6.2.3.1.1. Pitney’s idea for the future is a 3% increase every other year because that and a 1% every year have the same impact to budget.

6.2.3.1.2. Staff would rather be resourced well; six years of the legislature not solving the state’s fiscal crisis; they knew for 20 years that something was going to happen and chose not to act.

6.2.3.1.3. Per guidance from Alisha (budget director under Michelle Rizk) don’t assume that administration knows what we want and now is the time to ask for what we want in FY23. We’ll need to get something to the BOR by their September meeting.

6.2.3.1.4. The university is known for hiring people well below market and so we really need to advocate for the university fulfilling the market-based compensation increases.

6.2.3.1.5. There’s a difficult back-and-forth when it comes to the market-based compensation increases.

6.2.3.1.6. Prices, inflation is on the move, so if we’re holding the line … we’re losing.

6.2.3.2. Pitney’s idea is that the Universities make the decisions and have authority, but Mathew pointed out to the President that in the past (even the recent past) this has been largely a President and BOR function. And structurally right now, we’re a mix because some things (like HR) deals with campus things but are consolidated at the system office level … but HR things are the things we care about.

6.2.3.3. I.E. Recognition Policy is at the Chancellor Office level, but Staff would like to see it happen at the HR level.

6.2.3.3.1. HR – compliance-based at the system office level; but we want them to focus on morale.

6.3. Post COVID-19 Taskforce

6.3.1. Eric Lingle: Weekly meeting that’s been looking at regulations and it has been very focused on the minutiae of university regulations (having a computer at home, if the university should inspect workplaces, etc.) and it seems to be moving slow. But at least it’s progress.
6.3.2. Lauren Hartman: Monique and others expressed concern about the Interim Guidance from HR (pending) plus the longer-term initiative and them being conflicting and the Interim guidance overshadowing the longer-term efforts.

6.3.3. A System Office Staff member let Lauren and Linda know that President Pitney is thinking about a June 1 date of bringing folks back (in Butrovich) – and while it is unconfirmed, there is a lot of concern over that date.

6.3.4. Alliance will write a resolution/memo (Mathew leaned on Lauren and Linda for this); we fail to see the urgency to get people back by June 1 – let’s just wait until the fall.

6.3.5. HR is making a memo (or rather four members) per requests of the Chancellors regarding come back, because they want to have the opportunities to make their decisions for their own campuses.

6.3.6. The memo should have gone to ALL employees, rather than just supervisors – it’s not been widely communicated.

6.3.7. Employee survey: Lauren shared some results of a survey regarding remote work and how/where employees wanted to spend their time. Preference is some sort of hybrid work location.

6.4. Faculty Regent

6.4.1. Was a discussion item at system governance council … they don’t fully understand why Staff doesn’t want a regent slot. For staff, this would present a rather vulnerable spot to be in and it would be a power grab/politics role-playing situation rather than a spot that would really advocate on behalf of staff.

6.5. Faculty Resolution of support for the requests for equity made by the Alaska Native Studies Council, including support for the BOR's November resolution.

6.5.1. Discussed at the Governance meeting and Mathew is sharing out because he said he would.

6.6. UA Shared Goals and Measurements

6.6.1. We are in the early stages of this presentation … not the late stages.

6.6.2. Input is being requested.

6.6.3. This will likely go through the committee meetings at the BOR.

6.7. Shared Governance Ad-Hoc Committee

6.7.1. Draft Charter

6.7.2. Draft Message for June BoR

6.7.3. The group visited all the Staff Councils and asked for feedback and comments. UAA’s governance coordinator wanted to know what her and similar position’s role in all of this would be. At UAS a staff member gets work releases for governance, but staff do not. Also, that students aren’t always involved in governance (Lauren feels the common table would address this concern).

6.7.4. They were able to get a member from UAS Staff to be a member of the committee.
6.7.5. Ronnie shared a presentation and asked what sorts of things Staff want to be involved in … maybe we could identify and document and perhaps then communicate those items to administration.

6.8. UA Administrative Review
6.8.1. Tania Rowe: Monique and Ian are drafting the report and should be submitted today. There wasn’t a lot of dissension in opinions. The final should be completed soon – no bombshells, but there is talk about streamlining and restructuring.

6.8.2. Will probably re-look at this situation and these positions again in a year.

6.9. SA Committees
6.9.1. Compensation - FY22 Staff Alliance Compensation Recommendation Memo
   6.9.1.1. Still no response, but it is being worked on
   6.9.1.2. The committee is suggested to be reconvened for July
      6.9.1.2.1. Should we do a charter for the committee for FY22 – Mathew will draft

6.9.2. Morale
   6.9.2.1. Trust, compensation and workload, supervision, ???, training / development
   6.9.2.2. Next meeting with President Pitney is 6/1 and the system wide report would be good to go before then

6.10. Staff makes Students Count
6.10.1. Off and approved and should be good-to-go for the June BOR meeting.

6.11. New Google Group
6.11.1. Effective today, stop using the old list serve and move over to the google group.

7. Old Business
7.1. Exit Survey
   7.1.1. Perhaps we should consider having Heather as a guest … perhaps at the June meeting? Dawn will reach out and schedule the meeting.

8. Staff Council Reports
8.1. UAA
   8.1.1. Shared Services
      8.1.1.1. Resolution on Shared Services completed and submitted to UAA Leadership
      8.1.1.2. Director search failed, so Steve Wildeck was appointed Interim Director
   8.1.2. Governor Sean Parnell selected as the new Chancellor at UAA
   8.1.3. Morale survey is completed and we’re still poring over the data
   8.1.4. Elections are completed and the Governance coordinator is reaching out to those selected and their supervisors, so we hope to know our Council membership by the end of May
   8.1.5. Presentation on pay equity – we should have these folks at Alliance
8.2. **UAF**
8.2.1. VC Champagne resigned; three high level positions being filled by interim director.
8.2.2. Morale survey
8.2.3. Staff Recognition and development day was held and was successful.
8.2.4. Letter of Concern and Letter of Disappointment – and the Open Letter to the Cornerstone
8.2.5. Ronnie is President and Juella Sparks is Vice President
8.2.6. Shared Services - signers business model (fiscal or HR support); model for travel
8.2.7. Can we get info from HR regarding failed searches?
8.2.8. Native initiative and rural campuses
8.2.9. Julie Queen VCAS –
8.2.10. Tone policing – provost … syllabi, equity and including initiatives – an effort to set a particular kind of welcoming and inclusive tone where student feel belonging.

8.3. **UAS**
8.3.1. Development Day upcoming
8.3.2. Student government resolution
8.3.3. Elections are upcoming

8.4. **SO**
8.4.1. [May meeting minutes and recording link](#)
8.4.2. Governance Oversight officially moved to Paul Layer
8.4.3. Elections
8.4.4. Retreat and Orientation in June
8.4.5. Recognition event happening next Friday
8.4.6. Staff concerns regarding vaccinations coming back into the office

9. Reports
9.1. None

10. Roundtable discussion
10.1. Lauren: only an hour for public testimony and maybe not so far in advance of the meeting.
10.2. Ronnie – proposal for identity-based affinity groups at the next meeting

11. Agenda Items for June 18 meeting (1:30 - 3:30 pm), Agenda release June 14

12. Adjourn

13. Motion by Linda (at 3:36pm)

14. Announcements
13.1 Next Board of Regents
    [Public Testimony](#): Monday May 24th 4:00-5:00
Committee meetings: May 27th and 28th
Full Board Meeting: June 3rd and 4th