



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Retreat Notes

Staff Alliance

Monday, September 30, 2019

10:00 a.m. –5:00 p.m.

Tuesday, October 1, 2019

9:00 a.m. – 3:30 p.m.

UAA Consortium Library

Room 302a

Anchorage, AK

Voting Members:

Mathew Mund, President, UAF Staff Council; Chair, Staff Alliance

John Moore, Co-President, UAA Staff Council; Vice Chair, Staff Alliance

Crystal Duncan, Vice President, UAS Staff Council

David Felts, President, UAS Staff Council

Lauren Hartman, Vice President, SW Administration Assembly

Dawn Humenik, Co-President, UAA Staff Council

Carrie Santoro, Vice President, UAF Staff Council

Josh Watts, President, SW Administration Assembly

Staff:

Morgan Dufseth, Executive Officer, System Governance

Guests:

Susan Foley, President, UA Foundation

James R. Johnsen, President, University of Alaska

Paul Layer, Vice President for Academics, Students and Research

Michelle Pope, Director of HR Operations

Cathy Sandeen, Chancellor, UAA

Maria Williams, Chair, Faculty Alliance

Monday, Sept. 30

- 10:00am Ice Breaker - Mathew
- 10:10am Introduction - Please come ready to share a little bit about yourself, your interest in governance work and what you want to learn while you are on the Alliance, and how you'd like to serve your co-workers
- 10:25am Campus Updates
- 10:40am Governance Orientation - Morgan - [Presentation](#) - [BOR Policy](#) - [Bylaws/Constitution](#)
- 11:30am Guest: [Susan Foley](#), President, UA Foundation - [Development Consolidation](#)
Discussed Foundation structure, the upcoming consolidation, and the current funding campaign. Noted for the consolidation, they would not have to layoff all employees and ask them to reapply, but rather can transfer reporting lines. Donors give money to students, programs and specific project; very rarely does a donor make an unrestricted gift that can be used for administration.
How can staff better engage and/or partner with development?
How would consolidation affect fundraising?
- 12:00pm Lunch - Moose's Tooth delivery
- 1:00pm Discussion of UA Admin Survey Results - [Stakeholder Report](#) - [BOR Slides](#)
- 1:30pm Discussion of [NWCCU 9/26/19](#) letter and UA [response](#)
- 2:00pm Guest: [Maria Williams](#), Chair, Faculty Alliance - [Website](#) - [Recent Actions](#)
- 2:45pm Break
- 3:00pm Guest: [Paul Layer](#), Vice President for Academics, Students and Research
- 4:00pm Discussion of Programmatic Review Committees and Accreditation - [Website](#)
- 4:30pm Prep for Tuesday - Questions for President Johnsen & Chancellor Sandeen
- 5:00pm Adjourn for the day

Tuesday, Oct. 1

- 9:00am Guest: [Cathy Sandeen](#), Chancellor, University of Alaska Anchorage
- 9:30am Prep for Johnsen/Discussion of Campus Identity and Mission
- 10:00am Guest: [Jim Johnsen](#), President, University of Alaska
- 11:00am Break
- 11:15am Guest: Michelle Pope, Director of Operations, SW HR - [HR Redesign](#) - [Compensation](#)
Recognition of staff; engagement survey - Michelle will follow up
Also, agreed to send breakdown of HR staff locations
Exit interviews - under director of employee transition and benefits (Erika Van Flein)
New hires - how are they placed on the pay scale with respect to the market analysis?
- 11:45pm Lunch - on your own - [some options](#)
- 1:00pm Staff Alliance Business Meeting
- AY20 Goals & review of AY19 accomplishments/setbacks
 - Recognition for staff
 - Strengthen relationships with SW HR
 - Increased communication between staff councils, between Alliances/Coalition, to administration and to constituents
 - Rural campus representation - Community Campus Staff Council - With two reps serving on Staff Alliance (so 10 reps on Alliance total)
 - Education plan for staff councils - Lauren and Crystal
 - Compensation (check with MM)
 - Possible resolutions:
 - administrative restructuring (request for more staff involvement) - [DRAFT](#)
Josh moved to approve, second. None opposed. Resolution passed unanimously.
 - academic review (if you have an opinion)
 - survey results (what is important to staff and how can the Alliance advance that)
 - Committee Assignments - need two SA members on each, plus two staff from each staff council; chairs can be SA members or from the staff councils; monthly meetings
 - Compensation - John, Josh
 - Staff Health Care - Mathew, David
 - Morale - Dawn, Lauren, Kara

- Morgan will share an email with Alliance members asking them to solicit committee members from the staff councils; email will include committee charges and expectations, including time commitment.

3:30pm Adjourn and head to the airport