



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Minutes

Staff Alliance

Friday, September 17, 2021

1:30 p.m. – 3:30 p.m.

Join Zoom Meeting

ID: 863 4832 5972

Password: 028845

(Please mute unless speaking.)

Voting Members: (Bold in Attendance)

Juella Sparks, Vice President, UAF Staff Council; Chair, Staff Alliance

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

Linda Hall, Vice President, System Office Staff Council

Lauren Hartman, President, System Office Staff Council

Ronnie Houchin, President, UAF Staff Council

Eric Lingle, President, UAS Staff Council

Tania Rowe, Co-President, UAA Staff Council

Ke Mell, Vice President, UAS Staff Council

Call to Order and Roll Call

*technical difficulties

*Chair Sparks verbally recognizes that the Alliance had a quorum

*All are present

1. Adopt Agenda

*Chair Sparks verbally recognizes the Agenda has been approved

2. Introductions

3. Approve August meeting minutes - [W 2021 08 20 SA Mtg Minutes.docx](#)

3.1. Link to August recording:

https://alaska.zoom.us/rec/share/OY0LlOKhJOYp5-99KoCDJblYsiO4jjmL3eM_7fqIUbwkXOvvoebw14YZli9zpUDw.FOpjKrUZHtEBX1YL

3.2. Passcode: tS\$242PN

Lauren motions to Approve.

Tania seconds.

Minutes are approved.

4. Guest and Public Comments

4.1. Staff Alliance Bylaws Sec 2 E.

- Only members of Alliance may participate in the meetings unless a vote of two thirds occurs. If they are a listed guest they are invited to participate in the meeting.

4.2. Interim CHRO Dave Bishko (first 30 min)

Dave Bishko will consider regularly attending Staff Alliance meetings.

Compensation Strategy: President Pitney clearly recognizes that something needs to be done to retain talent. Salaries have been stagnant. There have been very few increases in the past few years. We are working on a compensation philosophy. There was a market comparison on pay grades. The grids stayed the same but adjusted for individuals that were paid way less than market value. The philosophy will go out in draft form to governance and chancellors for input. A high level philosophy will be presented at the November meeting and continue to develop and implement in the spring.

Exit surveys: There isn't currently an exit survey implemented. Department heads should interview each person. In the past it was an automated survey form, part of being terminated from the system. It is something to be developed.

Global Metrics: Developed a list of 18 that have been accepted. Two that speak to staff directly, staff diversity and staff development. Morale is one of the most important things. A suggestion of how to set the target for morale and how to measure and also a suggestion of how to measure professional development. Opportunity to improve their skill set and increase their likelihood of promotion and an increase in compensation. How many hours of tuition waiver staff can claim and how does it directly apply to their job. There is a notable difference in morale between minorities versus the larger population. Remote work: There is a change in remote work culture. Although universities are people-facing institutions with a dynamic in-person energy, there is validity in a working hybrid. Working from home affects morale positively and it presents a healthier work/life balance and most people are more productive with a hybrid form of work.

5. [Chair's Report](#)

Lauren is willing to help draft a resolution relating to councils

6. New Business

6.1. Travel [Dependent Care benefit](#) due 29Sep21

No formal action but general support for the changes

6.2. Multi-factor Authentication - 1Nov21

Different options are available for authentication; usb security key, a call to the office phone or cell phone instead of the app. Cell phones will not be confiscated over a work related issue due to using the app. There is a login option of 24 hour verification.

6.3. [Proposed Ethics Regulation changes](#) due 22Sep21 - No formal action taken.

6.4. Staff Alliance Bylaws discussion

*Subgroup to make updates. Linda: It would be good to look over the bylaws and constitutions every few years to make sure they are still relevant. Dawn Humenik and Lauren Hartman would like to be a part of the process.

7. Ongoing Business

7.1. UA Governance Support - Noel was introduced to the Staff Alliance. She will be working as the new administrative assistant in governance.

7.2. Monthly with President Pitney: last - 7Sep21, next - 5Oct21

President Pitney acknowledged the receipt of the compensation memo. She is planning on responding according to bylaws. President Pitney inquired how Juella felt about switching out one of the July 4th paid holidays to acknowledge and celebrate Juneteenth. President Pitney and Juella discussed the supervisor training meeting with Dave Bishko. David Bishko was working on an efficiency analysis before being tapped for chief HRO. President Pitney plans to finish the efficiency analysis and share it. People are looking for a silver bullet and there isn't one. There isn't an easy fix to the situation the university is in. Juella made President Pitney aware of the Faculty Senate's memo requesting a vaccination mandate. UAF Staff Council also voted in support of a vaccine mandate. Juella asked about the various system councils and that she heard references to business council during regents committee meetings. President Pitney stated the council meetings weren't living up to expectations in their communications.

