



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Agenda

Staff Alliance

Friday, August 20, 2021

1:30 p.m. – 3:30 p.m.

Join Zoom Meeting

ID: 863 4832 5972

Password: 028845

(Please mute unless speaking.)

Voting Members:

(P) Juella Sparks, Vice President, UAF Staff Council; Chair, Staff Alliance

(P) Dawn Humenik, Co-President, UAA Staff Council; Vice Chair, Staff Alliance

(P) Linda Hall, Vice President, System Office Staff Council

(P) Lauren Hartman, President, System Office Staff Council

(A) Ronnie Houchin, President, UAF Staff Council

(P) Eric Lingle, President, UAS Staff Council

(P) Tania Rowe, Co-President, UAA Staff Council

(P) Ke Mell, Vice President, UAS Staff Council

(P) Mathew Mund, Former Chair, Staff Alliance

Call to Order and Roll Call (1:31pm)

- It was established the Alliance had quorum.
- We haven't had a roll call process, so Chair Sparks verbally ensured all units were represented.
- Items 6.5.6 (Morale) and 6.8 (Affinity Group Proposal) were tabled due to Ronnie Houchin's absence.

1. Adopt Agenda

1.1. Motion: Linda.

1.2. Second: Dawn

1.3. Agenda was approved.

Note Jak Maier (Faculty Alliance Chair) and VP Layer have been invited to the Alliance meetings.

2. Approve June meeting minutes - [2021_06_16_SA_Mtg_Minutes.docx](#)

2.1. Link to June recording:

https://alaska.zoom.us/rec/share/N2k353MR7UaBiTp6-iLoyWTWAWUxtcZJKPS0c_kkt_6IDISLvW3IOhRk1HBEGs4rW.0Mxws4_oIvLw-P6Q

2.2. Passcode: *ex*8n+A

- 2.3. Motion: Eric
- 2.4. Second: Lauren
- 2.5. Minutes were approved.

3. Guest and Public Comments

- 3.1. Monique Musick, UA Admin Management Review Chair - 6.4
- 3.2. [Tiffany Viggiano](#), FY23 Compensation Committee Chair - 6.5.1

Note: We will later discuss an opportunity for the public to address the Alliance.

4. [Chair's Report](#)

This month's report is short and this is our opportunity to provide the Chair feedback.

Additional comments:

The chair met with President Pitney in August. One of the items they discussed is that to help with workload, staff can determine which items can be given up (not done). The Chair does not agree with this, it is unrealistic expectation, and it has not been properly communicated with supervisors.

Lauren: Could we start the recording?

The group had not started recording, so Debbie Carlson started the recording at 1:43 pm and also at that time made the Chair a co-host.

Mathew: Queried the Chair about President Pitney's response that the expectations of staff governance are unrealistic. It was a verbal response to Mathew's testimony. And the Chair will have additional discussions with President Pitney to obtain more specifics about why she feels that way and how the process can be smoothed out.

Lauren: Will Alliance members have an opportunity to comment on the Chair's report in advance? The Chair acknowledged that this was a change from what she was used to when she served previously on Alliance, but if it is the will of the members she understands. There was some discussion about the exact process, which is very informal and does not include a vote, just an opportunity for comment and response. If there is disagreement, the Chair can consider the comments but ultimately it is the Chair's report. The Chair's main concern with this process is finding the right balance of time, or schedule – which should be made a little easier given this is just generally done over Google (via Docs and email).

5. New Business

- No new business was brought forward.
- The Chair mentioned that due to the fullness of the agenda, she may limit the time spent on discussion items.

6. Ongoing Business

6.1. UA Governance Support – Update

- 6.1.1. The initial candidate resigned. The second candidate has accepted and the expected start date is 30 August. The Chair looks forward to meeting with the new

employee just to reiterate expectations and to welcome her onboard. Many thanks to Debbie, Stefanie, and Kelly for their efforts to help keep Alliance running smoothly.

6.2. Monthly between Chair and President Pitney - 7Sep21

Note: This is just a couple of days prior to the regents meeting.

6.2.1. The Chair queried the group regarding specific topics members would like her to address with the President. Also of note, the Chair has not yet written her testimony yet, but is willing to listen if there are certain areas the group would like to be covered. No one answered in either capacity, so the group planned to loop back around on these areas.

