



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Minutes

Staff Alliance

Friday, November 18, 2022

1:30 p.m. – 3:30 p.m.

[Zoom Meeting](#)

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. Michelle seconds.
2. Approve [October 12 Special Meeting Minutes](#)
Monique approves. Rhiannon seconds.
3. Approve [October 21 Meeting Minutes](#)
Kari moves to approve. Rhiannon seconds.
4. Guests and Public Comment
 - 4.1. [Public Comment Form](#)
There are no public comments at this time.
5. New Business
 - 5.1. Compensation Philosophy Committee - first meeting Oct. 28th, next meeting Jan. 27th
We intended that the meetings would be more conversational. It is useful to

know the details of how HR is approaching compensation because that is where the problems arise. HR's intention was to share information and have a group to bounce information off it. This group is just getting started, it will be beneficial to see where it will take their approach in the coming months.

5.2. Changes to [BOR Schedule & Agenda Prep](#)

Informational piece. There are changes to the Board schedule. Everything will be consolidated into a single week. The next Board meeting is virtually on January 13th

5.3. Giving Day Feb. 22nd-23rd

Conversation Piece. UAA Staff Council had foundation Representative Samantha Sink visit as she wanted the Staff Council to get involved in Giving day. Although many staff aren't in the financial position to give back to their employer, there are many ways to support students. There is the Ukrainian Student Support fund and very specific funds that directly benefit students.

5.4. [Educational Attainment Incentive Program](#)

This will be added to the agenda for the president's meeting with Memry. This is not the only way to get a raise. This is a small one time way of getting a raise. The negative reactions show that people are not getting properly promoted within their own departments. The next meeting with Memry is on the 13th of December. Topics for discussion at the next meeting will be the Compensation Philosophy, ADA, life insurance increases, and the EAIP.

5.4.1. [Feedback](#)

5.5. [Family Medical Leave/Unum Update](#)

They are removing the 601 and 602 earning codes and the five day reporting deadline effective immediately.

6. Ongoing Business

6.1. [Goals](#) Review

Meetings with the Regents will resume in the Spring Semester. Regent Davies, Jepsen, Parker, and Chair Buretta service terms are coming to a close though are required to submit a resignation. There are no pending appointments to the board.

A discussion on the three Staff Councils communicating efficiently.

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

6.2.1. [Draft Communication Pathways Working Group spreadsheet](#)

Introduced the topic and to get an idea of what the group expects to get out of it. A faculty member created a spreadsheet with questions to gather information for the next meeting. An extra meeting has been set up to discuss the questions and generate some ideas to fill out the spreadsheet.

The next meeting is November 28, which will be facilitated by Jonathon King. We are hopeful this is a dialog that can get people working together for the same goals.

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

Working on establishing one fund dispersed through UAA. There are LinkedIn licenses that are available. There is potential for finding specific training that is good for leadership development or anything HR related. There is hope of establishing a book club. The professional development will be set up like mini grants. There is a committee formed to discuss topics related to the Staff Development Fund. The open date is November 28 and the final payment deadline is January 27th, 2023. If more funds are needed, it is prudent to include the request in the budget request documents by March. Lauren has a draft prepared.

6.4. Executive Update(s)/Meeting(s)

6.4.1. Monthly with President Pitney: last - 1Nov22, next - 6Dec22

Discussion of the Morale Survey.

6.4.2. Monthly with Vice President Layer: last - 3Nov22, next - 1Dec22

Discussion of the Staff Development Fund. Discussion of the Morale Survey and preparation of the Board Meeting.

6.4.3. Monthly with CHRO: last - 8Nov22, next - 13Dec22

There will be a structured agenda at the next meeting. The Engagement survey and the streamlining for the student hire process are two of the next topics to be discussed.

6.4.4. Special Meeting with BOR: 12Oct22

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

6.6. Committees

6.6.1. Joint Healthcare Committee - Mathew Mund

6.6.2. Staff Healthcare Committee - Monique Musick

A meeting of four hours of a very detailed report including the updates on the service, the claim reports, the top claims, and pharmaceutical expenses. Specialty drugs are the highest expense which drives up health insurance costs which were up by 26 ½ %

6.6.3. SHCC membership update

6.6.4. [Ombuds Committee](#)

Discussion of an Employee Code of Conduct. There is no definition of bullying at the employee level. No policy covered this conduct which was harmful for individuals. There is a shared code of conduct in Regents policy

for students, but nothing for employee behavior. Mary Gower is looking into institutional compliance programs and would like to create a Code of Conduct for University employees. 58% of UAA's peers and 60% of UAF's peers have an ombudsman office of some kind.

7. Old Business

7.1. [Compensation Memo](#)

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

7.2. Retreat

7.3. "Thanksgiving" Discussion

7.4. Disability Services Conference

There was a conference last week. The System Office entered into a voluntary resolution agreement to make all of our websites and other materials accessible.

7.5. [Staff Emeritus policy changes](#)

8. Staff Council Reports

8.1. UAA - [W Summary November 3, 2022.docx](#)

8.1.1. [Staff Council Gratitude Wall](#)

8.1.2. [110922_Resol_Staff_Council_fall_break_name.pdf](#)

8.1.3. [IT Updates-11-2022.pdf](#)

8.2. UAF -

8.3. UAS -

8.4. SO - [2022 11 17 SOSC Agenda](#)

8.4.1. [SOSC October Meeting Highlights](#) and [2022 10 13 SOSC Minutes](#)

8.4.2. [Web accessibility VRA](#)

8.4.3. [UA HR Presentation - Staff Meeting 10.27.pdf](#)

8.4.4. SO Staff Development Day - tentative date Apr. 26th

9. Agenda Items or Guests for December 16, 2022 meeting

10. Announcements

10.1. [Disability Services Conference](#) recordings available

11. Adjourn

"No one who achieves success does so without the help of others. The wise and confident acknowledge this help with gratitude."

– Alfred North Whitehead

**THANK YOU, STAFF ALLIANCE MEMBERS &
SUPPORTERS, FOR ALL YOU DO!**