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## MEMORANDUM

DATE: October 9, 2018

TO: Summit Team

FROM: Jim Johnsen

SUBJECT: Follow-up from September 20 Summit Team Meeting

### Title IX

Mary Gower provided the Title IX update and discussed the deadlines in the written report. She reminded all to complete training by October 1. UAF hired a new Title IX staff member and is also adding investigators. UAS added a Title IX deputy, and UAA hired three investigators. Mary mentioned the misconduct policy; Mike Hostina provided an overview of the proposed policy in further detail.

I suggested that governance groups should be asked to provide comment/feedback on the misconduct policy. I asked Mary about the new OCR regulations. Mary stated UA is still covered by the VRA through Dec 2019 (last reporting date), but this is not a firm date—we may extend if OCR agrees. It is possible UA may finish the current VRA prior to new regulations being released.

Gary Turner asked about revising Title IX training for those who speak English as a second language. Mary noted the request was shared with Title IX coordinators.

Chancellor White asked how we know who has completed the training. Mary mentioned two reports - 1) from OIT noting percentages, departments, and individuals done each Monday, and 2) a Toad report from BANNER is being created by HR and will be ready soon.

I repeated thanks to all individuals in the meeting for their support of the Title IX mission.

### Government Relations

Miles Baker stated that the recruitment for a Director of Federal Relations is ongoing. In addition, UA is seeking campus activities we can leverage or may create leverage for us during the political season. The Governor is doing many outreach events. Student organizations have reached out to candidates requesting presentations at student-organized forums. Governor Walker will be at UAF on Sept. 24.

Miles updated the group on the USDOT Pipeline and Hazardous Materials Safety Administration's upcoming visit, which will be relevant for AK LNG projects.

Chancellor White informed the group that Senator Begich inquired about holding a debate on UAF campus with Governor Walker. There have been informal requests for UAS as well. Miles offered to speak about these requests offline.

We discussed how we might leverage interest and avoid being leveraged. Legal counsel will provide a review of the partisan political campaign guidelines. We cannot allow the use of any university resources for a partisan political purpose. Mike Hostina will update and recirculate the memo. Mike noted that student groups are different – they are not controlled by the University.

### Budget

Michelle Rizk reported that the Board of Regents was supportive of the general approach for the UA FY 2020 budget. Our budget team is working on descriptions for strategic initiatives and also on the ten-year Capital plan. Short-, mid-, and long-term projects will be

identified. The first draft will be reviewed on September 24 at the Executive Council meeting, then we will open up comment for a broader group.

I met September 19 with Lt. Governor Mallott to cover the high points of the UA FY 2020 budget. I emphasized research; the Lt. Governor holds a leadership role on the Climate Action Leadership Team (CALT). Data collection and analysis are important – we have a budget component that aligns with that. Tuition discounts for occupational endorsements are appreciated. The Lt. Governor emphasized support for the nursing program expansion. I gave the entire PowerPoint presentation I presented to the Board of Regents to Lt. Governor Mallott. He thinks it is likely a bond will be put forward; climate change research is a top priority. I have been in touch with Lisa Parady, and we are putting together a collaborative strategy for this Legislative Session for a bond for capital projects.

Kari Burrell asked what type of bond? Deferred maintenance is everyone's top priority. The new gasline is the only new construction project on the horizon.

Miles said that he and Lisa Parady had a good conversation about collaborating on the bond. Deferred maintenance is a difficult bond to get the public to vote for, however.

Lt. Governor Mallott said he will see that I am on the schedule to present a UA update at an upcoming Governor's Cabinet meeting.

### BOR

The Board of Regents meeting September 13 and 14 was largely about updates and discussion. The BOR approved the system's first ever Philanthropy Campaign Plan. It is incumbent upon us to diversify our revenue sources. The BOR approved an expedited MS in Civil Engineering at UAA, and HDR and Meritorious Service Awards. Compensation and goals for the President were approved. The BOR received Title IX updates from Chancellors. Now we have the ability to maintain and track knowledge about Title IX at UA. The BOR is comfortable that we are heading in the right direction.

We have not yet identified an amount for compensation for 2020. The three-part plan was introduced:

1. Across-the-board increase of 1% for all regular employees annually = \$2-\$3M.
2. Increase the pension plan = \$2-3M.
3. Equity and market – gaining refinement on this piece \$3-4M

What is our ability to pay? Several year plan? Keli has concern that faculty and staff compensation is competitive on average, compared with executive compensation, which is low on average. We must be transparent with our findings and confident in the truth. We need to widen the forum with faculty. HR is preparing a communication plan to follow the compensation study. We want to communicate without building expectations because this is subject to our budget. By the end of day tomorrow FAQs will be sent to Chancellors. We can roll out a plan following the FAQs being distributed.

The BOR had a good discussion of Title IX policy; support for budget; categories resounded. In terms of funding plans or contingency scenarios, we will need to have a plan.

The BOR and I appreciate the work of faculty in obtaining a common calendar, common fee payment, common enrollment, etc. We need to put students first.

#### Travel Project and Travel Regulation Changes

Myron reported on the rewrite of travel regulations to streamline procedures and synch with technology. Concur, the new program, will have a booking tool and will be similar to a “corporate travel agency.” Alaska Airlines will have discounts off the top. Myron reviewed the timeline. Please follow up with Myron or Geoff with comments.

