



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Zoom Meeting

Minutes

Staff Alliance

Friday, March 18, 2022

1:30 p.m. – 3:30 p.m.

ID: 811 8792 4895

Password: cXVURStH

(Please mute unless speaking.)

Voting Members:

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

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

Lauren Hartman, President, UA System Office Staff Council

Monique Musick, Representative, System Office Staff Council

Ronnie Houchin, President, UAF Staff Council

Eric Lingle, President, UAS Staff Council

Tania Rowe, Co-President, UAA Staff Council

Michelle Nakamura, Vice President, UAS Staff Council

Call to Order and Roll Call -

1. Adopt Agenda

Monique approves. Ronnie seconds.

2. Approve [February minutes](#).

Tania approves. Ronnie seconds.

3. Guests: None

Paul Layer: We are in the middle of the legislative session, tracking our budget as it moves through the House. It is in the Senate being discussed. There is an optimistic atmosphere about the budget, so some people are looking at some augmentation to the budget for some programs. President Pitney has been meeting in Juneau with Legislators and testifying as both the operating and capital budgets move through. By mid to the end of May we will have an approved budget.

4. Chair's Report

No report.

5. New Business

5.1. [Emergency Regulation Revision 01.04.060](#)


This is an informational piece. This regulation changes the working which allows responsible parties to not need to disclose information if in a group setting. Monique is in favor of supporting this change. The climate surveys are important annual tools which shouldn't be delayed. Paul Layer: University regulation does allow the President to probate regulations exempt from advanced review... warranting immediate implementation prior for renewal by governance such policies and regulations will be transmitted to you and modified after governance review. There is an opportunity if there is a need for review. Ronnie did share this with the Staff Council. No one had any feedback. Ronnie supports it. It seems rather procedural and hopefully will allow people to be more open and honest about the climate survey without fear that their experiences they list in the climate survey won't need to be reported to the timeline process. Dawn: Tania and Dawn also shared it with their Council and didn't receive any comments back at all, one way or another. Monique: Proper shared governance should be reciprocated. We need to comment back within the allowable times to demonstrate governance both ways.

5.2. [Remove Shape Alaska's Future from regulation](#)

In the Regents policy is a statement about shaping Alaska's future. This was the initiative by President Pat Gamble, his version of Strategic Pathways, his version of Goals and Measures. This is simply to delete that policy and not have any statement of what our strategic planning exercise is called. We would need feedback from each governance group by April 15, 2022, which will give us time to prepare for this. It follows the timeline of shared governance and also gives us time to make sure we get this into the Board docs to the Board for their consideration in June. Lauren: We talked about it at our council and no one had any opposition to it. Dawn: UAA only had one Council member respond who was in support of removing this because it's no longer relevant. Eric: It seems to UAS a procedural cleanup, so no shift from us. Staff Alliance will make sure that we put those observations and collections of information in the written format to return to the System Office.

5.3. [Draft Resolution to Change Governance Feedback Periods in University Regulation](#)

5.3.1.  SA-Constitution-and-Bylaws-FINAL-Dec-2015 (1).pdf

5.3.2.  BOR Policy and Regulation 03.01-Faculty Staff and Student Governance(2...

This came from the committee that involved Dawn, Juella, Linda and Lauren to review Constitution and bylaws to see if there are any changes that we wanted to make. We noticed there was a very distinct conflict between the feedback periods listed in the Staff Alliance Constitution versus what is in the Board of Regents regulation. We talked about do we want to try to advocate for changing regulation to match the Staff Alliance

constitution. Lauren motions to send the draft resolution to other governance groups for review and comment before it's finalized. Tania Rowe seconds. Three in favor: Lauren, Rowe, Eric Lingle. Three Against: Monique Music, Dawn Humenik, and Ronnie Houchin. Which is a tie, and fails. There was a motion to approve this resolution as is and send to other governance for a call to support. Moniques motions to approve. Ronni seconds. It passes unanimously.

