



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Minutes
Staff Alliance
Special Meeting

Wednesday, October 12, 2022

3:00 p.m. – 4:00 p.m.

[Join Zoom Meeting](#)

ID: 89496948380

Password: **148730**

(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. Adoption of Agenda

Rhiannon motion to adopt the agenda. Monique Second.

2. Guests

2.1. UA Regents (Karen Perdue, Sheri Buretta, Ralph Seekins)

3. Introductions and Discussion

3.1. Introductions

3.1.1. Each staff governance representative will state their name, university, university department, years of service, why they serve, and greatest concerns for the university

3.1.2. Each Regent in attendance will state their name, years of service as a regent, why they serve, and greatest concerns for the university

The University of Alaska is not recognizing its full potential. There could be a lot of changes on the Board with two of the present board members finishing their term

3.2. Discussion

3.2.1. As a result of the Introductions and concerns expressed, additional organic discussion will follow

Chair Buretta appreciates the invitation and thank you for Staff Alliance leadership and deep care of the University. We have a lot of hope and faith that Alaskans care for the University. Education is the key for prosperity for Alaskans. As we are emerging from Covid, there is a lot of stress related to that. President Pitney has been focusing on stabilizing the University. It is time to think about what we want for the future of the university. The vision and planning process is valuable. It is powerful to celebrate achievements. Staff Alliance should strategically lead and inspire staff, students, and others to serve the University with transparency and communication, care and desire to build trust, fairly compensated and highly performing. There needs to be an evaluation of job responsibilities. The stress that is involved in feeling like you are doing more than you are being compensated for is not healthy for any of us. We are investing in some technology that will hopefully make us more efficient in different areas.

Regent Seekins: We are putting together a good management team to improve the University. Tremendous progress with the governor with the budget and getting additional funding. We understand that we are emerging from challenging and difficult times.

We are stronger when we hear from the students as well. We need to work together in order to be successful. We are leading into a period of stability so we can look forward to make some progress.

Regent Perdue: How can we thank staff enough for living through the storm of the past 6 years with issues of accreditation, finance issues, health care and through all of this the staff that stuck with the university which is the ultimate gift. Some of the questions are what do our customers want now? Do they want to come to campus or will be living in a hybrid world now? We, as regents, need feedback from the staff and students. On the issue of reputation, the foundation did some polling that the University's reputation is still an issue. That will take a lot of time to fix. You cannot pay for a reputation and have your internal people say something else. Part of our reputation is when you talk to your neighbors and your family and tell them how important it is to support the University. How do we become more competitive as an employer and attract talented staff?

It is important to visit campuses and have in person meetings.

By and large people leave because of their supervisors. A compensation memo was shared with President Pitney to address some of the compensation possibilities. 200 FT employees less than \$45 K which is about \$20 an hour. ~360 FT employees \$45-\$49 K; ~340 employees \$50-\$54 K = 900 employees less than \$55 K - 2080 hours per year average \$55 K is \$26. This means that many fast food workers are making the same amount as a University employee.

4. Adjourn