Zoom Meeting

Minutes

Staff Alliance

Friday, December 17, 2021
1:30 p.m. – 3:30 p.m.

ID: 837 7990 2110
Password: M2tL0Gx

(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
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

1. Adopt Agenda
   Tania Rowe moves to adopt the agenda. Ke Mell seconds

2. Approve November Meeting Minutes
   Dawn Humenik moves to approve meeting minutes. Ke Mell seconds.
   Link to November recording:
   https://alaska.zoom.us/rec/share/u7mM32iLFpqfJUb9jPcyeBvgmbzwXCwESdeOiyeTbFGD8dHn_eM3IKkoMv9Ozzf0.fpCSU29CA1Ceqw3u
   Passcode: sM2flbr?

3. Guest and Public Comments
   3.1. Public Comment Form
      No Public comments received.
   3.2. President Pitney @ 2:30
      President Pitney is here to listen to what the staff thinks about in terms of equity in relation to compensation. Dawn: Staff feels that we have equity issues when it comes to
compensation surrounding marginalized groups. Males are paid more than females at UAA and some marginalized groups are paid less. People have strong opinions about whether compensation should be something that is changed annually to adjust with inflation. There are other contingents that feel we should have a merit based system and people are paid equitably with their level of competency with their jobs. As a personal statement, equitable means that we are looking at things fair and open minded, skill set, competency without gender or race. Ronnie: As the staff ranks have declined over the years, many of us have taken on additional duties and there hasn’t been the resources to compensate staff for those additional duties. It’s important to review position descriptions to ensure that the workload is accurate and make sure staff are being compensated properly for the job that they are performing. President Pitney: There should be something in the policy and regulations to make it possible. It doesn't seem unreasonable when someone is taking on a job with additional responsibilities. Ronnie: It is another piece of the equitable compensation to be able to have more tools available to compensate for good work. Eric: One issue that we’ve noticed is that equivalent jobs in the SE campus are often paid at a grade lower than counterparts in Anchorage. The workload is equal and varied in comparison to other campuses. Lauren: The process of bonuses should be equitable. Some supervisors or employees are more willing to initiate that. There should be some supervisor training or standardized process. President Pitney: There are bonuses for degree completions or certificates. Eric: Only several departments do this, it isn’t standardized across the campus. If that is something that can be expanded, we are highly supportive of that. Juella: Some inherent challenges for equity is access to expertise in HR is unequal across departments and across universities. If you have a great HR coordinator, you have a big advantage over someone who is new and doesn’t know what is doable. President Pitney: There has to be some annual movement. There is always going to be a level of departmental budget constraint. But there has to be some level of salary movement, whether it's the cost of living increase or an annual merit increase with a positive performance review or a combination of both to be a positive and reasonable employer. Juella: We are looking at a generation that isn’t about longevity, it's about the experience, it's about the personal reward of doing their job. Will UA look at applying modern concepts to their compensation strategy because the University will change in the next 5 and 10 years. President Pitney: One of my goals as a large complex organization is our success is when everybody is able to do their job well and do it in a creative way that is better tomorrow than it was today and have some influence in crafting their environment for a better future. Juella: HR is fundamental to inspiring the culture change you are looking for. It is a great way to inspire morale and loyalty. Lauren: HR can have a powerful role in shaping culture especially with training for hiring committees and onboarding, getting it right at the beginning, implementing that culture. President Pitney: I appreciate understanding more of your perspective and that will be helpful as we go forward.
4. Chair’s Report - No written report this mtg

5. New Business
   5.1. System Office Mission Task Force - Ronnie Houchin
   5.2. Ex officio representation on the board for staff
       The Faculty Alliance would like to get Faculty representation on the Board of Regents. Ronnie states that if one governance group has representation, all three should have representation. There should not be one constituency outweighing the others. There are two different efforts in progress. One is a legislative effort for faculty representation on the board of regents and the other is Faculty Alliance resolution to the Regent Chair Beretta requesting an ex officio seat on the board. If one of these is successful, we should push for equal staff representation. There were no requests to take action at this point.

6. Ongoing Business
   6.1. Monthly with President Pitney: last - 15Dec21, next - 12Jan22
   6.2. Staff Emeritus
       An update: Dawn and Juella have not had an opportunity to talk over this and implement strategies for next steps. Juella has talked a couple of times with VP Layer about it. The concern is the process for implementation or the process for conferring emeritus to staff across the four groups and we should try to find more common ground in the process. Then requesting all four groups to have adequate outreach and awareness on websites on the process, so that staff is made aware that it is a status available to them. Juella recommends postpone action until January or February.
   6.2.1. President’s Action
   6.2.2. Modifications email Nov 23

6.3. Staff Ombuds
   This is a mechanism for improving shared governance on behalf of staff. There is a need for a single point of contact if staff are experiencing conflict or confusion about a process, policy, or procedure. It should start as a term system level position to gauge demand and identify hot spots. It should start at the system level and based on that to learn where issues are and what approaches might work better. Lauren thinks that it should be a Staff Alliance effort rather than a shared governance committee. Juella, as Chair, can appoint and create an ad hoc. Juella will send out an email to everyone asking for membership.

6.4. Meeting with the UA regents
   Juella had a good conversation with President Pitney. President Pitney would like us to work with Brandi and schedule meetings with the Regents in a manner that they are not called emergency meetings of the Regents. Juella would like to propose that we have three one hour sessions in the spring semester. Staff Alliance would send invitations to the Regents to meet with Staff Alliance to share our perspectives on important issues.
Juella will work with Brandi to get the date scheduled. This will be a formal respectful meeting sharing our perspectives with the Regents. For the January meeting, Staff Alliance should come prepared to talk about questions with bullet point issues to discuss with future meetings with the Regents. It was decided that there will be a separate informal meeting to discuss the issues to be brought up to the Regents before January’s Staff Alliance meeting.

