Zoom Meeting
Minutes
Staff Alliance
Friday, June 17, 2022
1:30 p.m. – 3:30 p.m.

ID: 811 8792 4895
Password: 601605
(Please mute unless speaking.)

Voting Members:
Dawn Humenik, Co-President, UAA Staff Council; Acting Chair, Staff Alliance
Lauren Hartman, President, UA System Office Staff Council
Monique Musick, Vice President, System Office Staff Council
Ronnie Houchin, President, UAF Staff Council
Eric Lingle, President, UAS Staff Council – off contract
Jonathan Lasinski, Representative, UAS Staff Council Proxy
Tania Rowe, Co-President, UAA Staff Council
Michelle Nakamura, Vice President, UAS Staff Council – annual leave
Kari Mellmer, Vice President, UAF Staff Council
Juella Sparks, ex officio

Call to Order and Roll Call -

1. Adopt Agenda
   Tania approves. Ronnie seconds.
2. Approve May 20 minutes
   Tania approves. Ronnie seconds.
3. Guests and Public Comment
   3.1. Public Comment Form
   No Comments to Report.
   VP Paul Layer is present at the meeting. The Board of Regents meeting met face to face for the first time since the pandemic. Lauren Hartman excellently represented the Staff Alliance. The budget of the University has been transmitted to the governor from the legislature. The governor has 10 days to respond. He will sign off on the budget before the end of the fiscal year. The 2% Staff increase is our budget request. The board did approve four policy changes; changes the emeritus status, a revocation clause for
honorary degrees and meritorious awards, and deleted the shaping Alaska’s future as the guiding document for strategic planning for the university. He thanks the Staff for their input on those items.

3.2. Memry Dahl

Memry Dahl was unable to attend and gave her regrets.

4. Chair’s Report -

Thank you to Lauren for attending the Board of Regents meeting in person. Lauren: In my testimony I talked about the Staff Development Fund and the concern of Memry Dahl being assigned Pearl Bower’s ANSI role. President Pitney realizes there are concerns about that and there is a plan. It seems they are not planning on rehiring that position. Juella suggests if they venture very far away from ANSI they should consider an ombudsman position. The Staff Development Fund which comes from the Natural Resources Fund. The focus for this year should be to use the Staff Development fund strategically and more efficiently than last year. The CFO search committee has had a difficult time with the number of applicants that they received and the degree to which those applicants fit the requirements. The posting is still available. Leadership is working on contingency plans for an interim as Myron departs in July.

5. New Business

5.1. Review individual Staff Council terms and election timelines

We are all aligned where we have elections in the spring. We will know our leadership by the June meeting. It would be good for the incoming leadership to attend the June meeting as well for continuity. It would be good to map a timeline to put all the local councils on the same time line.

Each Council will send Dawn their general election timeline and their executive deciding timeframe by Friday June 24th. The general election, the office election, and the bylaw date.

5.2. Replacement for HR Council

The representatives from HR should be attending the local council meetings. HR has a broad impact on employees. If there isn’t an HR Council we don’t hear about policy changes.

6. Ongoing Business - SA Action Log & Items under Review

6.1. Monthly with President Pitney: last - 7Jun22, next - 7July22

Staff Development Day seems like a way for staff across the system to bond. It was suggested to spread it out during the whole week to give more people the opportunity to attend. We discussed the budget. We discussed governance and the common table. We talked about engagement, morale and pride in the university. Shared Governance and the Common Table Discussion with President Pitney.

6.2. SA Action Log review

6.3. Resolution to Change Governance Feedback Periods in University Regulation
6.3.1. President’s Response

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

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

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

There hasn’t been an official response from the executive leadership team at the system office.

6.5. Regents Subcommittee on Tuition - Ronnie Houchin

The Board approved the working draft the committee had prepared for this last meeting. There was some discussion on how to simplify the language on what it means to be a resident or a non resident. It was approved at the Board the ability to accept public comment in an informal process over the summer. In the fall there will be a formal motion in terms of a policy change that will go to governance groups for their input and feedback. In the fall there will be a tuition proposal. Last year they approved a differentiated tuition for UAF for the lower division courses.

6.6. Staff Make Students Count awards - Update, timeline and next steps - Monique Musick

SMSC was established in 1999. The current nomination process and information within eligibility doesn’t say anything about previous winners not being eligible for the award. UAF has three submissions which will evaluate and have the recommendations before the end of June. There is a 2022 rubric that is used to evaluate the nominees.