6.2.2. Mathew asked about the release of the BOR agenda. Unknown when it will be posted, but confirmed it is not yet available on BoardDocs.

6.3. Post COVID-19 Workplace changes to regulations

6.3.1. [Current regulations](#)

6.3.2. [Proposed regulations](#)

6.3.3. Regulations have been, for the most part, finalized at have been sent out to the public for final comment. Elephant in the room: university having access (for investigations into occupational safety and worker's compensation) versus rights of privacy regarding on-site inspections. The group is now working on guidelines and writing plain English/common sense explanations of what each of the regulations really means. Eric is very happy with the process overall. Regardless of affiliation, the project has been approached with good intentions. Back to the on-site inspections, though, generally the University doesn't want to be in anyone's workspace, but they will have to if there's a claim made. Also, there is an outstanding question about geographic differentials and they're working on the policies surrounding that topic.

6.3.4. Staff are worried about supervisors not approving remote work; that will have to be resolved in a manner like any other work conflict.

6.3.5. The group is also working on a form (remote or hybrid work form - (Section B4).

6.3.6. Of note, Eric will be resigning from both Alliance and UAS Staff Council.

6.3.7. The Chair asked if anyone had questions for Eric. Eric clarified the information about the form being developed. Lauren asked about the comment period and if there is an expectation that Staff Governance/ Staff Alliance provide a formal response back to the Task Force?

6.3.7.1. Eric suggested that "Yes," a unified public comment would be the best idea.

6.3.7.2. Another quick topic discussed was that with the remote work, the University would prefer the use of its own equipment as opposed to personal equipment. In the event of a data breach and staff were using personal equipment, the university would reserve the right to examine it. People should know this is the case, especially when they're already using their own tablets/phones, but they need could use awareness of this topic.

6.3.7.3. Lauren would like to prepare a statement (in the form of a memo) to President Pitney, with Eric's help, that the group could officially submit prior to the end of the comment period. The group was asked if they'd being wiling to vote on the statement via email and it was agreed.

- 6.3.7.4. Monique Musick added that after the guidance document, the university will be looking at the assessment tool, which will provide managers assistance with making decisions and feedback through the monitoring team. Although the current projects website will be retained for its process information, a new website will act as a virtual campus resource and contain a lot of information including FAQs and other high level guidance.
 - 6.3.7.5. Action: Each of the Councils needs to take back to their councils and ask if anyone wants to volunteer for the position Eric will be vacating at the end of September. Note: If no volunteers are able to be found either Lauren or Juella will step in to fill the void.
- 6.4. [UA Administrative Review \(Monique Musick\)](#)
- 6.4.1. Monique recapped the charge. They learned a lot about the system office during this process and then they decided to handle the review: budget, areas of overlap (campus versus academic function), and then areas that may be able to be eliminated or downsized. They took special effort to look into consulting fees, outside contractor fees, and other miscellaneous or random expenses – areas where the group could focus in on and try to determine if there would be a way to find savings. They did a 10-year comparison to find trends of growth/retraction in these areas. The group conducted a survey to learn about MAU interaction with the system office and met with each of the major system office leads to learn about what they do, their role, their budget, etc. All of these efforts took a large amount of time and energy, but the group felt it must be done in order to fulfill the charge appropriately. The hardest thing was creating the report, especially as they became crunched for time. The group realized they were about to lose folks going off contract and that they didn't necessarily have consensus regarding their ultimate outcome. A group forum was created, and they accumulated all their data, and then they went through each of the criteria and ultimately each group member had the opportunity to provide their own recommendation would be. Those responses were aggregated in the report. In some instances, individual group members felt similarly, but in some cases they did not and so both sides are presented. They addressed economies of scale / levels of consolidation / service levels / clarity / duplication. There were some areas they didn't look into: Executive officer of the BOR; as an example. The report and the response will be available publicly.
 - 6.4.2. Monique also discussed how the Committee is looking at the people at the top and David Bishko is looking at the system as a whole (and his report is pending).
 - 6.4.3. There was some talk about Dr. Brower's position and the Chief Risk Officer (officially taken off the system org chart and the signature authority was reassigned to CFO); so there have been title and staffing changes made during the reporting process.
 - 6.4.4. The Chair allowed the System Governance Chair, Jak Maier to speak on this topic and the request that was put forth to the President. Were title changes attached to any savings? Bishko has been working on the efficiency analysis for over a year now and there isn't any sort of report. There were questions about the size of legal – do we need five lawyers? Saichi Oba's position was changed to a DEI position and Pearl Brower was hired. BOR members have not seen reports and that's why the

memo was sent. All four reports and responses will be surely sent to BOR. We need to make this university more efficient and revitalized by looking at cutting administrative positions.

