



Colby Freel, Chair

In late September, the Coalition met in Fairbanks for its annual summit. The brightest student leaders from across our state came together filled with excitement and with a mindset of service to our constituents. Throughout the summit, we were engaged in valuable discussion regarding the biggest issues facing students such as Title IX and campus safety, our legislative advocacy efforts, and UA Athletics. Special thanks is due to Representative Scott Kawasaki, Vice President Michele Rizk, Associate Vice President Saichi Oba, Chief Information Technology Officer Karl Kowalski, and others that fielded questions and shared their perspective.

Ensuring that our peers have access to a safe and welcoming learning environment is a priority for the Coalition. In fall of last year, the C

Nate Bauer, Chair

UA Staff Alliance met on Wednesday, October 5 to discuss directions for Phase I of Strategic Pathways, updates to the single accreditation review process, changes to system-wide human resources policies and procedures, and results from a recent Staff Council-sponsored Staff Morale Survey at UAA.

Staff Alliance welcomes as its newest member Chris Triplett (University Advancement, UAA), recently elected Co-President of UAA Staff Council for 2016-17.

UA Director of Classification & Compensation Tara Ferguson and UAF Director of Human Resources Brad Lobland attended our October Staff Alliance meeting to present a revised and reconceived employee performance evaluation form and process. For many months, it has been a priority for staff governance to ensure a broader, more frequent, more consistent practice of completing performance evaluations by supervisors together with their staff personnel.

Equitable and consistent evaluation processes are essential to staff morale, performance, and career development. Crafting tools that make these tasks quicker, easier, and more transparent across the UA system will go far to making sure they are more common and consistent. University HR has rebuilt and integrated performance evaluations into the PageUp career and human resources management system, and have valued and incorporated practical staff feedback along the way. We're pleased and supportive about these changes, and look forward to helping implement them on a widespread basis.

UA Staff Alliance Co-President Liz Winfree presented important results from a recently completed campus Staff Morale survey. With an impressive response rate (40.5%), the results were clear: 79% of respondents stated morale has decreased over the last two years, and over 52% do not feel secure about their jobs. Unit and campus budget restrictions notwithstanding, these are widespread difficult working conditions, in many cases independent of staff performance.

UAF HR and Marketing and Communications conducted a similar employee engagement survey last year, with some similar results. UAS Staff Council and SAA have also been motivated to construct their own surveys in the coming months. Upon completion, Staff Alliance aims to coordinate and promote these collective, qualitative system-wide data and any resulting trends they have in common.

Staff Alliance serves the classified and administrative, professional and technical staff throughout the University of Alaska system.