Minutes

Staff Alliance
Wednesday, June 16, 2021
1:30 p.m. – 3:30 p.m.
Join Zoom Meeting

Voting Members:
Mathew Mund, Past-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 - ABSENT
Linda Hall, Vice President, SW Administration Assembly
Lauren Hartman, President, SW Administration Assembly
Ronnie Houchin, President, UAF Staff Council
Juella Sparks, Vice President, UAF Staff Council
Eric Lingle, President, UAS Staff Council
Tania Rowe, Co-President, UAA Staff Council

Call to Order and Roll Call (1:32pm)
No one objected when queried by Mathew, so link was sent to staff member at large (Andrew Aquino who joined around 2:00pm).
It was established that the Alliance had quorum.

1. Adopt Agenda
   1.1. Motion: Linda
   1.2. Second: Tania
   1.3. Lauren suggested maybe we add the system office Admin Review on the agenda – and perhaps invite Monique Musick to a future meeting.
       1.3.1. Mathew added this to item 11.
   1.4. Agenda was approved.

2. Approve 2021 05 14 SA Mtg Minutes.docx
   2.1. Link to May recording:
       https://alaska.zoom.us/rec/share/tFZrD759FyEwJ_wEZoHQjKbjmxF_8oDStDng8CqazQQuJaIcZd8461R_70-SlgJ.tkSqu2SsrD4ufuBdW
       2.1.1. Passcode: 21%h&N#d
   2.2. Motion: Tania
2.3. Second: Linda
2.4. Minutes were approved.

3. Guest and Public Comments
3.1. Heather Arana, UA HR
   3.1.1. Dawn did not initially confirm, so she reached out by email to Heather to
determine if she would be joining today. May have to move the invite to the July
Alliance meeting.

4. Chair’s Report
4.1. Mathew recapped the BOR June meeting.
   4.1.1. Goals and Metrics: document needs to be more fluid and updated.
   4.1.2. There will be a special BOR meeting to discuss budget on 6/22/21 from 9-11.
   4.1.3. FY22 Natural Resource Fund Budget … Staff Development Fund = $100,000 and
that has been approved. Now we need to formulate the plan regarding how we will
manage and use the funds and report back to President Pitney.
   4.1.4. Did You Know: the presentation was really interesting.
   4.1.5. Foundation Report: large increases in donations.
   4.1.6. School of Education Consortium
   4.1.7. UAF will not be aligned with the local school district when it comes to spring
breaks, but that will be resolved in the future. All others align.
   4.1.8. Title IX: report focused largely on staffing and the training module will be
replaced with one that is more in line with the student training.
   4.1.9. Approved renaming from Statewide to System Office.
   4.1.10. Unsure whether they’ll do the September meeting in person or virtually or some
hybrid mix.
4.2. Mathew will be a nonvoting member of the Alliance until a new Chair is elected.
   4.2.1. Small discussion over executive roles and timelines of selections.
4.3. Joint Health Care Committee
   4.3.1. Met and discussed generic prescriptions versus name-brand.
   4.3.1.1. Communications will be sent to participating employees.
   4.3.2. Wellness Program effectiveness being challenged by some faculty members.
   4.3.2.1. Not very modern or inclusive, particularly around weight
loss/maintenance.
   4.3.2.2. Incentivize regular checkups and blood tests.
4.3.3. Merge UA healthcare with the State.
   4.3.3.1. This was largely in Steve Patin’s court (he was tasked with this by
President Pitney), but we have no update and now he is no longer with the
university.
4.3.3.1.1. Debbie Carlson said that HR did look into it, and they came to the conclusion it is not a benefit for the University to do this (financially and, more importantly, because we would lose control – the State would be making all the decisions).

5. New Business
4.1. SA Annual Retreat
4.1.1. Date
Send out a Doodle poll for the week of July 12 and July 19. VP Layer’s Office will help organize this – Dawn to work with Debbie on this.
Need to determine if there is a budget for the retreat or not.

4.1.2. Agenda items for retreat
Orientation and History.
Constitution, Bylaws, Guiding Documents.
Committee Establishment.
Sharing of what each particular SC is focusing on in FY22.
Teambuilding.

4.2. CHRO Hiring Committee: Mathew serving as Staff Alliance Representative.
4.2.1 Interview Questions
Please review and get back with tomorrow by 10:00am.
4.2.2 David Bishko as acting CHRO.

