



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Zoom Meeting

Minutes

Staff Alliance

Friday, May 20, 2022

1:30 p.m. – 3:30 p.m.

ID: 885 2475 4550

Password: 480063

(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

Tania motions to adopt the agenda. Ronnie seconds.

2. Approve [April 15 minutes](#).

Monique motions to approve. Tania seconds.

3. Guests and Public Comment

3.1. [Public Comment Form](#)

No Public Comments to Report.

VP Paul Layer states that the Board of Regents meeting will be next Wednesday with the ad hoc committee on Tuition. Thursday will be academic student affairs and facilities land management. Friday will be audit and finance. The week after will be the full board meeting which will be face to face at the Gorsuch Commons in Anchorage, for the first time since the pandemic started. Lauren Hartman will be representing the Staff Alliance.

The Legislature has passed a budget and is moving towards the governor. There is still a 2% salary increase for non represented employees of the university and those for which they

have a contract. It is looking more encouraging than it's been in the past 5 years. We look hopeful to the future.

4. Chair's Report -

4.1. [Written report to regents for June meeting](#)

This is Juella's last meeting as Chair. Lauren and Dawn will cover Juella's governance responsibilities. Juella will prepare the June agenda to make sure the documentation of the past year is complete and understandable for the incoming staff alliance representatives and officers.

Dawn motions to have Juella Sparks continue to serve Staff Alliance in an ex officio capacity through June 30, 2022. Eric seconds. Unanimous vote.

It would be a good conversation for all the Alliance's to review the Bylaws and Constitutions to review their timeline for terms, when elections happen, to look for any complications.

5. New Business

5.1. [UA HR Customer Service Experience](#) - staff governance members




The decision was made to keep the staff governance representatives at the local level. Michelle Pope states that the purpose of the focus group is to help improve the customer experience for anyone who uses UA HR services; employees or supervisors or HR coordinators or leadership. The spoke system is no longer being continued. The service request and knowledge management system will be leveraged for the same system that OIT currently uses. It is highly customizable. One of the purposes of the focus group is to look at how we can customize our communication with our employees to give our customers a better experience. The new system will start July 1. Staff Alliance would like Michelle Pope to come back during the August Staff Alliance meeting for an update.

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

6.1. Monthly with President Pitney: last - 10May22, next - 7Jun22

Based on response dates there was a discrepancy in the length of time, one group had 30 days to submit a response to any kind of action or written memorandums and another group had 45 days. President Pitney suggested this is actually to her detriment. President Pitney suggested she would change her response to 30 days to align and keep everything easy to follow and similar for all groups. Juella discussed the written testimony to the Board of Regents and the comment by Chair Beterra in her response to the direct appointment resolutions. President Pitney seemed neutral about the Common Table Concept. She felt that shared governance should be more at the local level and staff alliance should be looking at common issues only. The moral survey was discussed. The Staff governance should still do the surveys as the questions are about work environment and also relationship and trust with the administration. President Pitney says in the first six months she would like an employee engagement survey, a national standard type survey as a benchmark. We hope to continue to work on things that we have discussed

with compensation. Ronnie suggests a topic for the June 7th meeting with president Pitney: What is the long term plan for replacing Pearl Bowers with Memry Dahl? If meaningful work is going to be done both in HR and ANSI, someone needs to have the capacity and bandwidth and authority to do each of those jobs independently. It doesn't seem reasonable to expect Memry to do both of those jobs. It would be good to emphasize that those worlds need to be separate to be successful.

- 6.2. [Resolution to Change Governance Feedback Periods in University Regulation](#)
 - 6.2.1. President's Response - pending
 - 6.2.2.  SA-Constitution-and-Bylaws-FINAL-Dec-2015 (1).pdf
 - 6.2.3.  BOR Policy and Regulation 03.01-Faculty Staff and Student Governance(2...
- 6.3. [System Office Mission Task Force](#) - Ronnie Houchin/Monique Musick
the work team finished and sent a transmittal memo to the President and the Executive Staff. There will be minor modification before it goes to the Board of regents. It seems they wanted time to consider modifications before sending it out to governance. We received 370 responses to the system wide survey. It will not be addressed until the September Board of Regents Meeting.
- 6.4. Regents Subcommittee on Tuition - Ronnie Houchin
All of the documents have been uploaded into Board Docs. It makes it a little bit more flexible to set differential tuition rates across the university. The committee will be reviewing the policy next week as well as the report reviewing the draft policy and submitting it to the Board of Regents for the June meeting.
- 6.5. Staff Make Students Count awards - Update, timeline and next steps - Monique Musick
Each local campus communicated that this opportunity was extended with the exception of SE which was closed. The new deadline is June 10th. We will present these awards at the September Board of Regents Meeting.
- 6.6. Staff Emeritus - Dawn Humenik - tabled
 - 6.6.1. [Latest updates](#)
 - 6.6.2. [President's Action](#)
 - 6.6.3. [Modifications email Nov 23](#)
- 6.7. [Staff Ombuds](#) - Still collecting names, Lauren Hartman will lead
Eric has newly elected officials and will ask his council if anyone is interested.
- 6.8. [Response from Chair Buretta](#) to governance opposition to direct appointment - next?
 - 6.8.1. President Pitney noted a communication is coming soon during 5/10/22 mtg
Reminding everyone to insist that something comes from this response.
- 6.9. Exit survey - next?
Dawn and Tania met with CHRO Bishko. He will share the information with Memry Dahl.
 - 6.9.1.  PROPOSED: Exit Survey Questions

