



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Minutes

Staff Alliance

Tuesday, September 3, 2019

3 p.m. – 5 a.m.

Butro 208e

Zoom: <https://alaska.zoom.us/j/9074508042>

Audio: 1-699-900-6833

Meeting ID: 907 450 8042

(Please mute unless speaking.)

Voting Members:

xMathew Mund, President, UAF Staff Council; Chair, Staff Alliance
xJohn Moore, Co-President, UAA Staff Council; Vice Chair, Staff Alliance
xCrystal Duncan, Vice President, UAS Staff Council
David Felts, President, UAS Staff Council
xLauren Hartman, Vice President, SW Administration Assembly
xDawn Humenik, Co-President, UAA Staff Council
xDerek Bastille for Carrie Santoro, Vice President, UAF Staff Council
Josh Watts, President, SW Administration Assembly

Staff:

Morgan Dufseth, Executive Officer, System Governance

Guests

Paul Layer, Vice President for Academics, Students and Research
Keli McGee, Chief Human Resources Officer
Maria Williams, Chair, Faculty Alliance

1. Call to Order and Roll Call

The meeting came to order at 3:10 and quorum was met.

2. Adopt Agenda

Derek moved to approve without amendment, seconded. None opposed.

3. Approve [August 6](#) Minutes

Dawn moved to approve the minutes as presented, seconded. None opposed.

4. Public and Guest Comment

Maria Williams, chair of the Faculty Alliance, was also in attendance. She noted the Faculty Alliance has been working to honor shared governance principles and reiterated that each separately accredited university has its own process for program review; administration cannot just invent new processes. Currently, FA is working to safeguard those processes already in place. FA is also working on dates for a fall retreat; Maria would like to include time on the agenda for staff and student input (and hopes to attend their respective retreats in turn). She noted faculty have a lot of respect for the work done by staff and want to support their voice as decisions are made, and, somewhat disturbingly, it appears staff are not listened to or are more reluctant to speak up for fear of retaliation. Maria thanked the Staff Alliance for giving her time to speak and extended an invitation to any Faculty Alliance meeting.

4.1. Paul Layer (at 3pm)

VP Layer reported they were looking at academic programs over the next few months so by November the Board will have information to consider when it makes a decision regarding structure and accreditation. Administration is looking to see if a single structure would improve student experience, instruction, retention, graduation, and cost savings. There is a very fast timeline for the program review, which could prove troublesome. They have recently reviewed the Thomas report from several years ago, however, VP Layer pointed out that report was made under different budget conditions. VP Layer also noted he is looking for increased staff participation as they move forward with the process; there will be opportunities for feedback and comment as they continue the analysis. The vice president also noted he wants to hear from staff the ways they want to be involved and is open to suggestions from the Staff Alliance. During the working groups, they heard from staff and faculty about some of the serious issues and concerns, and appreciated the opportunity to better understand those perspectives. Derek - Under a single UA structure, will in-person classes still be taught at all campuses? Or will classes only be in-person at the main/lead campus and the rest will connect via video? If there are a lot more video classes, that puts more on support staff. Paul noted that it would depend on the program.

Dawn - How will you deal with the workload for faculty already teaching and then being asked to work on program reviews? Paul noted he is meeting with the president to flesh out those details on the process, however, that is still evolving based on the provided

feedback. Obviously, the chancellors and campuses need to be involved in the process and they will work to include them.

Paul noted that, ultimately, the university needs to reduce its dependence on state funding, either through increased enrollment, federal and private funds, innovation, or land management, but it is paramount to the future health of UA.

4.2. Keli McGee (at 4:30pm)

Several positions are currently open - director of talent acquisition, CHRO, compensation director, labor and employee engagement specialists (up and comers are encouraged to apply),

Glen Gambrel was hired as director of employee and labor relations

Spoke - new communications management for HR

Compensation - Currently \$3.4M in budget for compensation increases for equity and market adjustments, however it will take \$10.8M to get the floor up to 90% for UA. The work that needs to be done currently is manual and requires a job form for each employee and pay period. HR is working to find a faster way to input all of the changes. Some departments will have to absorb the increases, especially with regard to equity adjustments. Hope to move away from grade/step pay practices to a more market-based system. What about employees who are considered overmarket? How was that determined and will anything been done to those employees' pay? In HR, they did not reduce anyone's pay during the layoff and restructure. Under FE, may have been more likely however, now that FE has been lifted the university's policies and regulations are in place regarding employee relations. Doesn't anticipate pay reductions to take place, rather it will be achieved through attrition.

