



*Minutes*

**Statewide Administration Assembly**

Thursday, March 10, 2016

11:00 a.m. – 1:00 p.m.

Via Google Hangout

Audio only call-in: 1-855-280-1855

Fairbanks – Butrovich 212A

**1. Call to Order and Roll Call**

The meeting came to order at 11:03 a.m.

Members:

Tom Langdon, President (2014-2016)

Monique Musick, Vice President (2014-2016)

Dale Denny (2015-2017)

Linda Hall (2014-2016)

Arthur Hussey (2015-2017)

Alesia Kruckenberg (2015-2017)

Buffy Kuiper (2014-2016)

Danielle Nelson (2015-2016)

Chrystal Warmoth (2015-2016)

Dana Platta, First Alternate (2015-2016)

Tina Holland, Second Alternate (2015-2016)

Staff:

Morgan Dufseth, Executive Officer, System Governance

Guests:

James R. Johnsen, President

Robbie Graham, AVP for Public Affairs

Members Absent

Britton Anderson (2014-2016)

Lisa Sporleder (2015-2016) *excused – on the line occasionally*

**2. Safety Minute**

**3. Adopt Agenda**

Amendment was proposed to add a resolution on SB 174 to the agenda under New Business. Arthur moved to adopt the agenda with the proposed amendment and Alesia seconded. None opposed. Agenda approved with amendment.

**4. Approve Minutes**

4.1. February 2016 Minutes Attachment 1

Changes: heading – change agenda to minutes; under 5 – change that to than; remove Monique from SA update; under 11 – change second recommendations to process; under 6 – change effects to affects, 9.2 remove March 30

Linda moved to approve as amended, Monique seconded. None opposed. Minutes accepted with amendment.

*Note for record: President Johnsen joined the meeting at 11:10 and SAA members opted to move his discussion to the front of the agenda*

**5. President’s Report**

**11:05 a.m. – 11:15 a.m.**

SW Transformation – Tom met with President Johnsen last week. Tom would like to hold another SW forum for feedback on the newly release report, and he is planning on drafting a report to the Steering Committee and wants to have it reviewed and voted on by SAA.

**6. Staff Alliance Update – Monique and Tom**

**11:15 a.m. – 11:30 a.m.**

The Alliance met on Tuesday, March 8. They reviewed Title IX policy revisions with the UAA and UAS Title IX coordinators. They are working to bring UA into compliance through policy and regulation (currently listed as non-compliant (red) on the scorecard). The Title IX working group has asked Faculty Alliance, Staff Alliance, and the Coalition of Student Leaders to review revisions of Regents’ Policy 01.02 (and 04.07 and 09.02). Heather Arana gave a presentation on Page Up implementation. The compensation committee gave an update and noted they are working with UA HR Compensation Director on beginning to implement step increases again. Alesia recommended governance draft a formal document suggesting/recommending step increases and present it at the June BOR meeting.

**MOTION**

**Alesia moved to support formalizing a request for compensation increase to be partially step increases and partially across the board. Dana seconded. None opposed. Motion passed.**

7. **Discussion with President Johnsen**

**11:05a.m. – 11:35 p.m.**

FY17 budget – The President noted there were a lot of positive comments on UA at House Finance closeout; if SAA members contact their legislators please be sure to say thanks to Guttenberg, Kawasaki, and Gara for their support and encourage Rep. Thompson to continue his support for UA. The House Finance Committee closed the UA at \$300M. Senate Finance is closing out today and it looks like they are hoping to keep it at \$325M. From there, the budget will go to the Conference Committee to reconcile to two budgets. Of course, the university will still have to account for \$25M in unfunded fixed cost increases—those are not funded by the currently proposed budget. The president reminder members that a budget of \$325M would mean cuts to 500 FTE at UA; House budget level (\$300M) brings it closer to a loss of 700 FTE. Impacts will be felt across the state, and it is likely Fairbanks will be hit the hardest because UAF and UA are both such a big part of the community. The president is meeting with the three chancellors next week to start talking budget. The bigger the reduction, the more programs will be up for cuts. The president noted he is trying to focus on vertical reductions rather than horizontal to avoid the proverbial *death from a thousand cuts*. The biggest question they have to answer: What do we STOP doing? They are also going to try to focus on investing in the future—but not sure that will happen at this point. OMB Director Pat Pitney has been advocating for the university and have encouraged the House and Senate to support the governor’s budget. Carry-forward funds will be used to help bridge the gap next year.

