



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Zoom Meeting

***Special* Minutes**

Staff Alliance

Friday, March 4, 2022

1:30 p.m. – 3:30 p.m.

ID: 837 7990 2110

Password: M2EwL0Gx

(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

Ronnie moves to adopt the agenda. Dawn seconds.

2. Note: We will approve February 18 and March 4 meeting minutes at the March 18 regular meeting.

3. Guests: President Pitney - 2:30 to 3pm

Ronnie: I appreciated President's Pitney's State of the University address which acknowledged our challenging times with laying out a path forward and inviting people to be a part of the future of our university. A lot of times we hear messages from our leadership, whether at the system office level or individual university level that doesn't always acknowledge the challenges that are facing us and how difficult things are. This toxic positivity that we often hear about only focusing on the positives, silences staff and almost has the effect of making us think the challenges we are facing aren't real because they are not acknowledged by those in leadership. Eric: There has been a lot of interest in the educational

attainment policy. When is that policy ready to go into effect? Several staff members were curious if there would be a retroactive benefit. President Pitney: There will be a one year look back for educational achievement in the educational attainment policy. There is a leave cash in for 40 hours per year which is available if employees have not taken all of their leave, they should have 200 hours of leave in the bank with a cap of 240. President Pitney questions if it's possible to drop it down to 160 hours in the bank, because that leaves 4 weeks of pay which seems reasonable. If an employee has 160 hours accrued, they may take an additional 40 hours for a total of 80 hours of pay. Our desire is to encourage everyone to start paying attention and taking leave. It is difficult when we are in an environment of constraint, but the reality is that we are all better employees if we take our leave. Employees have to have the opportunity to take their 2 week vacation. Monique: On slide 7 of the compensation presentation to the regents. Do you have more context of how this was developed and how does governance get representation and involvement in these earlier so we don't find out at a board of regents meeting? Pitney: We talked about this in the November meeting when we did the compensation philosophy, we talked about it in the budget discussion about the 2%, we left it open whether the 2% would be step grid combination. We are recommending a 2 step increase for everyone at the beginning of the fiscal year. We need to have a conversation around the kind of structure and a path for future years so we can build in predictable increases. We talked about addressing position descriptions and recruitment structure. We want people to come into their job with a predictable step increase in their salary, it might be modest, but it is predictable.

Ronnie: The compensation committee needs to address student compensation. HR is completely out of touch with students and compensation, which makes it difficult for those of us who work with students and to recruit students at a wage they are willing to work.

Monique: OIT decided to make their minimum pay \$15 an hour for all student workers, because that was what they needed in order to attract people willing to work. Group agreed to support any effort by student governance to increase student wages.

4. [Chair's Report](#)

The Coalition Leader, The Faculty Alliance leader, and Juella's testimony to the Regents on Friday was an honest and strong representation of governance opposing President Pitney's appointment because of lack of shared governance in the process.

~~5. New Business~~

~~5.1. [Regents Motion to Appoint UA President](#)~~

~~5.2. Executive Session~~

~~5.3. [Employee Recognition Policy](#)~~

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

~~6.1. Monthly with President Pitney: last - 1Feb22, next - 1Mar22~~

~~6.2. System Office Mission Task Force - Ronnie Houchin/Monique Musick~~

~~6.3. Regents Subcommittee on Tuition - Ronnie Houchin~~

~~6.4. Staff Make Students Count awards - VP Layer's email~~

~~6.5. [HR's Guided Conversations](#) - Update~~

~~6.6. Staff Emeritus - Dawn~~

~~6.6.1. [Latest updates](#)~~

~~6.6.2. [President's Action](#)~~

~~6.6.3. [Modifications email Nov 23](#)~~

~~6.7. [Staff Ombuds](#) - Update~~

~~6.8. Meeting with the UA regents~~

6.9. [Draft Compensation Philosophy statement](#)

Juella did call on President Pitney during testimony to regents to put together an ad hoc governance group to work with Chief HRO Bishko on the compensation, the framework beneath the philosophy.

6.9.1. Meeting w CHRO Bishko

Dawn and Lauren have volunteered to join Juella in an introductory conversation with CHRO Bishko to discuss the compensation philosophy. Also, they will discuss that there is no longer a human resources council with any kind of governance role as that council no longer exists.

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

Passed Unanimously.

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

6.10.1. Funding support from UA HR for awards? Yes

6.10.2. Shared speaker - Discuss

Dr. Kevin McClure is willing and excited to speak to UA about morale and burnout in high education. He is willing to do a 60 minute presentation and another 30 minute presentation with governance. 1 p.m. on May 5th.