6.5. Committees

6.5.1. Compensation - FY23 Compensation Recommendation

6.5.2. [FY23 Comp Committee Memo](#)

6.5.3. [Background information](#)

6.5.4. [FY22 Staff Alliance Compensation Recommendation Memo](#)

6.5.5. [President Pitney Response to FY22](#)

6.5.5.1. THE GROUP TOOK A BREAK FROM 2:37 – 2:42pm.

6.5.5.2. Dr. Viggiano was invited to address the group.

6.5.5.3. Dr. Viggiano previously submitted her written thoughts so she elected not to provide any additional context. UAA has pledged to fight systemic racism and the only way that can be done is through white solidarity. She invited any of the other members of the committee to discuss the process.

6.5.5.4. Mathew was part of the beginning of the process. The committee went through a wonderful journey of discussing past, current and future state. Mathew unplugged a month ago, so he lost track of the project but was very excited about where the project was headed at that time.

6.5.5.5. President Pitney is looking at compensation changes for FY23 so it's very important we get them to her sooner than later. We need to take action today or via email because we need to provide her a recommendation by the end of the month.

6.5.5.6. Eric asked about how we do this when there is no money.

6.5.5.7. Don't ask from a place of benevolence because the answers will come from a place of benevolence and that is a difficult conversation to have but if must be had if we expect to make equity gains.

6.5.5.8. The Chair mentioned that UAF Staff Council recommended position description reviews a cost of living adjustment and the Ombudsman position and the market salary study in addition to across the board raises.

6.5.5.9. There was a great deal of discussion regarding the concepts, the two very different memos, the idea that individual Councils should have had time for feedback but that wasn't necessarily the reality.

6.5.5.10. The Chair asked for a motion to take action since the conversation was going on and potentially impacting the rest of the agenda.

6.5.5.11. Motion Lauren (to accept the memo as written and forward it to the President, as the recommendation for the compensation with an added footnote); Second: Dawn. Group waived voting until COB on Thursday after the changes were made.

~~6.5.6. Morale-~~

~~6.5.6.1. [Summary in BOR written report](#)~~

6.5.7. Joint Healthcare Committee

6.5.7.1. Mathew Mund provided a general update and the group decided to resurrect the SHCC so each group will provide names at the September meeting.

- 6.5.8. [Shared Governance Ad-Hoc Committee Update](#)
 - 6.5.8.1. Review BOR Policy and Regulations ongoing.
- 6.6. [Staff Alliance Resolution Regarding Interim Phase C](#) Operational Transition Guidelines
 - 6.6.1. [Response from President](#)
 - 6.6.2. Any further discussion or action – NONE.
- 6.7. CHRO Hiring Committee - Mathew Mund to give update
 - 6.7.1. First review is completed and second reviews will start next week. One candidate dropped out. It's moving along, just slow.
- ~~6.8. Affinity Group proposal - update from Ronnie Houchin - tabled~~
 - ~~6.8.1. [Affinity Groups Proposal](#)~~
 - ~~6.8.2. [Draft Affinity Group Guide](#)~~
 - ~~6.8.3. [Draft SA Resolution to Establish Affinity Groups](#)~~
 - ~~6.8.4. [Draft SA Resolution to Establish the Affinity Group Coordinating Committee](#)~~
- 6.9. Staff Development Fund

- 7. Old Business
 - 7.1. [UA Shared Goals and Measurements](#)
 - 7.2. [Alaska Native Success Initiative](#)
 - 7.3. Exit Survey - time for a Resolution?

- 8. Staff Council Reports
 - 8.1. UAA: UAA Staff Council held it's staff retreat August 12 and 13.
 - 8.2. UAF
 - 8.2.1. [August 10 Meeting Agenda](#)
 - 8.3. UAS
 - 8.4. SO

- 9. Reports
 - 9.1. None

- 10. Roundtable discussion

- 11. Agenda Items for September 17 meeting
 - 11.1. Interim CHRO - Dave Bishko

- 12. Adjourn

- 13. Announcements
 - 13.1 Next Board of Regents - September 9-10