Minutes
Staff Alliance
Friday, October 15, 2021
1:30 p.m. – 3:30 p.m.
Join Zoom Meeting
ID: 837 7990 2110
Password: M2EwLoGx
(Please mute unless speaking.)

Voting Members: (Bold in attendance)
Juella Sparks, Vice President, UAF Staff Council; Chair, Staff Alliance
Dawn Humenik, Co-President, UAA Staff Council; Vice Chair, Staff Alliance
Linda Hall, Vice President, System Office Staff Council
Lauren Hartman, President, System Office Staff Council
Ronnie Houchin, President, UAF Staff Council
Eric Lingle, President, UAS Staff Council
Tania Rowe, Co-President, UAA Staff Council
Ke Mell, Vice President, UAS Staff Council

Call to Order and Roll Call
Eric did not designate Ke Mell as a proxy or send one in his absence.

Adopt Agenda
Motion to approve the agenda
Ke Mell approves. Linda Hall Seconds.
None opposed.
Approve September Meeting Minutes
Link to September recording:
https://alaska.zoom.us/rec/share/fV8zJDwv9AhRfDRjDEQArVPAvuXjYxrPf7gmppTs3ZLF9m5MX2t3KiZnyHGG8E16.ZuHJ2oIV4CiCG5Ya
Passcode: 1L&sBa*1

Guest and Public Comments
Public Comment

- We need to look into making the ability to provide public comment more visible and available. Noel will make sure any public comments are submitted to Staff Alliance via e-mail.

- Paul Layer just got out of a two day session on student success convening. Over 250 people were registered, staff and faculty. A huge thank you to all the staff of all three universities who participated. It was a great success. A lot of innovative approaches were done. It was quite inspiring.

Pearl Brower - 7.2 on at 2:15pm

- Her biggest priority right now in her new job is the Alaska Native Success Initiative. We are planning to present these goals to the Board of Regents in November as part of a five year strategic plan document. There are five goals, plus another three goals.
  a. Racial equity and cultural safety training.
  b. To increase indigenous visual representation.
  c. Developing an annual report on Alaska Native Success in qualitative data and quantitative data.
  d. Communicating our work by highlighting programs and students' successes.
  e. To make sure the role of this work is sustainable and has a team within the system office to support the great work without duplicating services.
  f. The creation of the University supporting Native language and native language instruction.
  g. A plan for true racial healing and transformation.
  h. To develop a system wide leadership program, utilizing training in racial equity and cultural safety.

Ronnie hopes that the training is more than a check the box type training. Lauren asked about the leadership program hoping that it will have resources put towards it and not depend on volunteer staff.

Chair’s Report - no comments or questions as most is included below as agenda items.

New Business

Draft Compensation Philosophy statement

- Juella will compile comments about the Draft Compensation Philosophy Statement and share them with CHRO Bishko. Dawn - UAA is putting together a resolution in response to this. Juella reminded everyone the intent is for the President to introduce the philosophy statement and from it will put together the associated policy and regulation. The assumption is governance
and particularly staff governance will have input over the implementation of policy and regs. Ronnie - seeing incentive and equity together so close is raising some alarms for him. Closing equity gaps should be fundamental, embedded in what we do. It’s going in a positive direction but needs accountability built into it. Coming out of the Morale Survey there is a lack of trust especially around compensation because of the failure to follow through with promises made by the market-based compensation survey. Without seeing a plan, a real commitment and plan to address compensation, worry that this is just words, an empty commitment. Lauren - fairness is different from equity. Statement is very similar to guiding principles from the last compensation review they did. Still working on gathering our feedback. Ke - this is a beginning document and what will be really valuable to us is to see how it's developed, what’s proposed in order to carry this out. Juella - we’re all in agreement it’s a good first start. We know that it’s the beginning of an initiative and hopefully changing culture. And that we’re looking forward to beginning to translate it into action. Jak gave some comments. Juella’s summary will be the response for the next meeting with President Pitney. No formal action was taken.

5.2 Proposed edits to Policy 01.04 per Title IX - due 20Oct21
• Title IV coordinator, Margo Griffith, has said that the changes are in response to the new guidance from the Biden administration. SOSC and UAA Council are still reviewing. No formal action was taken. Group was in agreement that Juella can email as response, that group was generally in support of these changes and no formal action taken. Ronnie also noted that the “responsible employee” component is not a federal mandate but one that the university chooses.

5.3 Shared Staff Recognition & Development Day
  5.3.1 President’s response to Compensation Committee req
• Discussion of the value in collaborating to create a shared staff recognition and development day across the system. Pulling people together to offer workshop presentations for a richer staff experience, providing more opportunities for staff to engage in relevant skill building training. Establishing consistency and camaraderie within each of the Universities. Discussing giving a portion of funding to go to a common set of events. Discussion of deciding on which day that potentially would happen with revisiting this subject after everyone has met with their councils.