- 6.9.2. [Current survey](#) (from [this page](#))
- 6.10. [Compensation Philosophy](#)
 - 6.10.1. President's Response - pending
 - 6.10.2. [Motion to create ad hoc governance committee](#)
- 6.11. Employee Recognition Policy
 - This should remain an agenda item until there is a response
 - 6.11.1. [Memo to CHRO Dahl](#)
 - 6.11.2. [Memo to Patin](#)
 - 6.11.3. [Copy of policy](#)
- 6.12. Shared Staff Recognition & Development Day - May 5, 2022
 - At UAA was an excellent, well done event. Everyone appreciated the keynote speaker. There could have been better communication for the timeline. We will recap lessons learned to improve next year's event. UAA and UAF Staff councils worked hard to make this happen.
 - 6.12.1. Debrief from local councils
- 6.13. [Affinity Group proposal](#) - Ronnie Houchin - tabled
 - 6.13.1. [President's response on affinity groups proposal](#)
- 6.14. [Staff Development Fund](#) - **May status report is due!**
 - 6.14.1. System Office - Lauren: Amy Gallo is schedule for June 7th, 2022 11:15 to noon
 - 6.14.2. UAA - Dawn We are going to continue to provide things for staff.
 - 6.14.3. UAF - Ronnie We need to have a plan at the start of the fiscal year of a better way to use the funds.
 - 6.14.4. UAS - Eric
 - Let's have a meeting on SRDD the first week of June, open to all the organizers. Another meeting on the Staff Development fund in the second week of June with key members.
- 6.15. Committees
 - 6.15.1. Systemwide Councils - [President's response](#) - 1/13/22
 - A possible new version of the HR Council will be suggested to CHRO Dahl and the business representatives
 - 6.15.1.1. Student Services Council - Dawn Humenik
 - 6.15.1.2. **Community Campus Director's Council - Yes**
 - 6.15.2. Compensation - awaiting response to request for ad hoc committee
 - 6.15.2.1. [Reply to President's Response](#)
 - 6.15.2.2. [President's Response to FY23 Comp Memo](#)
 - 6.15.3. Morale Survey - Discussion re: timing and structure in the Fall
 - Dawn and Tania met with Ambra Austin the onboarding manager to discuss staff burnout. An employee engagement survey was suggested as employees who are more engaged have a bonding experience with their coworkers. UAA would be

willing to lead the effort. Early in August or September is a good time to make the decision to create a morale survey or to contribute with the engagement survey that HR puts together.

6.15.4. Joint Healthcare Committee - Mathew Mund

Eric has raised concerns for effectiveness and Monique has reiterated how important it is. It would be good to review the structure of the group in August to reaffirm and reevaluate the mission of the group to be more effective. Dawn will send an email to CHRO Dahl to let her know that we understand the coming year will be important for health benefits, that we find ourselves outnumbered by the union representation of the group, and that we would like to start a conversation about the structure of the group.

6.15.4.1. Staff Healthcare Committee - Monique Musick

In the fall there will be a survey about the wellness program.

6.15.4.2. SHCC membership update

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

6.15.5.1. [Common Table Concept memo to Chair Buretta](#) - status?

Lauren will write a report summarizing the work the group has done thus far.

6.15.5.2. [March 7th agenda](#)

6.15.5.3. [Common Table Proposal to System Governance Cncl](#)

6.15.6. [Staff Alliance Constitution and Bylaws](#) - Lauren Hartman, tabled pending response to resolution changing

7. Old Business

7.1. [Education Attainment Incentive proposal](#)

7.2. [UA Shared Goals and Measurements](#) - latest input sent 1/2/22

7.2.1. [Refined list of measures](#)

7.2.2. [Goals & Measures spreadsheet](#)

7.3. [Alaska Native Success Initiative](#) (New site [Race, Equity, Diversity, Inclusion, Success](#))

7.3.1. Next steps with Dr. Brower's departure?

7.4. Administrative Reviews - UAF's actions, Juella Sparks

Faculty Senates Ad hoc committee reviewing the chancellor's response to the original expedited administrative management review. Juella is drafting a report back to the Faculty Senate.

7.5. COVID Operational Status/Activities

7.6. Staff Governance fiscal support

7.6.1. [Budget](#)

7.7. Meetings with the UA regents - next?

7.7.1. March 29th - Anderson, Perdue

7.7.2. April 25th - Davies, Jepsen, Parker

8. Staff Council Reports

8.1. UAA -

8.2. UAF -

8.3. UAS -

8.4. SO - [May meeting agenda](#)

9. Executive Session/Roundtable

Tani will be resigning, her last meeting will be June 17th.

10. Retreat Planning

11. Agenda Items or Guests for June 17 meeting

1.1.

12. Adjourn

Ronnie moves to adjourn.

13. Announcements

13.1. Public Testimony - Monday, May 23

13.2. Next Board of Regents Mtg - June 2-3