6. Ongoing Business
6.1. UA Governance Support - UAF, UAS & SAA Resolution
6.1.1. [Response to resolutions regarding System Governance Office]
6.1.1.1. Still waiting to see the posting from VP Layer’s Office – though Lauren suggested it’s online and closes 6/24/21.
6.1.1.2. Lauren and Linda are concerned the position is listed as largely administrative assistant … and that there needs to be more focus on governance.
6.1.1.2.1. Kelly James will also be providing support (she currently supports Paul Layer and Michelle Rizk), focusing more on Faculty Alliance.
6.1.1.2.2. Dustin will also provide support, mostly focusing on the Coalition of Student Leaders.

6.2. Monthly with President Pitney - 1Jun21
6.2.1. Dawn recapped the meeting and Mathew provided some additional context.
6.2.2. Ronnie – what is the grievance process?

6.3. Post COVID-19 Taskforce
6.3.1. Eric gave a recap of where they are to date on the project.
6.3.1.1. Mathew: can the university move past the compliance piece?
6.3.2. Lauren shared some preliminary survey results.
6.3.3. Interim measure that will likely be changed in the future (telework agreement).
6.4. **UA Shared Goals and Measurements**
   6.4.1. Mathew really wants to engage in the workgroup once the BOR decides that is going to happen (Mathew will email Brandi Berg for an update).
6.5. **Alaska Native Success Initiative**
   6.5.1. There was a large report on this at the BOR meeting; the next steps are unclear.
   6.5.2. Further discussion is postponed to the next meeting.
      6.5.2.1. Invite someone involved with this to address the Alliance?
6.6. **Shared Governance Ad-Hoc Committee**
   6.6.1. Summary – the group is going to meet biweekly now instead of weekly.
   6.6.2. **Draft Charter**
   6.6.3. **Message for June BoR**
6.7. **UA Administrative Review**
   6.7.1. Postponed; Mathew will invite Monique Musick to address Alliance at the next meeting.
6.8. **SA Committees**
   6.8.1. Compensation: **FY22 Staff Alliance Compensation Recommendation Memo**
      6.8.1.1. **President Pitney Response**
      6.8.1.2. Meeting on Friday, June 18 to discuss FY23 Compensation recommendations.
      6.8.1.3. How do individual Councils feel about compensation? Prioritize the marketplace compensation adjustments or across the board increases?
      6.8.1.4. Address the individuals at the lower end of the pay scale first? Exactly what percentage of staff/the workforce have been identified as out of sync with the market?
6.8.2. **Morale**
   6.8.2.1. **Summary in BOR written report**
      6.8.2.1.1. Committee needs to reconvene … and we’d like to have this done for the retreat – we’ll continue with the same group.
6.9. **Staff Alliance Resolution Regarding Phase C Operational Transition Guidelines**
   6.9.1. No response received to date.

7. **Old Business**
   7.1. **Faculty Regent**
      7.1.1. Failed.
   7.2. **UA Governance Support Staff Functions and Roles Memo 14Apr21**
      7.2.1. **UA Governance Support Staff Functions and Roles**
   7.3. **New Google Group**,**UA-SOOGV-staffalliance@alaska.edu**
   7.4. **Staff Make Students Count**
7.5. Exit Survey

8. Staff Council Reports
   8.1. UAA
   8.2. UAF
       8.2.1. New structure this fall – elections for seats in October, and things will start in January.
       8.2.2. Not meeting in July to take a well-deserved break.
       8.2.3. Conversations about how to better educate and communicate with staff.
       8.2.4. Opposing viewpoints to be shared in newsletter and social media.
       8.2.5. Staff support from HR, spoke and its effectiveness, what is the role of the HR coordinator versus the CCC.
   8.3. UAS
       8.3.1. June meeting was cancelled because most staff are off contract, so nothing to report.
   8.4. SO
       8.4.1. June meeting was cancelled, and they’ll have their retreat at the beginning of July.
       8.4.2. Next year want to discuss how the membership is determined.
       8.4.3. Officer elections are upcoming.

9. Reports
   9.1. None.

10. Roundtable discussion

11. Agenda Items for July meeting (Date and Time TBD), Agenda release July ??

12. Adjourn

13. Motioned by Linda -meeting adjourned at 3:43pm

14. Announcements
   14.1. Next Board of Regents
       14.1.1. Special Meeting of the Full Board: June 22nd (9:00am - 11:00am)