Ongoing Business
  6.1 Monthly with President Pitney: last - 5Oct21, next - 2Nov21
• It was a good meeting mostly focused around compensation. Juella did bring up the input on the equity and implementation of the vaccination mandate. A discussion of the compensation philosophy being presented to the Board of Regents and how it might involve regulation and policy change. Dawn raised that President Pitney is interim and it would be nice to have a conversation about the future. VP Layer noted the search will start in Spring of 2022.

6.2 Post COVID-19 Workplace changes to regulations
• 6.2.1 Activity concluded or next steps Update - There are new training sessions offered and a new remote work website. The transition monitoring team is still meeting through November. Send feedback to Michelle Pope. Move this down into Old Business under 7.5 next meeting.

Dr. Brower joined the meeting here. Notes above.

6.3 CHRO Hiring Committee - Mathew Mund not available to give update

6.4 Affinity Group Proposal
Affinity Group Resolution -
The first resolution was in support of the development of affinity groups and the second resolution was in support of the development of a committee to oversee the affinity groups. Juella proposes to send the proposal and first resolution to President Pitney to see what feedback she gives on developing Affinity groups. Then we can send the second resolution.

6.5 Staff Development Fund - Updates - will be an agenda for next meeting as well
6.5.1 System Office - Ideas submitted by staff Timeline - working on list of speakers
6.5.2 UAA
• The development team or executive team is going to manage the staff development fund. We will retain an amount of funds to have matching opportunities to use for development. Staff would submit an application for a bulk of the fund. UAA local governance would manage the fund.

6.5.3 UAF
6.5.4 UAS

6.6 Committees
6.6.1 Systemwide Committees - Lauren’s draft - discussed with background, Kelly James is still looking into a couple of the groups listed, Juella will draft a motion to take action on the memo for the next meeting
6.6.2 Compensation - Review and Discussion on president’s response
Dawn opened discussion on the need for compensation increase, acknowledging budget restraints. Prioritizing position descriptions is much needed. Hopes that the cost for contracting this doesn't come back as cost prohibitive. Concerns about her response about exchanging personal holiday for one of the proposed holidays. Some ideas circling around celebrating Indigenous People’s Day by a soft closure allowing participation in events as opposed to giving up a Personal Holiday. Concern that if we don’t get the full funding for the increase from the legislature, will it still happen. What would review of position descriptions consist of? It was decided that a shared doc would be opened and used to write a Memo in response.

6.6.6.3 FY23 Compensation Recommendation
6.6.2.2 President’s Response to FY23 Comp Memo
6.6.3 Morale - Update - Ronnie Houchin
6.6.3.1 Summary in BOR written report
6.6.3.2 Morale Survey Charts and Comparison - group is to look through these both at your local councils but also as a group as a whole and identify anything you think needs followed up on. Will be on next meeting’s agenda. Lauren suggested putting this up on the Staff Alliance website when she’s polished it up.

6.6.4 Joint Healthcare Committee - Mathew Mund wasn’t available to give update
6.6.4.1 Staff Healthcare Committee launch
• Linda reported that the committee has met twice thus far, going over covered health benefits with the goal of making sure staff are aware of what benefits are covered.

6.6.5 Shared Governance Ad-Hoc Committee Update
6.6.5.1 Oct 4th agenda
6.6.6 Staff Alliance Constitution and Bylaws review - this will be an agenda item next meeting, with just a walk through of the changes we have. First formal reading at next meeting after that. Then a second reading with approval.

7. Old Business
7.1 UA Shared Goals and Measurements - send feedback to Juella to forward to CHRO Bishko.
7.1.1 10/12/21 email from CHRO Bishko
7.1.2 Baselines
7.2 Alaska Native Success Initiative
7.2.1 Draft 5-year plan outline and goals
7.3 Exit Survey - Did not yet hear from CHRO Bishko re: research, Juella will remind him of this and his standing invitation to meetings.
7.4 Administrative Reviews - Juella updated that UAF Faculty Senate is putting together an ad hoc group to review the administration’s follow up on the recommendations.
7.5 COVID Operational Status/Activities (formerly Phase C effort)

8. Staff Council Reports - Did not have time to discuss reports at this meeting.
   8.1 UAA
   8.2 UAF
   8.3 UAS
   8.4 SO
       8.4.1 October draft minutes

9. Executive Session
   Not Needed.

10. Agenda Items or Guests for November 19 meeting
    Chief HR Bishko will be asked to return.

11. Adjourn
    Motion to adjourn. Ronnie moves to approve. Linda seconds.

12. Announcements
    12.1 Next Board of Regents - November 11-12
    12.2 Written report to Regents due October 13