6.5. **Draft Compensation Philosophy statement**
Juella, Dawn and Lauren will discuss with Chief HR Bishko about the next steps and staff governance participation in it.

6.6. **Shared Staff Recognition & Development Day**
It was agreed that May 5th will be Staff Recognition and Development Day. UA Fairbanks had set aside some funding to find a common professional development speaker for that day. Juella, Lauren, Dawn will have a conversation with Chief HR Bishko on recognition and the compensation philosophy.

6.6.1. **President’s response to Compensation Committee req**

6.7. **Affinity Group proposal**
President Pitney is not opposed to this at all. She is very much in support of the groups. People should be empowered to create them, the groups should not be standardized. President Pitney encourages facilitating communications across Councils about the different groups. It is within Staff Alliance’s authority to go forward with this. Dawn: UAA has two parallel but different efforts going on. There is a steering committee starting next month. Earlier in the week Tania and Dawn had a meeting with their chief diversity officer, which is where they think their affinity group coordination and lifeline should be. The student affairs multicultural group has established monthly meetings on the last Thursday of the month for LBGTQ individuals on campus. Ronnie: A large city is very diverse and has a lot of resources for people with various identities. Those resources don’t always extend to communities like Fairbanks or Juneau which are smaller and don’t have those resources because of the small, less diverse population. Part of the reason to make the groups available System wide was to offer resources to people who are not located in major metropolitan areas to share ideas and share support. Ronnie supports that UAA has started a section of groups but would like to see more collaboration, coordination and communication around this. UAF formed a subcommittee last July. The group has not met yet. Ronnie will look into scheduling a meeting after the start of the year with the folks that are working on this to find some alignment. Juella: Ronnie’s sub committee will come together and bring a proposal to Staff Alliance on next steps of action.

6.7.1. **President’s response on affinity groups proposal**

6.8. **Staff Development Fund** - Reports due Dec 15

6.8.1. **System Office** - Lauren
6.8.2. **UAA - Dawn**
6.8.3. **UAF - Ronnie**
6.8.4. **UAS - Eric, will submit shortly.**

6.9. Committees

6.9.1. Systemwide Councils - [memo sent 11/29/21](#)  
President Pitney doesn’t feel that meetings with large numbers of people are very effective. There were too many meetings with too many people and not enough real communication. We don’t have a formal response yet.

6.9.2. Compensation - Update  
President Pitney had still not decided about how the 2% compensation increase in the budget will be distributed. It may be 2% across the board or it will be 1% across the board and the other 1% distributed in some other fashion.

6.9.2.1. [Reply to President’s Response](#)
6.9.2.2. [President’s Response to FY23 Comp Memo](#)

6.9.3. Morale - Update - Ronnie Houchin  
It would be good to look at the Morale Surveys results for discussion in potential meetings with the Regents. We should decide if we need to do another Morale Survey in the spring. We should review the results and be prepared at the January meeting to decide if we will do a Morale survey for 2022.

6.9.3.1. [Summary in BOR written report](#)
6.9.3.2. [Morale Survey Charts and Comparison](#)

6.9.4. Joint Healthcare Committee - Mathew Mund  
6.9.4.1. Staff Healthcare Committee - Linda Hall  
Linda is doing in depth work to get the committee to really understand all the aspects of their health care plan.

6.9.5. [Shared Governance Ad-Hoc Committee Update](#)  
The January meeting will have a more solid outline of what the proposal will be and can start bringing that to the Faculty groups to let them in on our efforts, and Staff Alliance as well.

6.9.5.1. [Nov 15th agenda](#)

6.9.6. [Staff Alliance Constitution and Bylaws](#) review update - Lauren Hartman  
We will bring the first official reading to the January meeting.

7. Old Business

7.1. **UA Shared Goals and Measurements** - latest update and due 1/18/22  
The actual method of measuring administrative costs as a proportion of total expenditures wasn’t clear. Also, does the definition of institutional support personnel include executives or just staff. Paul Layer will get the definition for Juella. Once we have an understanding of this metric, Juella will respond or an e-mail type action with a report of the information gathered.
7.1.1. Refined list of measures
7.1.2. Goals & Measures spreadsheet
7.2. Alaska Native Success Initiative
   There is no update.
7.3. Exit Survey - Tabled until December/January meeting and waiting to hear from CHRO
   Bishko re: research
7.4. Administrative Reviews
   UAF was calling for a formal follow up on those items. The Staff Council is interested in
   identifying what should be followed up on. For the System office, the admin review
   recommendations were a little less solid than the university ones. Lauren volunteers to
   take charge of that.
7.5. COVID Operational Status/Activities (formerly Phase C effort and Post-COVID
   workplace) - final post-COVID workplace report
   Ronnie: I encourage folks to think about the policy recommendations that are made in
   the areas where they are advocating for additional examination and consider if your staff
   council or Staff Alliance would be interested in doing any work around that.
7.6. Staff Governance fiscal support
   7.6.1. Budget

8. Staff Council Reports
8.1. UAA
   8.1.1. UAA Staff Council Agenda Summary December 2, 2021.pdf
   8.1.2. SC President Report - December 2021.pdf
8.2. UAF - December Meeting Agenda
8.3. UAS -
8.4. SO - 2021 12 13 SOSC Minutes

9. Executive Session

10. Agenda Items or Guests for January 21 meeting
   10.1. Chad Hutchinson

11. Adjourn

12. Announcements
   12.1. Next Board of Regents - January 14
   12.2. Written report to Regents due Jan 19 for February meeting

Juella motions to adjourn. Ke Mell seconded.