6.7. Staff Emeritus - Dawn Humenik - tabled until new Staff Alliance in place

6.8. Staff Ombuds - tabled until new Staff Alliance in place, Lauren Hartman will lead

Please solicit names for who would be interested in serving on this committee by July 11th.

6.9. Response from Chair Buretta to governance opposition to direct appointment - next?

6.9.1. President’s Response

6.10. Exit survey - initiate conversation with CHRO Dahl

A topic for the next discussion with Memry. Tabled.

6.10.1. PROPOSED: Exit Survey Questions

Collect from the group their ideas then formalize their approval at the July meeting for immediate transmittal to the President.

6.10.2. Current survey (from this page)

6.11. Compensation Philosophy

https://docs.google.com/spreadsheets/d/126qNfCy04sMxdD-M14ZEbouJGhjowuzFhPy2qEANn0/edit?usp=sharing

Please meet with their executive groups or reach out to their councils for recommendations on what they would want in a compensation memo.

6.11.1. President’s Response

6.11.2. Motion to create ad hoc governance committee
6.12. Employee Recognition Policy
   A Memry Dahl item.
   6.12.1. Memo to CHRO Dahl
   6.12.2. Memo to Patin
   6.12.3. Copy of policy

6.13. Shared Staff Recognition & Development Day - May 5, 2022
   It needs to be planned sooner and coordinating and collaborating sooner. Staff Alliance asks the Councils to plan Development Day and ask the Chairs to meet on a quarterly basis to report back to Alliance. Alliance can be there to support in whatever capacity. The Chairs will make sure to report back who is going to be in charge of those events so that people can start planning their meeting dates. Ronnie moves to establish the Staff Recognition Day Coordinating Committee. None Opposed. Passed Unanimously.
   6.13.1. Debrief from local councils


6.15. Staff Development Fund - FY23 discussion
   It would be great if the President would consider funding a full time position whose job it is to be focused on staff development rather than once again putting it on staff to take care of themselves. Counting on staff to deliver is a problem. It also is an idea to move it over to HR to put together. There are also varying levels of expertise within the councils to organize and coordinate.

6.16. Committees
   6.16.1. Systemwide Councils - President’s response - 1/13/22
   6.16.1.1. Student Services Council - Dawn Humenik
   6.16.1.2. Community Campus Director’s Council - reach out to committee chair

6.16.2. Compensation
   6.16.2.1. See item 6.11
   6.16.2.2. Reply to President’s Response
   6.16.2.3. President’s Response to FY23 Comp Memo

6.16.3. Morale Survey - tabled until new Staff Alliance in place

6.16.4. Joint Healthcare Committee - Mathew Mund
   Follow up to Matthew because there is a discrepancy in terms of representation of membership on that Council, whereas staff are the greatest number of participants in our health care plan. There are two seats as opposed to eight faculty seats. The reason is because healthcare is the bargaining agreement through faculty negotiations and contracts so they have greater seats. There is a pretty negative feeling about the wellness program in particular by faculty. There are a large number of staff that really like the wellness program. There are definitely people
who will not participate for reasons of privacy and other reasons. It should represent
the group it’s supposed to represent.
Staff Healthcare Committee - Monique Musick
6.16.4.1. SHCC membership update
6.16.5. Shared Governance Ad-Hoc Committee Update
The idea was to evaluate to see if they want to continue. There will be a report at the
July meeting.
6.16.5.1. President’s Response
6.16.5.2. Common Table Concept memo to Chair Buretta
6.16.5.3. Common Table Proposal to System Governance Cncel
6.16.6. Staff Alliance Constitution and Bylaws - Lauren Hartman, tabled pending
response to resolution changing feedback periods

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)
7.4. COVID Operational Status/Activities
7.5. Staff Governance fiscal support
   7.5.1. Budget
7.6. UA HR Customer Service Experience - updates

8. Staff Council Reports
8.1. UAA -
8.2. UAF -
8.3. UAS -
8.4. SO - June 16th Annual Meeting agenda

9. Executive Session/Roundtable

10. Retreat Planning
  There is some discussion for planning a Staff Alliance Retreat. Perhaps July 28th or 29th in
  Anchorage. Or in early August. Nothing was decided for certain. President Pitney has annual
  leave from July 8th - July 20th.
11. Agenda Items or Guests for July 15 meeting
   1.1.
12. Adjourn
  Dawn moves to adjourn.
13. Announcements
  13.1.