

[Committee Slack Group](#)
[Committee Shared Drive](#)

Authority:

Staff Alliance Constitution article 4-G, Task forces or Committees:

“The Alliance may establish task forces or committees to consider complex system issues relating exclusively to staff affairs. These task forces are a formal part of shared governance, and as such, are subject to the Alaska Open Meeting Law, per Article 5. C., below”

Members:

Lauren Hartman, Staff Alliance, SAA President
Ronnie Houchin, Staff Alliance, UAF Staff Council Vice President
Tania Rowe, Staff Alliance, UAA Staff Council Co- President
Tam Pikey, UAA Staff Council rep
Juella Sparks, UAF Staff Affairs chair, Staff Council rep
Michael Szidloski II, UAF Staff Council rep
Raina Collins, UAF Staff Council rep

Purpose:

To evaluate, elevate and better define staff governance's role in university leadership, to ensure a high level of confidence in decision making, and to position the university for future success as it recovers from the challenges it's facing

Timeline:

Through the end of FY22. Re-evaluate at that point to determine if goals have been satisfactorily completed.

Membership:

1. At least one member from each of the four staff councils (UAA, UAF, UAS, and SO staff councils)
2. At least two members from Staff Alliance
3. All members should either currently be a member of staff governance, or have previous experience in staff governance

Activities:

1. Dig deeper into what exactly it means to work within shared governance, specifically staff governance; delving into available articles, papers, other publications that discuss these topics, and developing a better understanding of the different structures that exist within our university and other universities (AAUP is a really great resource for faculty governance; can we find related information specific to staff?)
2. Identify real examples within the university that we can point to as examples of good and effective shared governance (and also processes that weren't good examples and why)
3. Explore equity issues between faculty and staff participation in governance
4. Make recommendations for changes to current BOR policy and regulation and bylaws regarding shared governance
5. Better outline the where/when/how of staff governance involvement and how we should

be communicated with

Committee Goals:

1. Propose changes to current BOR bylaws, policy, and regulation that strengthen and affirm shared governance and, specifically, staff governance
 - a. Propose a Common Table structure similar to Rhodes College
2. Review the four council constitutions and bylaws for consistency and to be familiar with existing parameters established by them
3. Multi-page statement with case studies, findings, important points
 - a. [Verbal statement Matt gave at February BOR meeting](#)
 - b. Make the point: Including staff is not the same as including staff governance
 - c. Define staff's areas that they should have a say in (expectations for different levels of involvement: primary responsibilities, significant input, advisory, approval, etc. Include time frames)
 - i. Emphasize how power dynamics influence decision making and that multiple perspectives and lenses need to be considered (and sought) when making changes -- decision makers are predominantly white, male, cis, with advanced degrees, etc -- all identities that afford privilege and power
 - d. Effectively communicate the role and value of staff, and the value of including them in governance.
 - e. Include specific examples of changes at the university, how those changes were communicated to staff, and how they did or did not include staff governance
 - f. Advocating for more formal training in shared governance for our administrative leaders, as well as professional development leadership trainings/webinars for staff governance leaders. Also, advocate for including staff governance in new employee onboarding
4. Establish annual review of shared governance expectations and principles -- councils with respective chancellor/president and alliance with the president (memorandum of agreement?)
 - a. Discuss how each sees and interprets policy and regulation
 - b. Provide a guideline for how to have this conversation for new chairs
5. Establish what it means to be an elected member of staff governance
6. Ensure proper archival of staff governance records and notes for effective continuity