CHRO Recruitment – The president made offer to a candidate that was forwarded by the recruitment committee; the candidate has a great background in people development (training, professional development, etc.). They were selected by the recruitment committee in the hopes they be able to help guide investments in our people. The president subsequently announced that Keli Hite-McGee accepted his offer and will start at the Fairbanks SW office in early June.

CFO Recruitment – The president didn’t get a change to touch base with the committee, however, the position is still open and they are still interviewing candidates.

Strategic Pathways – The SP initiative is tied to the budget so it will be hard to go through SP if the budget gets cut below \$335M. Strategic Pathways will still be a guide but the university would need to sacrifice the deliberate process and all of the input from governance if they have to address reductions larger than what was proposed by the governor. The president is asking all governance groups to identify the criteria that should be used in identifying/deciding which programs/schools/groups to consider in Phase I. What jumps out to him: where there are duplicate graduate programs, where enrollment is very low, in research where general fund returns are low, not central to

mission, community impact/connection, and athletics (which is currently an annual \$10M net expense to UA). Deadline for feedback is April 8.

Transformation Team – The president met with direct reports for three hours and they made it halfway through the report; they will finish up next Monday. The president will then meet with team leads and the steering committee in mid-March, then with the Summit Team on March 29. He plans to start making decisions about how to move forward in very early April. The president noted his mind isn't made up and he is listening right now—please feel free to share any specific views with him ([ua.president@alaska.edu](mailto:ua.president@alaska.edu)).

Tom noted he will draft a memo to the CFO recruitment committee.

**8. Public and Guest Comments 12:00 p.m. – 12:10 p.m.**

**9. Human Resources Issues 12:10 p.m. – 12:20 p.m.**

- 9.1. CHRO Recruitment Update – See above update from President Johnsen
- 9.2. Staff Health Care Committee – Rates assume 300 fewer employees next year.
- 9.3. Joint Health Care Committee – JHCC met on Feb. 25; at their next meeting they are going to focus on negative impacts of the 125% out of network/balance billing issue. The committee is working on a communication plan so that employees will better understand how the changes affect them. At the time of decision, Premera presented it as not a big impact to users, however, it appears that the impact is larger than presented.

For full SHCC and JHCC meeting notes: <http://alaska.edu/governance/staff-alliance/staff-groups-and-committee/staff-health-care-committ/index.xml>.

**10. Committee Updates 12:20 p.m. – 12:30 p.m.**

- 10.1. Employee Awards Committee – The committee is working to schedule another meeting and are trying to document the process as they go. They are still trying to figure out entertainment and are in need of donations. Please drop any donations off at Morgan's office in Butro 106E.
- 10.2. Nominations Committee – Tina reviewed nominations. She asked that if there are any issue or questions nominations, please send it to the committee in writing. Tina also noted there had been a request to reflect current contact information for the System Governance Office on the participation memo shared as part of the SAA call for nomination.

- 11. **Budget Update – Alesia** **12:30 p.m. – 12:35 p.m.**
- 12. **New Business** **12:35 p.m. – 12:40 p.m.**
  - 12.1. Resolution Regarding R04.07.110.I. Attachment 2  
Review of Layoff or Recall Decision

**MOTION**

**Monique moved to support UAF Staff Council’s Resolution Regarding R04.07.110.I. and Linda seconded. None opposed. Motion passed as presented.**

- 12.2. Resolution on SB174  
Monique presented SW survey results. Of 107 respondents: 48.6% oppose outright, 19.6% support w/amendment, 27% support as written, 3.4% had no position, and 0.9% supported with additional amendments.

Tom and Monique will vote on a Staff Alliance resolution on SB174 on Friday and will wait to see the wording of the resolution before they can determine how they will vote to best represent the views presented by the SW survey.

- 13. **Continuing Business** **12:40 p.m. – 12:45 p.m.**
  - 13.1. Review of draft key events calendar
  - 13.2. Three BIG issues for SAA to take on
    - a. Leadership development/mentorship
    - b. Morale and Supervisor Equity
    - c. Transparency and Accountability
  - 13.3. Fringe Benefits (Perks) Central Site
  - 13.4. SAA Luncheon – need to schedule next date
  - 13.5. Transformation Team Feedback forms
- 14. **Anchorage Issues** **12:45 p.m. – 1:50 p.m.**
- 15. **Fairbanks Issues** **12:50 p.m. – 12:55 p.m.**
- 16. **Agenda items for next meeting** **12:55 p.m. – 1:00 p.m.**  
Further review of annual events and planning  
SAA process and bylaws/constitution
- 17. **Closing Comments**
- 18. **Adjourn**

Monique moved to adjourn. Meeting adjourned at 1:04 p.m.