

**Staff Alliance  
Meeting Notes**  
Tuesday, December 9, 2014  
10:00 a.m.-Noon  
Via Google 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  
Tom Langdon, Representative, SAA 2014-2015 – left at 11am  
Liz Winfree, President, UAA Classified Council 2013-2015

**Staff:**

LaNora Tolman, Executive Officer, System Governance  
Joseph Altman, Coordinator, System Governance

**Voting Members Not Present:**

Faye Gallant, Treasurer, Staff Alliance 2014-2015; Vice President, UAF Staff Council 2014-2015  
Chris Beks, President, UAF Staff Council 2014-2015

**Guests:**

Dory Straight from Statewide listened in.

**Call to Order and Roll Call**

Monique called the meeting to order at 10:09 a.m unofficially. Monique called roll. UAF voting members were not present so meeting did not meet quorum, no voting took place at the meeting.

**Adopt Agenda and Approve Minutes**

The October 14, 2014 minutes were tabled from November but no vote could take place to approve. November 11, 2014 minutes were present but tabled until January due to no vote being able to take place. Monique did offer some edits which will be presented in the January meeting.

**Chair Report**

President signed regulation for furlough but Board of Regents hasn't approved the Policy yet. This will probably change during the Board of Regents meeting.

Leadership expressed frustration with governance groups due to needing long periods of time to gain responses to items. Creating a sharedrive was discussed so Staff Alliance would have a database of all requested items with deadlines.

Discussed the current initiatives of the Summit Team which can be found on the new Summit Team website. One that the Summit Team is waiting for feedback is Core Values. The deadline for responses is February.

President's meeting included budgetary items, such as early retirement, staff reorganizations, and keep health costs down. Also discussed how staff can be involved in the hiring of the new Vice President of Academic Affairs and Research, so far 65 applicants have applied.

### **Staff Alliance Committee Reports**

Staff Healthcare Committee next meeting will be next week. Monique will scan minutes.

Compensation Working Group met but Chair was absent to report.

UA Core Values seemed to be missing a direction. Through the month of December Kathleen will work identifying a committee and define, compare or create something with committee members, probably will not be finished by February but will report something to Summit Team at that time. UAS and SAA asked for clarification on goal to better identify committee members. Monique will try to get better clarification at next Summit Team meeting.

### **External Committees**

ITEC meeting did not meet.

Tuition Task Force not sure if met, Faye is the representative and was not in attendance at Staff Alliance to report.

Tom Langdon attended Student Services Council in November. The Council talked about the continued effort of reviewing Board of Regents Policy and Regulation for Student Services.

Tuition Task Force has not met.

Joint Health Care Committee will meet tomorrow.

Furlough Regulation Committee had a good mix of staff and administration. The Policy will be presented at the Board of Regents meeting. The regulation is out for review.

Calendar Task Force, no committee members were present. Members will look at how to gather feedback from participating committee members to report to Staff Alliance.

### **Staff Alliance Blog**

Monique will share smoke free policy, testimony and feedback from Board of Regents meeting.

### **Ongoing Business Topics**

Constitution and Bylaws have been revised by LaNora Tolman and Dayna Mackey, they spent many hours trying to get the document to a more current state. This was the first reading and the vote will take place at the January meeting.

Sick leave regulation change, UAA has not met. Some of the issues that came up during their November meeting included IRS reviewing FML policies and how this relates. UAA will have an update at the January meeting.

While a new process for weather time off is being decided, staff can use either sick or annual leave until administrative leave policy is available. UAA uses sick leave. The administrative leave should be implemented in July and until then everyone should be using sick or annual.

Chris Beks is working on a memo to address what staff would like to see in a new VP of Academic Affairs, along with, addressing how staff can be involved in hiring process. Chris was not present to address how the memo is coming along.

Regent qualities, Monique is still working on and may have a draft by next week.

Staff Make Students Count, Monique is updating and will get to governance office to distribute.

### **New Business**

For the FY16 budget, there are gaps between what BOR approved versus the Governor, folks should expect more cuts. It is important to keep things moving by discussing how past items have paid off for the university, for example increasing advisors. Waiting for overall advocacy strategy, along with a strategy on how to engage. Nothing has been mentioned about cutting staff increases this year but staff should be realistic about not expecting increases each year.

January Board Retreat will discuss budget issues. Monique will try to attend as much as possible via online. The concern about increases is there a balance of staff for more work versus annual increases. There seems to be an expectation both state and university will receive increases each year but how will this happen with less funding. We need to find a way to communicate dire needs and how to advocate for those needs.

Folks will be meeting in Juneau to discuss the Title IX Climate Survey. An MOU will be looked at completing for university to start planning out prevention and training. Will be vetted through ICER before survey goes out.

Everyone should look at and follow up with submissions in the Staff Submissions Form. If we continue to use, a date and actions achieved should be added for internal communication.

A TEM survey will be going out soon and everyone is encouraged to take. This information will be placed in the blog so folks know it is available.

Next meeting items include an advocacy training, Dayna Mackey will try to set up for January 8<sup>th</sup>. Everyone should email other items.

**Next meeting is January 13, 2015**

**Meeting adjourned at 11:43am.**

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