



UNIVERSITY
of ALASKA
Many Traditions One Alaska

[Zoom Meeting](#)

Agenda

Staff Alliance

Friday, August 19, 2022

1:30 p.m. – 3:30 p.m.

ID: 832 0748 1693

Password: **258504**

(Please mute unless speaking.)

Voting Members:

Dawn Humenik, Co-President, UAA Staff Council; Chair, Staff Alliance

Lauren Hartman, President, System Office Staff Council; Vice Chair, Staff Alliance

Rhiannon Calkins, Co-President, UAA Staff Council

Ronnie Houchin, President, UAF Staff Council

Jonathan Lasinski, President, UAS Staff Council

Kari Mellmer, Vice President, UAF Staff Council

Monique Musick, Vice President, System Office Staff Council

Michelle Nakamura, Vice President, UAS Staff Council

Call to Order and Roll Call

1. Adopt Agenda

Ronnie Approves. Lauren seconds. Agenda amended to include Paul's memo and Thanksgiving discussion. Lauren approves. Ronnie seconds.

2. Approve [July 15 minutes](#)

Rhiannon approves. Kari seconds.

3. Guests and Public Comment – Paul Layer

3.1. [Public Comment Form](#)

No Public Comments at this time.

4. New Business

4.1. [Compensation Memo](#)

A request for childcare support for those employees affected by the rising costs of that necessary burden. Providing full funding for ANSI, diversity and equality.

4.2. Thanksgiving Discussion

According to regional policy and university regulation, the word Thanksgiving appears under paid holidays Thanksgiving Day and the day after Thanksgiving. There isn't anything in university regulation referred to as Thanksgiving break. It appears on all the academic calendars. The common calendar committee would be the group to change the wording on the academic calendar. Staff Alliance will talk to our individual campuses about the wording on the calendar and also work with our local faculty groups and student groups to support the change in wording.

4.3. [Working Group on Communication Pathways](#)

This is the result of the request for a Common table. It is a request to provide staff names to a group that will be meeting at defined intervals throughout the academic year to have informal discussions. The goal is to build communication and trust between the governance groups, the administration, and the board. The broader topic is the roles of each organization within a shared governance structure and defining the role of staff and a shared governance model.

4.4. Retreat

Attendees will arrive Tuesday, Sept 6 for a three hour meeting. The next day, Sept 7th will be a full day. We will have the opportunity to have many beneficial guests who will impart their perspective and knowledge. Gokhan will attend virtually to discuss how our organizations can work together. In the afternoon, there will be a seminar on the Budget.

5. Ongoing Business

5.1. [Staff Development Fund](#) - FY23 discussion

Staff are looking to us for guidance on the effective use of these funds. Ronnie recommends 50K for tuition, 30K for professional development scholarships, 13K for Linked in and ~~24K staff development activities split evenly between the four councils so 5K each~~ and 7K leftover with a caveat to evaluate every quarter on expenditures. Lauren and Dawn will work with Kelly and figure out the details of the budget now that the amounts have been identified.

5.2. Monthly with President Pitney: last - 2Aug22, next - 30Aug22, then 4Oct22

Addressed morale and capacity issues. The University has difficulty with recruiting and retention. What are the ways we can set ourselves apart and make ourselves an attractive place to work. The ability for more remote work options with recognizing that it's difficult to manage and can make the campuses seem less vibrant. There was some discussion about President Pitney's leadership coach and the possibility of Dawn, as the Staff Alliance Chair, utilizing him. No decision has been made on Pearl Bower's position. They are still searching for a CFO.

5.3. Monthly with Vice President Layer: last - 8Aug22, next - 6Oct22, then 3Nov22
We discussed the upcoming CFO position. We discussed the retreat planning.
We discussed the Staff Makes Students Count Award, which will take place at
the Sept board of Regents Meeting.

5.4. Monthly with CHRO: last - 8 August 22, next 13Sep22

Memry mentioned the importance of surveys. She wants to do an Employment
engagement survey. Administration understands that the consolidation of HR
has not gone smoothly. Meeting monthly with Memry will be instrumental in
understanding each other.

5.5. Committees

5.5.1. Joint Healthcare Committee - Mathew Mund

5.5.1.1. Staff Healthcare Committee - Monique Musick

The Committee went over the Q4 reports: overall expenses,
claims per member, and pharmacy costs. Specialty drugs
continue to be the number one influence on the rising cost of
health care. We will need to increase employee contributions to
cover the plan. There was discussion on how this would affect
employees on the lower end of the pay scale.

5.5.1.2. SHCC membership update

5.6. [SA Action Log review](#) & [Items under Review](#)

6. Staff Council Reports

6.1. UAA -

6.2. UAF -

6.3. UAS -

6.4. SO - [2022 08 11 SOSC Minutes](#)

7. Agenda Items or Guests for September 16, 2022 meeting

1.1. Possibly Heather Swanson.

8. Announcements

9. Adjourn

Dawn adjourns. Ronnie seconds.

**“As a group, [gray crowned cranes] fly together, look for food together, and
dance together. They are an example of working together, and seeing them
reminds me that if I want to go far or achieve a lot, I need to work with others.”**

Olivier Nsengimana
Rwandan veterinarian