

James R. Johnsen, Ed.D.
President
Butrovich Bldg, Ste. 202, 2025 Yukon Drive
P.O. Box 755000, Fairbanks, AK 99775-5000
Phone: (907) 450-8000; Fax: (907) 450-8012
Email: ua.president@alaska.edu
www.alaska.edu



M E M O R A N D U M

DATE: August 9, 2018
TO: Summit Team
FROM: Jim Johnsen
SUBJECT: Follow-up from July 19 Summit Team Meeting

Title IX.

UA needs a long-term plan to grow a stronger culture of service, one that supports our students, their safety, and their success. Currently UA does not have Title IX investigators; the situation is being remedied. A long-range, proactive plan will be developed and will include several initiatives such as recruiting, retention, training, and proper compensation for Title IX staff.

Congressional and Legislative Update

Miles Baker and I traveled to Washington, D.C., June 12-14 and met with Department of Education personnel regarding Title IX and higher education reauthorization, the Department of Energy committee staff regarding our land-grant status, and key personnel in the Maritime Administration about the Maritime Workforce Centers of Excellence initiative. The director of federal relations recruitment is active. The House will take its traditional August recess; however, the Senate may only take one week. The Senate is focused on the nomination process.

We anticipate receiving \$5M for deferred maintenance soon. The letter of acceptance will be sent to the Governor 7/20/18.

Domestic Maritime Workforce Training and Education Center of Excellence

Fred Villa gave an update on the federal initiative to identify and fund domestic maritime centers of excellence. The state and university are working together in a consortium model. The federal government will take applications toward the end of the year and the centers will be designated in 2019. The allotment of funding is \$30M to support the first year - \$15M for the selected centers and

\$15M for competitive bid. No more than 16 centers will be designated around the country. Fred will work with AVTEC on an MOU. Fred and I participated in a teleconference to discuss program regulations with DOL Commissioner Heidi Drygas during the week of July 16. Given our seafood industry, maritime, the power of our Congressional Delegation, and other important factors, we are a likely candidate.

The question was asked whether the Education Tax Credit bill had been signed. Miles reported that the bill is currently being reviewed by the Department of Law.

Kari Burrell asked about a fall or spring ribbon cutting for the new UAF combined heat and power plant. The power plant will go live in late November. Outdoor or indoor reception? I asked Kari and Miles to consider what makes best sense politically. Timing is key in terms of the upcoming election.

Budget

Our budget goals will stay the same, but measures and targets may shift. We have added experimentation with innovative solutions. We will consider what specific areas of strategic investment will be helpful. The faculty and staff market compensation review will be a line item in the FY20 budget. There is high likelihood of some compensation program changes, additions, salary adjustments as well as potential benefit adjustments; however, there is no plan at this time. We also foresee an increase in Title IX funding. We will follow up with a base budget request. A meeting is scheduled with OMB for 7/20/18.

The executive council will hold a budget planning meeting 7/26/18 with Dennis Jones, President Emeritus of the National Center for Higher Education Management Systems.

Paul, Michelle, and Gwen will meet the week of July 23 to prepare an IR strategy on the budget side of the house. They are not intending to create additional work.

Compensation Study

Tara presented information about the five areas of the compensation study. The benefits comparison made to peer institutions and around the state is complete and recommendations have been submitted. Staff compensation market analysis has been completed. HR is ensuring data integrity. Faculty compensation comparison to market, zip codes and areas of expertise is in process. HR is looking at best practices, industry standards, etc. The executive compensation comparison is almost done. There is a good market match for executive positions. The pay equity study is in process and market data are being analyzed.

The compensation study is scheduled to be completed in August, and the draft plan will be presented to executive council and summit team in preparation for the September BOR meeting. If HR sees urgent items, including gender-based equity issues, we will address them quickly. The university's compensation philosophy will also be addressed.

HR is looking at an implementation period of several years. The study and compensation philosophy will provide a strong retention benefit. Some items may require negotiation with unions.

A suggestion was made that the executive compensation comparison be presented along with analysis of other employee groups. The compensation increase hold has not been popular and is said to be affecting employee morale. A comprehensive communication will be forthcoming.

Council Reports and Scorecards

See written council reports and scorecards.

Community Campus Directors (CCDC):

Gary Turner briefly summarized the CCDC Partnership Report. Many in the group complimented the report and commented that it will be incredibly valuable in the future. Cost sharing was discussed in the area of partnerships, however, crossing university lines will get fuzzy. Mike Ciri will invite Gary to a Business Council meeting.

Development and Alumni (D&AC):

The focus of the D&AC is on campaign. A consultant, John Taylor, has been working with the UA Foundation on data enhancement. A report from the consultant is anticipated in the next few weeks. The Vanguard Team has been constructing the Campaign Plan which will be submitted to the UA Foundation Board of Directors in August and the Board of Regents in September. The D&AC will meet in July as the council has not had critical mass this summer.

Human Resources (HRC):

A new athletic director will soon be hired at UAF and will have a focus on fundraising.

Institutional Research (IRC):

Gwen reported that the IRC is not meeting in July but will meet in August.