Each user will have a corporate travel card. This will streamline expense reports and reduce out-of-pocket expenses. We are not always getting the tax exempt rate on hotels -- the travel card will capture the tax exempt rate. We are losing as much as \$165K annually. Regular travelers would receive a card (employees who

take 2-3 trips per year). Personal travel will be allowed during business travel, but the process will change.

Michael Ciri expressed appreciation for the effort, booking tool, and policy and regulation update as well.

The travel project was an open, effective process – good job to the team.

### Council Scorecards

Academic Council (AC): We are in the midst of an update of the Emeritus regulation. In addition, a charter for e-Learning will soon be forthcoming. Minors on class rosters are being reviewed.

Business Council (BC): BC sent out internal RFP for process improvement and automation. We are seeking additional feedback on proposals. How are decisions made by the Council? Is there a process for escalation? Yes.

The facilities utilization report is being finalized – the report will be presented at the November BOR Facilities and Land Management Committee meeting.

Community Campus Directors Council (CCDC): Gary Turner reported that the CCDC will meet face-to-face October 31. Unfortunately, the public does not understand the occupational endorsement certificate. There has not been an increase in utilization. Juneau has seen a large increase, but it has not taken hold in the rest of the state. A stronger communication link with a focus on recruitment and a link with employers would be beneficial.

Development and Alumni Council (DAC): Susan Foley reiterated the approval of the Philanthropy Campaign Plan at the Board of Regents' Meeting. The entire Development Team worked hard on the plan and their efforts have paid off. Susan stressed the importance of interactions with people – make a conscious effort to convey positive messages in each of our spheres of influence. The University has a relatively small number of development officers, and in reality, we are all development officers. Keep our ears and eyes open. If you

make a connection with a potential donor, be sure to let someone on the development team know. It is important to keep a record of connections.

Human Resources Council (HRC): Keli McGee commented that the compensation study has been keeping HR very busy; it is a large, complex project. The Council has drafted an RFP for new health benefits. Local 6070 negotiations will start in October. The CITO search is slowly, steadily moving along; we are at the confidential stage. Stay tuned for more to come.

Michael Ciri asked if president compensation was on the study that went to board; Keli answered in the affirmative. He also asked if staff positions will be broken out regionally, and Keli answered yes, by University. The question was also asked whether student employees are included and as we review, could we consider benchmarking? When will we be able to give meritorious increases? Data will be reviewed and distributed by end of October. Adjustments will not be made until 2019 – FY20.

UA will continue conducting compensation studies on a regular basis. Best practice is every 3-5 years. Structures will be put in place so inequities will not continue.

UA has done a good job with healthcare; we have the ability to do direct contracting. We will review every 5 years.

Institutional Review Council (IRC): Gwen Gruenig reported that their scorecard has not been updated; they have not met due to staffing challenges. The Council's next meeting is scheduled for Oct. 3. The IRC will go through major projects and present to ST about 10 system-wide efforts. Gwen is working with Steve Atwater on teacher education data. Please let Gwen know if you have any IR requests.

Information Technology Council (ITC): Martha Mason reported that the IT Council met Sept. 19 and that an update will be forthcoming. Project teams working on the Banner 9 upgrade are meeting weekly. Recommended adjustment of the system is being discussed. Page

transformations are moving along. ITC is committed to all pages in to UA by Sept. 28. Recommendation for soft rollout remains October 29.

UA Gateway RFP: The timing of the Gateway rollout is being considered so it does not impact classes or recruitment.

Research Council (RC): Research Council met Monday, September 17. Their scorecard is the same. All tasks are moving forward. Common metrics are being used to measure research. The RC endeavors to collect relevant, strategic information to measure goals. IRC is working with Faculty Alliance to get interested faculty involved.

Workforce needs assessments were completed producing workforce need summaries. Deviations were identified and the process was streamlined. We have begun EMSI occupational forecasting. Colleges and universities are using EMSI data, Google, Facebook, etc. We continue to dive deeper.

We plan to make scholars.org, an expert guide to finding scholars, available to all leaders.

Student Services Council (SSC): Saichi Oba reported that the SSC drafted the common calendar and shared it with governance groups. Feedback will be provided soon. SSC has been fielding questions from faculty.

With regard to Gateway, as of COB September 17, Academy One was the selected vendor to provide software and services. A preliminary kick-off was held. The EAB consultant's app was downloaded.

An alumni graduate survey was distributed – so far 1,100 former students have responded.

Teacher Education: I briefed the BOR on Strategic Pathways, and Steve Atwater gave an update on the Alaska College of Education (AKCOE). Next week Steve and I will make a presentation to the Alaska Superintendents' Association about the AKCOE and will hold

a work session. We are working with Lisa Parady on a data collection project.

University Relations Council (URC): URC did not meet in August; the next meeting will be held September 25. On October 12, Dr. Irwin Chemerinsky, Berkeley Law School professor, will speak at UAA at a Campus Free Speech event. Robbie Graham is the lead. Rooms will be set aside for each campus to listen in. A working group will meet next week to iron out details. The Coalition of Student Leaders is involved. Mike Hostina commented that Professor Chemerinsky is a “rock star” – he is very highly regarded. Mike suggested advertising with the Local Bar Association and the court system. The entire event will be web streamed and recorded for later viewing.

The question was asked where the Summit Team meeting in November will be held. Most likely it will be held in Butrovich 109.