



Staff Council News • Meeting #304 • August 13, 2019

Hello UAF! Welcome to your monthly Staff Council update!

Events

New Student Orientation

Wednesday, August 21 - Saturday, August 24

Board of Regents' Meetings

Thursday, September 12 - Friday, September 13

[Livestream](#)

Next Staff Council Meeting

Tuesday, September 10, 2019

9:30am-Noon

BP Design Theater

[Livestream](#)

Chancellor's Remarks

What changed after the last BOR meeting?

- The motion to pursue a one UA model passed, but they decided they needed more information
- BOR voting on the one UA plan at their September meeting
- BOR did approve "administrative consolidations;" President Johnsen and councils are working on that. The consolidation of HR is being used as an example, both positively and negatively.

What happens now?

- Some funding for deferred maintenance, WWAMI, and the reverse sweep have been approved
- Governor should announce something today (he did -- \$70 million cut to UA spread over 3 years)
- President Johnsen will determine allocations of budget to various campuses; likely to happen in the next week or so (in the past, UAF has received about 50% of funding)

Staff Alliance Report

Mathew Mund is the new chair of Staff Alliance. John Moore from UAA is the new vice chair.

Health Care: The wellness program is changing to Zomo, and the use of "centers of excellence" are being tested out by Premera. The idea is that Premera partners with a hospital in Seattle and maybe eventually in Anchorage to package up care needs for specific procedures to streamline coverage.

Staff Alliance has been charged to propose a staff governance structure under the proposed One UA Model. Mathew would like to make it a discussion of values. The next Alliance meeting is August 22, 2019.

ASUAF Report

President Johnsen invited Bernard Aoto and students to restructuring councils. Bernard asked staff to ask student workers who have been here through the summer to pursue being part of the restructure groups. ASUAF is not tied to any one university model; students are primarily concerned with maintaining academic quality and the college experience.

The new ASUAF Student Media Office is now open in the Wood Center! Green Bikes and the Office of Sustainability are also located in Wood Center.

Guest Speaker: Keli Hite McGee

HR Redesign update:

- Keli said that the HR redesign was meant to emphasize strategic planning and employee support rather than compliance. How the university builds up and cares for employees, labor and employee engagement, and talent acquisition are new focuses.
- The redesign is currently in Phase 2, or the “neutral zone.” Phase 1 was getting all the staff into one system and filling positions. Phase 2 is preparing to launch the new roles on September 16th. Another part of Phase 2 is setting up an email spoke system so that HR questions can be diverted to the correct people.
- HR staff are undergoing customer loyalty training.
- A transition team will monitor top-HR users to get feedback on changes.
- Keli said she learned valuable lessons. She also noted that some in HR are excited by the restructure because of their new opportunities.
- Keli has given notice. She will be here until October 4th and will hire her own replacement.

Question & Answer:

Layoff vs. termination:

- Exigency allows for terminations but doesn't mandate it. Termination is only used in emergencies.
- Layoffs have specific policies about benefits, notice, etc.
- Termination still has notice requirements (the minimum is 60 days).
- At present, it is hoped that the same benefits would be offered under termination, but that can be revisited by the BOR.
- Mathew requested that the layoff benefits be evaluated and that it clearly be communicated to staff which would be kept in the event of terminations.

When will departments be allowed to manage their own budgets?

- Budgets are being made, but at the system-level and not departmental.
- No statewide budget has been approved yet, so we're waiting on the BOR and the legislature to allow things to proceed as normally.

When will the university have to make decisions about salary reduction and expunging annual leave?

- HR appreciates that these decisions affect people's lives. She also said that HR generally only changes things going forward; they don't take back benefits.

Can Staff Council provide input to the restructure councils?

- Keli didn't think staff could participate in the councils. She said that it was “actually a good idea” that staff be moved under the president's purview in the restructure.

Will retirement plans survive the current turmoil?

- Retirement should be safe. Policies for future retirement plans may change.

The OIT and HR restructuring both involved departments pretty removed from the student body. Be cautious and transparent when restructuring departments closer to students.

- The restructure committees are only sketching plans and will be open to feedback.

There is a need for transparency during restructures. All decisions thus far are being made at the statewide level, and this is leading to uncertainty and anxiety among staff as they have no ownership in the process.

- The decisions are not collective. Statewide is making plans and staff's role is to give feedback. Experts are making the decisions, and the speed with which decisions need to be made mandate a limited number of people initially drawing up restructuring plans.

Always feel free to contact your Staff Council Representative to have an item or issue brought forward for discussion.

The members of Staff Council are the voice for non-represented staff across the UAF community. Staff Council acts as a change agent and brings concerns and issues up for consideration.

[Find my representative!](#)

Check out the [Staff Council Facebook Page!](#)

To review the official Staff Council agenda and handouts, or to hear the official recording, please visit the [Staff Council website](#).

- Meryem Udden, Governance Manager