Information Technology (ITC):

The ITC met on July 10. Major performance issues have been identified on the Banner 9 upgrade. The team is using the recommended Ellucian (Banner provider) process to come up with baseline measurements. Performance testing will occur on August 4-5 to determine if measures taken have improved performance. If not, ITC will be at a critical juncture. During the last summit

team meeting, a February contingency date was identified and ITC is not ready to push this date back. There is a sense of urgency, and the ITC requests that Leadership in functional areas make testing and tasks a priority.

Email administrative guidelines were discussed and Michael Ciri is involved in drafting a proposed regulation change. The scorecard is on vacation for July. ITC plans to revamp the scorecard and set fiscal year goals.

Academic Council (AC):

The AC meets on 7/20/18. The council has been working on the selection of faculty initiative funds. Twenty-two faculty members were selected on eight proposals. The process is being reviewed. The AC is preparing updates to the unsuccessful proposers and providing them with recommendations for stronger proposals.

Paul provided an update on the Gateway project. Saichi Oba is chairing the committee. Evaluations have concluded on two proposals and the committee hopes to have a requisition by August 16. The decision will be made at the executive council meeting on 7/23/18.

The new College of Education is reviewing proposals for emeritus staff recommendations. Chancellors' reviews have produced unforeseen implications and unintended consequences of change. AC will research what other institutions have done.

The common calendar was extended further into the future. There will be a more regular process in the future. Immense scheduling is involved as AC wants to ensure we meet enrollment statistic requirements, etc.

World Building:

UA is engaged in listening sessions with ExperimentalDesign. A survey will be sent shortly to a wide audience about what they see in Alaska's future and the university's role in that future. Through questionnaires the university wants to forecast what Alaska will look like in 2040. World building is part of the Strategic Pathways continuum.

ExperimentalDesign has worked with Ford Motor Company to envision its future and with the UN on the future of refugee camps. ExperimentalDesign brings to the table processes for a futuristic game that will allow students to design his/her future in Alaska and at the university. The work is grounded in reality and strikes a balance between visionary thinking and reality. Workshops will be held August 7 in Anchorage and August 9 in Fairbanks. A survey process will follow the workshops. We will have something to show the ST mid- to late-September.

I would like to commend UAA on middle college high schools. What role will the AC take in sharing the good work done at UAA, with Mat Su, Anchorage, Kodiak, etc.? To what extent can this good work be shared across the system so we don't reinvent the wheel?

Paul Layer stated that this was a heavy lift last year – policies and procedures for dual enrollment was the first step. ST needs to develop a strategy for sharing the model. This would be an ideal opportunity for Sitka.

Rick Caulfield said Sitka is preparing to move a site into Anchorage. Sitka campus has had conversations about operational issues and their website. Middle college high schools need to be pushed as a system partnership between the universities and the deans. Superintendent engagement/partnership is crucial. ST ought to explore other areas to continue these conversations. Partnerships need to be win-win.

Research Council (RC):

RC is in summer mode but met on 7/16. The UAF Office of Grants and Contracts is standardizing management systems across the UA system. The council is working on common metrics. How we are reporting our research should tie to IR. Ian Olson and Rosie Madnick are discussing. What is key information to capture across the system? The question was addressed to Miles Baker.

Goals were identified after the councils first formed, but they should be broadened. What is the university doing to identify, cultivate, and engage policy members? Miles will take a stab at a draft before the next meeting.

Paul Layer stated that our goals could be more strategic – targeting goals to information in which the legislators are interested.

I suggested that when a response is prepared for a legislative audience, we have an excellent opportunity to paint the entire picture. Miles has done and is doing a good job; his years of federal and state experience are serving the University well.

I welcomed the new UAS Executive Dean of the Alaska College of Education, Steve Atwater.

Steve will move ahead on the Teacher Education Council strategic plan to 2025. There are eight faculty proposals. The college will be a great convergence for faculty members interested in collaboration. We are seeing an early, very positive response to broader collaboration from faculty across the system.

The executive committee has completed the first phase of work for the transition. Phase II will start in fall. Dr. Amy Vinlove is the new director in Fairbanks, and the search for an Anchorage director is ongoing. Claudia Dybdahl is the interim director at UAA.

The college will be structured with a main steering committee and an external advisory council with two legislators. Senator Natasha von Imhof was encouraged to be the Senate representative but she does not want to commit. Steve has recommendations if Senator von Imhof is not available.

Fred Villa asked if Steve would be taking on the regular phone calls with Deputy Commissioner of DOE. Steve will assume this role.

Business Council (BC):

Myron Dosch is on annual leave and Kari Burrell reported. A memo was sent to all council chairs regarding \$1.1M available for process improvement and automation. The BC reviews applications and makes recommendations to me. Councils will only consider proposals from council chairs. The due date is August 31.

Myron has been working with Facilities Council on a presentation regarding space utilization; the presentation was routed to VP Rizk for a meeting in September. FC had a brief conversation about the earthquake emergency exercise; gaps were identified. The Emergency Management team is collecting data and asking for recommendations, and they will bring recommendations to the next council meeting.

Next ST Meeting August 16, 2018

A draft agenda for ST's next meeting is attached. All reference material, including council scorecards and reports, are due to ua.president@alaska.edu by close of business August 10.