

**Staff Alliance  
Meeting Minutes**

Tuesday, May 12, 2015

11:00 a.m.-1pm

Via Google Hangout and audio call-in to Hangout

**Voting Members Present:**

Monique Musick, Chair, Staff Alliance 2014-2015; Vice President, SAA 2014-2015  
Kathleen McCoy, Vice Chair, Staff Alliance 2014-2015; UAA APT Council President 2014-2015  
Dayna Mackey, Secretary, Staff Alliance 2014-2015; Vice President, UAS Staff Council 2013-2015  
Faye Gallant, Treasurer, Staff Alliance 2014-2015; Vice President, UAF Staff Council 2014-2015  
Chris Beks, President, UAF Staff Council 2014-2015  
Marianne Ledford, President, UAS Staff Council 2014-2016  
Tom Langdon, Representative, SAA 2014-2015 – arrived at 11:13am  
Liz Winfree, President, UAA Classified Council 2013-2015

**Staff:**

Joseph Altman, Interim Executive Officer, System Governance

**Guests:**

Pat Gamble, President, University of Alaska (joined at 11:47am)  
Michelle Rizk, Chief Strategy, Planning and Budget Officer (joined at 11:30am)  
Nancy Spink, Chief Risk Officer, Risk Services (joined at noon)  
Dan White, Vice President Academic Affairs and Research  
Alesia Kruckenberg listened in  
Erik Seastedt, Chief Human Resources Officer (joined 11:24am)  
Linda Toth (joined at noon)  
Tara Ferguson, Director of Classification & Compensation (joined at 11:15am)  
Kathleen Wattum

**Call to Order and Roll Call**

Monique called the meeting to order at 11:01 a.m. Monique called roll.

**Adopt Agenda and Approve Minutes**

The agenda had an addition of 9.7 Non Discrimination Update. The agenda was motioned to adopt with changes by Tom and seconded by Faye. The April 14, 2015 minutes were motioned to adopt by Kathleen and seconded by Tom.

No guest comments.

**Chair Report**

Governance report submitted but still waiting for the final budget from the Legislature.

Furloughs were announced for university administration.

For the President Search, the closing date was removed due to the announcement of Chancellor Rogers retirement.

For the furlough and layoff committee update, General Counsel made changes after all the reviews which was the final draft. Staff Alliance presented to administration concerns about process, if staff want to see

a response, maybe a resolution should be drafted. Monique will check with Ardith Lynch in General Counsel to maybe further explain the language changes. Faye will work on formal document to discuss process and how final draft can be reviewed by all before being submitted to finalize.

Staff Alliance will continue to work through the summer. Faye will be representing UAF as President, Liz and Kathleen will continue as UAA reps, Dayna and Marianne will continue as UAS reps and Statewide will be going through elections but Monique will probably stay on and Tom will rotate off.

UAF continues process improvements by using the Procard for travel. If any university has a process improvement team and could share information, others may benefit too.

### **Staff Alliance Committee Reports**

Staff Healthcare Committee postponed.

Compensation Committee is waiting for Legislature. This committee will continue to meet over the summer and respond when appropriate.

UA Core Values has now involved System Governance Council. The Council is still trying to identify an inclusive process.

### **New Business**

President Gamble reported the Summit Team had just met and minutes should be on the website now. There are now 30-31 issues, Paula Donson is the contact for the website.

The President is still hopeful there will be legislative support for FY17 to encourage early retirement. One thing may be folks not retiring due to dependents utilizing tuition waivers so maybe a waiver can be given to finish out. This would be an incentive which legislators would have to approve.

President is working with Chancellor Rogers about interim and allow for a longer search which has been well accepted.

The President thanked UAS for their good work in deciding the very close search for UAS Chancellor Richard Caulfield.

Michelle Risk spoke after President Gamble about Statewide Transformation Team. The process is still being worked on but seven questions went to President's direct reports about department and then met with folks to talk about responses. In the process, governance will have the opportunity to give recommendations.

Protection of Minors Regulation and Handbook was discussed. The policy was passed in February. Now regulations are in process which has included committee members each university and Consultant Praesidium. The regulations are to protect minors and staff working with to put best practices in place. The handbook is available for staff and faculty to review. Praesidium has many resources available for training.

Voluntary work reduction is not a long term solution. There will be formal guidance coming out at the end of the month if voluntary can be extended from one year to multiple years, just trying to figure out how it affects retirement. Staff Alliance has asked to look at draft form if possible.

Draft revisions to UA Policies and Regulations have been updated for first review there will be 45 days to respond.

Non discrimination update has been made by the Legislators. The question is the process for the university to include in their statement. Erik Seastedt mentioned it may be as simple as just adding if now a law. Dayna will email everyone the information including Erik.

Constitution and bylaws saw recommended changes in November 2014. Faye move to approve the recommendations, Tom seconded. There was no opposition and passed.

Staff Alliance calendar for the summer was discussed earlier in the meeting. The decision was to hold a June meeting and push for the face to face meeting for the fall to be early August. Everyone will decide in June if July meeting is needed.

Governance office staffing and roles was discussed by Dan White. The preference would be for the same structure to stay in place with an Executive Director and Coordinator. The Governance Office had to submit a 5-10% reduction as everyone else at the university. For Staff Alliance, the Chair's compensation was considered to be cut but the thought is to not cut to nothing but from \$15,000 to \$5,000.

**Next meeting is June 9, 2015**

**Meeting adjournment mentioned by Chris and seconded by Faye at 1:39pm.**

*Notes taken by Dayna Mackey, Secretary, Staff Alliance.*