



## Agenda

### **Staff Alliance**

Tuesday, July 24, 2018

3 p.m. – 5 p.m.

Google Meet

#### 1. Call to Order and Roll Call

##### Voting Members:

Kiwana Affatato, Vice President, UAS Staff Council

Kara Axx, President, UAF Staff Council

David Felts, President, UAS Staff Council

Arthur Hussey, President, SW Administration Assembly

Brenda Levesque, Co-President, UAA Staff Council

John Moore, Co-President, UAA Staff Council

Mathew Mund, Vice President, UAF Staff Council

##### Staff:

Morgan Dufseth, Executive Officer, System Governance

##### Members Absent:

Josh Watts, Vice President, SW Administration Assembly

#### 2. Adopt Agenda

Brenda moved to adopt the agenda as presented, and was seconded by Mathew. There were no proposed amendments or objections.

#### 3. Approve Minutes

##### 3.1. June 6 Meeting Minutes

Postponed by chair to the August retreat.

[Reference 1](#)

#### 4. New Member Introductions

Each member introduced themselves and noted their title, department, and role in staff council.

5. Public and Guest Comment

None given.

6. Chair's Report

Kara Axx

Kara noted she enjoyed serving as chair but wouldn't be able to again next year. She encouraged other members to look at the duties and seriously consider it as it was a great opportunity and a good way to get out of your comfort zone. Kara also noted the Summit Team met on July 19 and they discussed Title IX investigator staffing issues--currently there are no investigators at UAA and UAF; leadership is working to figure out how to keep investigators as the turnover is high and the position is constantly under attack. Also at the Summit Team meeting, UA Compensation Director Tara Ferguson gave an update on the ongoing compensation and pay equity study; Tara noted they have completed the executive analysis and are almost done with the faculty data. She noted it is going to take longer for staff analysis because it is such a diverse group of positions that have a broad range of responsibilities and necessary qualifications. Kara reported she spoke up at Summit Team and noted that timing on the salary increase freeze was difficult due to year-end evaluations.

7. Staff Council Reports – What have you been doing this summer?

7.1. UAA Staff Council

Brenda reported the USUAA Staff Council recently held a staff appreciation day and coordinated it with wellness department, however, it was rainy that day and there was low turnout; noted they hope the new chancellor (Cathy Sandeen) and new VCAS (Beverly Shuford) will see this as an important event and will support it in future years; holding their retreat on Aug. 2; have elected new members but also had several resignations and are now holding elections for those seats, working to identify FY19 goals; also noted they have included an ex officio past president role so Ryan Hill will still be in contact with council members

7.2. UAF Staff Council

Kara reported UAF is working on its mission, vision, and values statement (Mathew noted it has been a long process, they sent out a survey in mid-June, and are working to develop definitions); also worked on hiring a new office manager; they received the results of the UAF staff morale survey--not a lot of positive feedback--and are working to present them to the chancellor; Mathew noted there has been a lot of recent turnover in his department (Residence Life) and that transition is taking a lot of his time

7.3. UAS Staff Council

Kiwana reported that, in May, UAS Staff Council held a staff development day--they provided professional headshots for all staff, which was great for staff but used the remainder of their budget; elected two new members--David Felts (president) and Kate Govaars (member at large-Ketchikan); added past-president position to bylaws so Kolene will remain on Staff

Council for at least the next year; held a two-day retreat July 23-24; first official meeting will be held in September

7.4. SW Administration Assembly

Arthur reported SAA held their retreat on June 29 and met with SW executives; elected new officers; set goals for FY19 which included increased outreach to staff, increasing morale efforts, and more collaboration with faculty and students and the campuses; drafted a year-end report which is available on their website; will hold their first meeting on Aug. 2

8. Staff Alliance Committees – Morgan provided a brief introduction to each committee and noted new members will be selected at the Alliance retreat.

8.1. Staff Health Care Committee

8.2. Compensation Committee

8.3. Morale Committee

9. External Committees – Morgan provided a brief introduction to each group. The JHCC will meet later in August and new members will need to be selected for FY19. Regarding the system-wide councils, new members will need to be nominated for approval by President Johnsen and the council chair.

9.1. System Governance Council: President and VP will serve

9.2. Joint Health Care Committee: Needs two new reps for FY19

9.3. System-wide Councils: New FY19 Appointments

10. New Business

10.1. SW HR Updates

[Reference 2](#)

In addition to the written updates, Kara noted the CITO recruitment had gone through the first round of interviews and were narrowing down the list for finalists to bring to Fairbanks for employee forums and a second round of interviews.

10.2. Board of Regents Update

[Reference 3](#)

June 19 special meeting - approved Haines timber sale proposal; also approved the FY19 budget following the governor's veto of some of the funding; September meeting in Juneau will include an introduction to the FY20 budget

10.3. Hold on Step Increases

[Reference 4](#)

issued by president in June; asks that all requests for pay increases are held until the compensation study can be concluded; Brenda noted she had reached out to the CHRO to report that several employees at UAA are upset because their reclassifications and pay increases are being held; there seems to be a lot of confusion regarding this request; it seems like employees are taking on new responsibilities and are asking to have their PDs re-evaluated, or have been doing an outstanding job and are due a merit increase but are being denied; not being fairly applied - Brenda and

Kara will draft a memo asking for more clarification and send to the president by Aug. 1

10.4. Chair and Vice Chair Duties

[Reference 5](#)

11. Agenda Items for August Retreat

- 11.1. Compensation Response – President Johnsen/CHRO McGee [Reference 6](#)
- 11.2. Pay Equity Study – CHRO McGee/Director Ferguson [Reference 7](#)
- 11.3. Benefits Review – Director Van Flein
- 11.4. How to deal with difficult situations as governance reps – Associate GC Plumlee
- 11.5. Officer Elections & Committee Appointments
- 11.6. FY19 Goals, Opportunities & Challenges

12. Roundtable discussion

13. Adjourn