6.10.3. Updates from local councils

UAA hopes to be earlier in the recognition events in the morning. The UAA accreditation group is wanting to do an open forum on that day. At one they will join everyone for the keynote speaker. In the afternoon there will be a variety of webinars or open forums. There will be three different tracks as it pertains to their jobs.

System Office is doing their recognition day on April 22nd. For a historical perspective Monique states that in the past Statewide would join in on the local development day in their area, UAA for Anchorage, UAF for Fairbanks respectively. UAF is looking for similar professional personal development sessions in the afternoon. We might do a second keynote that is more focused on particular topics.

Lauren has set up a shared spreadsheet for each local council to share what they are doing for SRDD.

6.11. [Affinity Group proposal](#) - next action, Ronnie Houchin

There has not been any forward momentum as of yet.

6.11.1. [President's response on affinity groups proposal](#)

6.12. [Staff Development Fund](#) - A reminder, there is another report that is due mid May on activities and spending.

6.12.1. System Office - Lauren

6.12.2. UAA - Dawn

Some of the development fund will be used toward development day. Their campus is discontinuing Adobe due to the exorbitant cost, which is inconvenient as it is widely used, and they might be looking at using funds here.

6.12.3. UAF - Ronnie

We have only given out about 20 of the 250 licenses for LinkedIn Learning licenses that the UA Fairbanks council purchased. One of the Deans said that she was disgusted that staff needs to plan their own staff recognition and development day. She was going to have more conversations on this.

6.12.4. UAS - Eric

In the UAS Constitution, it states that Staff Development day will be planned in conjunction with HR although last year they did a less than stellar job.

6.13. Committees

There are fewer committees that meet regularly resulting in less shared information. There needs to be better communication with the administration in our Staff Alliance meetings. There needs to be more structured communication.

6.13.1. Systemwide Councils - [President's response](#) - 1/13/22

6.13.1.1. Student Services Council - Dawn Humenik

Dawn is the Staff Alliance Representative on this council and we do have a seat on this council that would need filling, should Dawn no longer be available or willing to sit on this council. The council tries to meet monthly. We received an update about ANSI from Pearl Bower. There was some discussion about how they are proposing to change the UA scholars awards. There was a discussion about the goals and measures. Dawn will compile the presentations and put it in the agenda with the notes that she took and will send them out for review.

Note: Discussion about the important role the HR Council played in regularly getting information out to governance and the fact that in prior years, the CHRO was a regular attendee to Alliance meetings. The chair also acknowledged that scheduling the president's administration into the year's agenda should be one of the first tasks of an incoming chair.

- 6.13.1.2. Community Campus Director's Council - Yes, we want a seat on it. Monique suggests that it will be it would be a useful way for us to get insight on to parts of the university that we represent but don't have a whole lot of connection with, which would improve our awareness and knowledge. Dawn: Within our own Staff Council we have worked hard because we consistently heard that they felt excluded. Having an Alliance representative or governance representation on this would shed some light on issues. Ronnie suggests that it would be a member of one of the councils who then reports back to Alliance because it would make the most sense to have a staff member from a community campus serving on that council. Juella will reach out to whoever is chairing this system council now and ask them to write a description of the Community Campus Council and send it to the Council presidents for distribution to their councils. They will select and for representative. The Alliance chair will select from the 3 council representatives who will serve.

6.13.2. Compensation - Update

The consensus is that the FY 23 compensation committee will come out of the efforts of the ad hoc committee.

- 6.13.2.1. [Reply to President's Response](#)

- 6.13.2.2. [President's Response to FY23 Comp Memo](#)

6.13.3. Morale - Update - Ronnie Houchin

UAS is not doing a morale survey in the spring because morale is not great and it's a lot of time commitment to collect the same information. UAA is looking into a shorter survey. UAF has a plan to do a survey annually. Mary Gower has been interested in using the same instrument that we use throughout the system.

System Office thinks that it's important to do the survey every year even if the results are the same. Juella is going to look into outside surveyors and Ronnie will assist.

- 6.13.3.1. [Summary in BOR written report](#)

- 6.13.3.2. [Morale Survey Charts and Comparison](#)

6.13.4. Joint Healthcare Committee - [Mathew Mund - 2/16/22 update](#)

There is no rate increase proposed for this coming year. There are some minor plan changes. There was no interest in changing the wellness program requirements. There is a lot of detail in the report and the good news is that it is not changing. We requested that if there are changes, that it needs to be in writing a year in advance during open enrollment so there are not any surprises with increased rates. There are currently no employees on dialysis that are not already covered by Medicare.