Zoom Meeting
Minutes
Staff Alliance
Friday, April 15, 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
   Agenda amended to add Retreat Planning at the end. Agenda approved.
2. Approve March 18 minutes.
   Ronnie moves to approve. Tania seconds.
3. Guests and Public Comment
   3.1. Public Comment Form
   There were not any Public Comments at this time.
4. Chair’s Report
   The May meeting will be Juella’s last meeting as Chair of Staff Alliance. President Pitney is considering involving the three Governance Chairs in Executive Coaching Sessions over the summer to provide professional development and to build relationships. Juella asks Staff Alliance to consider how she will transition out of the chair position and who will volunteer to attend the future meetings with Vice President Paul Layer, the Board of Regents, and a meeting with President Pitney on May 3rd and June 7th. The term for Staff Alliance starts July 1. It is a prime time for Staff Alliance to have other opportunities to participate.
5. New Business

5.1. Open Enrollment changes
Open Enrollment is happening now. Orthodontia benefit added. It would be nice to speak with the new CHRO about the new changes and to generally have more communication with HR. At this point we are lacking effective communication with HR.

5.2. Emergency Regulation Revision 01.04.060
There is no issue with any of these changes.

5.3. Remove Shape Alaska’s Future from regulation
There is no issue with any of these changes.

5.4. Draft Resolution to Change Governance Feedback Periods in University Regulation

5.4.1. SA-Constitution-and-Bylaws-FINAL-Dec-2015 (1).pdf
5.4.2. BOR Policy and Regulation 03.01-Faculty Staff and Student Governance(2…

This was passed during the last meeting and will be transmitted to the President’s office.

5.5. P10.03.020 Honorary Degrees and Meritorious Service Awards
There is no issue with any of these changes.

6. Ongoing Business - SA Action Log

6.1. Monthly with President Pitney: last - 13Apr22, next - 3May22?
We are hoping to have the new budget numbers. Juella brought up that President Pitney offered a seat to talk with the campus community directors. The Chair of Alliance will pick an individual who will sit in that group. There was a brief recap about the Staff recognition and Development Day. President Pitney would like the senior business partners in HR to be aware of what is happening with Staff. Dawn recommends reaching out to Staff Alliance’s individual business partners and getting them on the calendar for meetings. There is hope that it will encourage a better communication flow with HR. If there is a Spring Morale survey done, President Pitney would like to know what would it require for Staff to think of the University as an Employer of Choice. We did inform President Pitney of the desire to create an Ombudsman position to help resolve conflicts within the University. DEI efforts are not funded wholeheartedly. President Pitney has not acknowledged the lack of governance involvement with her position or how she hopes to incorporate the shared governance that Chair Bureta tasked her to do. There was quite a bit of the meeting devoted to discussing the meeting with Regent Perdue.

6.2. System Office Mission Task Force - Ronnie Houchin/Monique Musick
Monique has done an exceptional job in spearheading the Task Force Mission statement. Monique believes in modeling shared governance and inclusion. There have been over 250 responses to the survey of the Statewide Mission Statement. The response rate indicates that people feel their opinion matters. Ronnie and Monique are pleased with
the outcome of the survey. The committee meets again on the 26th and hopes the final draft will be ready in May.

6.2.1. Survey open until April 22nd

6.3. Regents Subcommittee on Tuition - Ronnie Houchin

The committee met March 24th. VP Layer and Vice Chancellors at each University gave an overview of tuition revenue. How much tuition is brought in, how the tuition is used, and what it’s used to fund. There will be discussion about the proposed tuition policy changes. April 25th will be another meeting to discuss tuition policy changes, which will then be sent back to governance for review.

6.4. Staff Make Students Count awards - Monique gives an update the announcement is out. The packet is updated and the website is updated. We are on schedule for getting the word out.

6.5. Staff Emeritus - Dawn is working on comparisons between UAF and UAA, she requests an update from System office Council and UAS to make the comparisons complete.

6.5.1. Latest updates

6.5.2. President’s Action

6.5.3. Modifications email Nov 23

6.6. Staff Ombuds - Please send two names from each of the Councils to serve on the ad hoc Staff Alliance Ombudsman committee

6.7. Meetings with the UA regents

6.7.1. March 29th - Anderson, Perdue

6.7.2. April 25th - Davies, Jepsen, Parker

The second Staff Alliance and Regents meeting will be April 25th. Dawn will be the lead facilitator.

6.8. Response from Chair Buretta

A recommendation to bring up the topic with President Pitney during a monthly one on one meeting.

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

Tania and Dawn had a meeting with CHRO Bishko. This survey is optional and does not yield any information on how the University could improve its workforce environment. We are missing a huge opportunity to understand why employees leave the University. We are missing the opportunity to have a deeper understanding about the employee issues that make an employee choose to leave employment and also, to provide better training for supervisors. It would also be good to know why people move from one department to another. It would be useful if it was required. This is an important piece to a larger and more complex issue.

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
6.10.2. Motion to create ad hoc governance committee
   This will be signed by Juella and transmitted to President Pitney.
6.11. Employee Recognition Policy
   System Office Staff Council was in agreement. UAA Staff Council is in agreement.
   UAS Staff Council has not discussed this.
   Dawn motions to adopt the policy across the board. Monique seconds.

6.11.1. Copy of policy

6.12. Shared Staff Recognition & Development Day - May 5, 2022
6.12.1. Updates from local councils
   UAA: The Chancellor will speak. Tania and Dawn are meeting on Monday to finalize the accreditation open forum for SAS from 10 - 12. The leadership track is fully filled, the customer skills track almost filled and our DEI track is nearly filled before finalizing the schedule. UAA Culinary Arts will host a virtual happy hour with a lesson on how to make guacamole to coincide with Cinco de Mayo. IT will create a blackboard show where we will house our recorded sessions. Tania and Dawn are working with the Events Committee to coordinate.
   UAF: Confirming breakout sessions in the afternoon. Dr. Kevin McClure will talk from 12:30 - 1:30. There will be a Staff Council Open House.
   UAS: There will be a session in the morning decolonizing the campus. There will be a session in the afternoon for therapy. There will be an evening event at the Bowling Alley with food.

6.13. Affinity Group proposal - Ronnie Houchin - tabled
6.13.1. President’s response on affinity groups proposal

6.14. Staff Development Fund - Updates
6.14.1. System Office - Lauren:
            She will do a livestream event either the week of June 6th or June 13th.
   6.14.2. UAA - Dawn: We gave $5,000 to the Chief Diversity officer for training material.
            We are looking at a speaker and trying to fund a brown bag series.
   6.14.3. UAF - Ronnie: We’ve spent a bulk of the funding on covering course fees this spring semester, which extended into summer. It has been popular and successful with staff members. We added more funding for other professional development conference registration. The linkedin contract licenses will go through December. We have about $4000 to spend by the end of the fiscal year.
            Juella asks Staff Alliance to have a draft report to be included in the May 20 agenda to finalize and forward to President Pitney.