5.4. [P.10.03.020 Honorary Degrees and Meritorious Service Awards](#)

This adds a clause to the policy for meritorious service and honorary degrees to allow the board of Regents to revoke such a recognition if the behavior has come to light if the recipient is not in the best interest of the university. We have similar kinds of things for emeritus. It gives the board the authority to revoke the award. Following the decision of the board, the President shall inform the affected individual. April 15, 2022 is the deadline for the feedback. Dawn fully supports this. Ronnie didn't receive any feedback.

6. Ongoing Business - [SA Action Log](#)

6.1. Monthly with President Pitney: last - 1Mar22, next - xxApr22 Juella will update at the next meeting.

6.2. [System Office Mission Task Force](#) - Ronnie Houchin/Monique Musick

We are in the final day of a survey of system office employees. We want to make sure the common themes are reflected in the mission statement. In early April we will send out a draft for the entire university community to rate and provide feedback. The website and the communication is commendable.

6.3. Regents Subcommittee on Tuition - Ronnie Houchin

The next meeting is next Thursday. The topic will be looking at how tuition dollars are used at each of the universities and how that funding supports academic operations. We are looking into why differentiated tuition exists in terms of a community campus mission or a research university mission. It was designed so that the Regents would understand when we return with a tuition proposal, that it is based on data. The vice chancellors for administrative services and the Vice Chancellor for students are preparing a presentation that will go out to the Regents on Monday.

6.4. Staff Make Students Count awards - Monique suggests the nomination from April 1 to April 30. The website has been updated with the updated nomination packet uploaded.

6.5. Staff Emeritus - Dawn: We will prioritize an update for the April meeting

6.5.1. [Latest updates](#)

6.5.2. [President's Action](#)

6.5.3. [Modifications email Nov 23](#)

6.6. [Staff Ombuds](#) - No update.

6.7. Meetings with the UA regents

These meetings will give the Regents insight on the role of Staff at the University.

6.7.1. March 29th - Anderson, Perdue

6.7.2. April 25th - Davies, Jepsen, Parker

6.8. [Response from Chair Buretta](#)

Discussion on the meaning of shared governance and how to participate in and show by example good governance. Discussion of the Common Table and how those changes could benefit shared governance.

6.9. Exit survey meeting with CHRO Bishko & UAF Staff Council presentation

This is important to us because we feel like we are missing opportunities to understand why staff are leaving the university and what things we need to change to be able to improve our retention rates. CHRO Bishko indicated that it was a priority for him as well. UA has twice the rate of turnover than the national average. David is having an HR leadership meeting, in which they will have a conversation about the exit survey. They will continue to revise the proposed upcoming survey. He said that he would schedule a follow up meeting with the 4 people on the committee, but the invites have not materialized yet. If it doesn't happen, the committee will request an update.

6.9.1.  PROPOSED: Exit Survey Questions

6.9.2. [Current survey](#) (from [this page](#))

6.10. [Compensation Philosophy](#)

6.10.1. Meeting w CHRO Bishko - Lauren: David and Glenn mentioned there are three different levers they see as a way to make compensation more predictable. Cost of living increases, longevity increases, and merit increases. We would like to expand the compensation philosophy to more of a culture conversation. David Bishko will talk to President Pitney about formalizing the compensation philosophy and schedule another follow up meeting to talk more about what exactly the process can look like.

6.10.2. [Motion to create ad hoc governance committee](#)

6.11. [Employee Recognition Policy](#)

Staff Alliance had advocated for HR adopting a recognition policy as a whole across the board for all employees so that it is standardized. It was met with a few questions but not any kind of promise or sincere discussion. This is an action item that we all put on our agendas to discuss with our go back to our councils.

6.11.1. [Copy of policy](#)

6.12. Shared Staff Recognition & Development Day - May 5, 2022

There is discussion about shared development activities with the staff across the system on that day. Monique suggests deciding by April 21, as the information would be ready to be in the System Office newsletter.

~~6.12.1. Funding support from UA HR for awards? Yes~~