7.3. Post COVID-19 Workplace changes to regulations

There was an e-mail from Michelle Pope on the 13th giving a status.

- Eric Submitted those requests to the president's office. SA submitted three changes to the President's office:
 - a. Add Chancellor authority to approve geographic differentials for edge case scenarios.
 - b. Faculty requested a minor change of one word struck
 - c. Staff Alliance submitted a recommendation to remove the university's right to enter the residence to access occupational safety - subject to UA General Council approval (not granted).

7.3.1. [Current regulations](#)

7.3.2. [Proposed regulations](#)

7.3.3. [Memo to M Pope with final comment](#)

7.3.4. [Update from M Pope](#) - 9/13/21

7.4. Administrative Reviews - move to Old Business

7.4.1. [UA Administrative Review Committee report](#)

7.4.2. [UA President's Response](#)

7.4.3. [UAA Chancellor's response](#)

7.5. Committees

7.5.1. Compensation - Next steps and response due 14Oct21

- We should be prepared to put together a group of people to participate with the administration about the compensation philosophy. Matthew agrees this should be an all out effort by alliance on this. Include the ombudsman from the longer compensation memo and something in support of ANSI. A request to meet with Pearl Bower about diversity, equity and inclusion.

7.5.1.1. [FY23 Compensation Recommendation](#)

7.5.1.2. [FY23 Comp Committee Memo](#)

7.5.2. Morale - Ronnie Houchin

- Lauren has volunteered to help with data analysis pulling together one combined data set of morale surveys. By October 11th Ronnie asked Staff Councils for their data set to combine.

7.5.2.1. [Summary in BOR written report](#)

7.5.3. Joint Healthcare Committee - Mathew Mund was not in attendance

- UAS -- working on giving Mathew names for volunteers
- UAF -- still working on it
- UAS -- has two volunteer names

7.5.3.1. Staff Healthcare Committee launch

7.5.4. [Shared Governance Ad-Hoc Committee Update](#)

- Lauren: Next meeting is on Mon Oct 20th. Working through policy and regulations making comments on points in question. Taking a comparative look at local staff councils.

7.5.4.1. [August 9th agenda](#)

7.6. [Staff Alliance Resolution Regarding Interim Phase C](#) Operational Transition Guidelines

7.6.1. [Response from President](#)

7.6.2. Calls for vaccine mandate

- UAA negative, has not brought it up as a topic.
- UAS shared with the Faculty Senate, the Chancellor, and the Faculty Senate President that they should have a summit discussion about a possible vaccine mandate.
- UAF President Pitney is waiting for an interpretation of the impact of Biden's executive order.

7.6.3. Part of the Morale Survey initiative?

7.7. CHRO Hiring Committee - Matthew Mund was not in attendance

7.8. Affinity Group proposal - update from Ronnie Houchin

- Ronnie hopes for a look over the proposal and send it off to the President. Everyone should send their approval to Juella by next week.

7.8.1. [Affinity Groups Proposal](#)

7.8.2. [Draft Affinity Group Guide](#)

7.8.3. [Draft SA Resolution to Establish Affinity Groups](#)

7.8.4. [Draft SA Resolution to Establish the Affinity Group Coordinating Committee](#)

7.9. Staff Development Fund update

- Everyone is making progress on initiatives. The October meeting expects a written report from everyone on their status as it relates to the fund activities.

8. Old Business

8.1. [UA Shared Goals and Measurements](#) - CHRO Bishko's email - discussed with CHRO Bishko under Guests agenda item.

8.2. [Alaska Native Success Initiative](#)

8.3. Exit Survey - Raise this w CHRO Bishko and discuss next steps - discussed with CHRO Bishko under Guests agenda item.

9. Staff Council Reports - Did not have time to discuss reports at this meeting.

9.1. UAA

9.2. UAF

9.2.1. [September Meeting Agenda](#)

9.2.2. [Motion to Encourage Mandatory COVID-19 Vaccination](#)

9.3. UAS

9.4. SO

9.4.1. [September draft minutes](#)

9.4.2. [September meeting highlights](#)

10. Reports

10.1. None

11. Executive Session

11.1. Staff Alliance Bylaws Sec 2 F. - did not go into this session

12. Agenda Items or Guests for October 15 meeting

12.1.

13. Adjourn

Chair Sparks asked for a motion to adjourn

Ke Mell motions to approve

Eric Seconds

14. Announcements

14.1. Next Board of Regents - November 11-12

14.2. Written report to Regents due October 11