



UNIVERSITY
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Many Traditions One Alaska

[Zoom Meeting](#)

Minutes

Staff Alliance

Friday, October 21, 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 – Absent

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

Monique moves to adopt the agenda. Kari seconds

2. Approve September Retreat [Minutes](#)

Lauren moves to approve. Monique seconds.

3. Approve September 16 [Minutes](#)

Minutes amended to reflect the name of the UA Survey Project Committee. Monique moves to approve minutes as amended. Rhiannon approves.

4. Approve October 12 Special Meeting [Minutes](#)

Tabled to be approved at the next Staff Alliance meeting.

5. Guests Paul Layer and Public Comment

5.1. [Public Comment Form](#)

No Public Comments at this time. There was discussion on how to better solicit staff input.

Guest Paul Layer:

The Board of Regents meeting will take place in Fairbanks November 10th & 11th. There are Staff Alliance items on the agenda which will be coming up before the board. There will be a review of the changed policy on tuition. There will be a special ad hoc meeting on November 4th, which Ronnie will attend. If there are any comments on the proposed tuition changes, they need to be uploaded next week. The purpose of the ad hoc meeting is to discover where the issues are and to be able to address them at the board meeting. The board will also review the Staff Emeritus policy change which clarifies the language that was ambiguous in the previous policy. The budget will also be discussed at the board of regents meeting. In governance the process of setting up the next Communication Pathways meeting and potentially looking into a facilitator which will help the meetings move forward.

6. New Business

6.1. [Staff Emeritus policy changes](#) - respond by Nov. 4th

This allows if an employee separates from the university, but not retires, they would still go through the nomination process and still be considered for emeritus status. Staff Alliance is in full support of these changes. Majority approves a memo in support of this policy change.

6.2. [Governance Review of proposed changes to Policy 05.10 Tuition and Student Fees](#)

6.2.1. Special Ad-Hoc Committee Meeting on Tuition: Nov. 4th (1-3pm)

Ronnie will be in attendance at this meeting. The proposed changes identify the guidelines for tuition and fees, student fees and waivers.

Staff Alliance is encouraged to look over the proposed changes and if they have any comments or concerns to relay them to Ronnie Houchin who will represent Staff Alliance at this meeting. During the Chair's comment to the Board, Staff Alliance is welcome to add their input during the Board of Regents meeting.

6.3. Governance Review of Draft Budget Docs - respond by Oct. 26th

For awareness and review. Tune in and listen to the Board of Regents meeting on November 10th and 11th.

6.3.1. [FY24 Capital Budget draft 10.18.22.pdf](#)

6.3.2. [FY24 Operating Budget draft 10.18.22.pdf](#)

6.4. Compensation Philosophy Committee - first meeting Oct. 28th

Rhiannon will participate on this committee. They will discuss cultural changes in equity, wages, leave, professional development, retirement, performance evaluations and discuss a path forward to address these issues.

6.5. Retreat Review

6.5.1. Standing Committees and Membership

JHCC – Rachel Potter will step in and serve in this role as an alternate position. Monique and Matthew Mund also serve.

Morale committee is on hiatus at the moment.

The Staff Alliance Reports is a great place to update on committee discussions and reviews.

6.5.2. [Goals](#) Review

6.6. [Faculty Alliance Requests for Data](#)

In September FA submitted requests for data.

7. Ongoing Business

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

7.1.1. Draft Communication Pathways Working Group spreadsheet

Lauren, Monique and Ronnie are participating in this group. There were two students and two faculty present. What problem are we trying to solve? One of the Faculty members suggested some areas of focus to explore before the next meeting. The clarification on the role of governance is important. One of the problems is communication; we don't have the right information at the right time to provide input on decision making.

Monique proposes creating a document for everyone to collaborate and participate in ways to move forward.

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

The goal is to be able to communicate to staff that these funds are available to apply for the funds for the spring semester. Matthew and Kari from UAF and Tracy and Jessica from UAS are on this committee.

7.3. Meetings

7.3.1. Monthly with President Pitney: last - 4Oct22, next - 1Nov22

We discussed how to improve staff morale. Employees are overworked tired because there are so many positions that are open. It is a time that is very difficult to recruit and hire. It will take a long time to fill those positions. Supervisors need to make sure that they utilize all the tools to create better working conditions. We discussed the Board of Regents meeting. We discussed the appropriateness of reaching out to Board of Regents members who are leaving to ask their experiences. There are a lack of people calling in for public testimony. The biggest change happened when they switched the public testimony for call in testimony earlier on. It was intended to be more inclusive and more accessible. Utilization has gone down considerably. It doesn't feel as convenient as it used to be.

7.3.2. Monthly with Vice President Layer: last - 6Oct22, next - 3Nov22

7.3.3. Monthly with CHRO: last - 11Oct22, next 8Nov22

The meetings could be more effective with an agenda creating more structure.

7.3.4. Special Meeting with BOR: 12Oct22

Discussion on the length of the meetings, potentially expanding the meeting time to be an hour and a half, with not discluding Regents due to lack of time. The goal is to give the Regents the perspective of the staff's concerns.

7.4. Committees

7.4.1. Joint Healthcare Committee - Mathew Mund

7.4.1.1. Staff Healthcare Committee - Monique Musick

We voted to unbundle the benefits, for people that have other insurance and only want to add dental and vision. There are employees that have coverage through the Native Corporation or through the military who might want to add dental and vision on to their coverage. The main topic was about finances, for example to lower the costs for pharmacy expenses.

7.4.1.2. SHCC membership update

7.4.2. [Ombuds Committee](#)

President Pitney feels that there are other approaches that might resolve these issues. President Pitney was concerned about the cost involving such a person. President Pitney was understanding of our perspective. It is difficult to quantify the cost trade off. If we could create the right culture to have each supervisor care about their employees would potentially eliminate the need for an ombudsman.

8. Old Business

8.1. [Compensation Memo](#) – this will stay on the November Agenda.

8.1.1. President Pitney's [Response](#)

8.2. Retreat

8.3. "Thanksgiving" Discussion

9. Staff Council Reports

9.1. UAA - [Summary October 6, 2022.pdf](#)

9.1.1. Upcoming:

9.1.1.1. Building a Strategic Enrollment Management Plan (10/26)

9.1.1.2. UAA Caucus (11/16)

9.2. UAF -

9.3. UAS -

9.4. SO -

10. Agenda Items or Guests for November 18, 2022 meeting

1.1.

1.2.

1.3.

11. Announcements

11.1. [2022 Disability Services Conference Nov 7-11](#)

12. Adjourn

Kari moves to adjourn. Monique seconds.

“Once you realize that you can do something, it would be difficult to live with yourself if you didn’t do it.”

– James Baldwin