5. Chair's Report

Mathew Mund

Mathew and John met with President Johnsen on August 23. This year, the chair and the vice chair will have monthly meetings with the president. At the meeting in August, they discussed upcoming events and possible scenarios that could affect staff including layoff benefits, termination notice, etc. Mathew encouraged the president to continue communication to staff regarding his decisions. Although it was good that financial exigency was lifted, some staff felt that financial exigency put them on a more level playing field with faculty (i.e. both exempt staff and tenured faculty had 2-month layoff notices) and that now that financial exigency is gone, staff are back to the bottom of the pecking order. Mathew also brought up the difference between academic staff (those embedded within schools and colleges and programs) and administrative staff (those in administrative departments like admissions, facilities, procurement, etc.) and how they had different missions and needs. The perspective between higher level staff and front-line staff can be large and it is important to

keep front-line changes and impacts in mind as decisions are made. Mathew and John also asked about facilities, procurement, and public safety but didn't get much information back; however, Mathew noted that a week later it was announced that procurement would be centralized (which may indicate a lack of transparency with governance). The president noted FY20 cuts will be prorated to the chancellors who will then decide how to allocate those reductions. Mathew also brought up the general concern among staff that CHRO McGee is leaving so soon after the HR redesign. Mathew also asked about BOR meeting recordings and it became clear the president was not in support of making recordings public; Mathew subsequently asked Chair Davies for a meeting to discuss meeting recordings. Mathew also noted the SW newsletter could be improved--not necessarily the content but rather the format--something more in line with the UAF Cornerstone. The president was supportive of sharing staff results from the survey admin sent out. The president also approved funding for a staff retreat. Mathew attended the Faculty Alliance meeting on Aug. 30. Mathew reached out to Abel Bult-Ito to discuss Abel's idea to educate the BOR on shared governance and what true shared governance looks like in a health university system.

6. Campus Reports

6.1. [UAA](#)

6.2. [UAF](#)

6.2.1. [UAF Faculty Survey](#)

6.3. [UAS](#) - see if staff governance can get early access to Spoke

6.4. [SAA](#) - Development will merge with Foundation; still have development officers embedded in certain departments that can focus more closely on the specific development activities for their programs; however, there were a number of concerns raised by deans and directors about loss of control. The Foundation reassured them that this restructure will allow for increased efficiency, cost savings, and better returns. Fundraisers have previously expressed concerns they are expected to raise a lot of money but also attend a lot of meetings with deans and faculty that take them away from their main job of fundraising...so this will allow for some to focus on fundraising and some to interact with deans/admin and attend meetings.

7. Ongoing Business

7.1. [Resolution on BOR Meeting Recordings](#)

John moved to postpone until Mathew has been able to discuss the issue further with Chair Davies; seconded. No objections. Mathew noted if he does not hear back from Davies by the end of the week, he will check with the Alliance on how to proceed.

7.2. [Follow-up on SA Special Meeting on Single Governance](#)

Overall, the group opted to wait until a decision on structure had been made before they took any action on a single governance structure. Derek noted there are very different

agendas between the current staff council and that is something they will want to consider when they begin to develop a new governance structure.

7.3. Follow-up on Compensation

Email SW HR directly if you feel there is an issue with your compensation analysis (ua-swahr@alaska.edu). The president noted they still plan to make adjustments to employees outside of equity and then market comparisons. Cost of living and across the board increases will not happen however.

8. New Business

8.1. Staff Alliance Retreat

8.1.1. Location - **Morgan will send a poll**

8.1.2. Date - **Morgan will send a poll**

8.1.3. Guests - President and VPs, Susan Boyle of UA Foundation, Mac Powell of NWCCU

8.2. Staff Alliance Committee Representation - Two SA members for each - **Morgan will send an email requesting membership.**

8.2.1. SHCC - [Purpose and Membership Criteria](#) - Mathew and David.

8.2.2. JHCC - [Website](#) - Mathew and David. Alternate?

8.2.3. Compensation - John and ??

8.2.4. Morale - [Purpose and Membership Criteria \(not yet approved\)](#) - Dawn, postponed

8.3. System Council Representation – Staff Alliance needs to nominate new or returning staff members to serve on the [system councils](#).

No objections to the names provided. **Morgan will check with Monique on the University Relations council as well as solicit for a member to sit on the Facilities subcommittee.**

8.3.1. [Draft Memo to President Johnsen and Council Chairs](#)

8.4. Review of Working Group Recommendations

8.4.1. [Consensus Recommendation on Arts, Humanities and Natural and Social Sciences](#)

John noted he served on two working groups and had two very different experiences. The gist of the document is to request a slowdown of decision making and action being taken by administration. Mathew asked if members wanted to take a stance on the working group recommendations -- support slowing down or are they okay with the current pace; members decided not to take any action at this time.

8.5. Meeting schedule - longer or more frequent meetings to handle increased governance work? **Morgan will send an email to assess interest in longer or more frequent meetings.**

9. Agenda Items for October 1 Meeting

9.1. Wellness Program Updates

9.2. Resolution on layoff/redesign process

9.3. Invite NWCCU - Discuss ideal Staff Governance Roll in this process

9.4. Administrative consolidations not seeking Staff Governance input

10. Roundtable discussion

11. Adjourn

The meeting adjourned at 5:16 p.m.