



UNIVERSITY  
of ALASKA  
*Many Traditions One Alaska*

## Minutes

### Staff Alliance

Friday, December 16, 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 moves to approve. Rhiannon seconds.

#### 2. Approve [November 18 Meeting Minutes](#)

Rhiannon moves to approve. Lauren seconds.

#### 3. Guests and Public Comment

##### 3.1. [Public Comment Form](#)

There are no public comments at this time.

#### 4. New Business

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

There is a new position being recruited as a liaison between Unum and employees to smooth the communications. HR is not pleased with the

relationship between Unum and employees. There will also be an independent mediator between HR and Unum. This subject will be added to the agenda for the meeting with the President and Staff Alliance leaders.

## 4.2. Staff Recognition

### 4.2.1. Longevity

Longevity and Recognition are handled differently. Staff Alliance requested HR to adopt a standardized principle on both these matters. The Chancellors would like to have the ability to recognize their employees their own way therefore pushing back a bit on a standardized recognition process in terms of longevity. Jamie Heckman is working on this topic in HR.

### 4.2.2. Recognition for Performance - UAF resolution

There was a resolution passed last year which was not received favorably by the president. Recognition should be at the discretion of the Chancellors. Chancellor C and Dean were not in favor of adopting UAFs recognition policy. Ronnie tabled the resolution brought to the Staff Alliance. Dawn seconds.

New Hiring Practices - the screening and interview process isn't what is holding up hiring. It is working with the HR Coordinators to get applications in a timely manner.

Ronnie motions for Memo to Memry about streamlining the hiring process. Lauren seconds.

*"Effective January 15, 2023*

*We are excited to announce that the Talent Acquisition team has implemented changes to make search committees optional for non-supervisory staff positions as well as term/non-tenure track faculty positions.*

*A few of the exciting changes:*

#### ***For Non-Supervisory Staff:***

- *With the approval of the hiring authority or delegate, the hiring manager or designee may do the screening (minimum requirements, preliminary scoring, reference checks) on their own resulting in a more efficient process.*
- *Hiring managers may choose to do the interviews on their own which will streamline the scheduling of interviews.*

#### ***For Term/Non-Tenure Track Faculty:***

- *With the approval of the Provost the hiring manager or designee may do the screening (minimum requirements, preliminary scoring, reference checks) on their own resulting in a more efficient process.*
- *Hiring managers may choose to do the interviews on their own which will streamline the scheduling of interviews.*

*Please review the [Search Committee Decision Matrix](#) which details out when a search committee may be optional as well as the new process.”*


## 5. Ongoing Business

### 5.1. [Goals](#) Review

On target for Goals. We are in the midst of the Constitution and Bylaw Review. The Board of Regents there was a special meeting where they had their elections. Regents Seekins is the new chair of the Board. It is unknown at this time if the departing members of the Board are going to serve until their positions are fillers or if they will request dismissal from the groups and officially resign. We might want to hold off on the Spring meeting until a little bit later in January. We are working on Relationship and communications improvements.

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

There were two meetings. One meeting was facilitated by Jonathon King. There was a lot of skepticism from faculty about the facilitation process and the need for a facilitator. President Pitney doesn't seem to be very engaged in the process or maybe doesn't understand why it is needed. Staff was prepared with a spreadsheet of topics to discuss. It would be good to discuss with faculty before the next meeting to maybe narrow the focus and not try to fix all the issues. This would be a great topic for the System Governance Council meeting in January.

5.2.1.  Draft Communication Pathways Working Group spreadsheet

5.2.2.  Staff Feedback - Communication Pathways Working Group

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

Everything is set up for the Linked in Learning licenses. They are having a problem with activating the licenses. They are resolving this issue. We wanted to give some guidance on spending. We were waiting on a fund and an org which needed to be created to transfer the funds directly to that account.

### 5.4. [Compensation Memo](#)

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

We will need to create a committee and have them working on draft memos in the spring.

- 5.5. Compensation Philosophy Committee - first meeting Oct. 28th, next meeting Jan. 27th
  - 5.5.1. [Meeting notes from Oct. 28th](#)
- 5.6. [Faculty Alliance Requests for Data](#)  
Informational.
- 6. Executive Update(s)/Meeting(s)
  - 6.1. Monthly with President Pitney: last - 6Dec22, next - 11Jan23  
Memry was in attendance. There was some discussion about the future meeting with the governor and the budget. The governor gets information about the university from official channels but also from word of mouth. There was discussion on how to improve the University's reputation as a positive workforce environment not by toxic positivity but by honest words of the hard working employees doing an exceptional job. We need to work on creating a better environment for our personnel and our students, and improving customer service.
  - 6.2. Monthly with Vice President Layer: last - 1Dec22, next - 5Jan23  
Working through Staff Development fund details. Ombudsperson and movement in that direction. Board of Regents membership and what we might expect there. banner Migration of the Staff Development fund.
  - 6.3. [Monthly with CH2022 11 17 SOSC AgendaRO](#): last - 13Dec22, next - 10Jan22  
There was conversation about the education attainment incentive program. We provided feedback that we had collected for awareness, should they choose to take any of that into account during any updates to that program. Staff Recognition and Service break for longevity. We discussed career progression ladders versus job families.
- 7. Committee Reports
  - 7.1. Joint Healthcare Committee/Staff Healthcare Committee - Mathew Mund/Monique Musick
  - 7.2. [Ombuds Committee](#)
  - 7.3. Staff Survey Committee  
On hold until the next meeting.
- 8. Old Business and/or Items of Reference
  - 8.1. [Educational Attainment Incentive Program](#)
    - 8.1.1. [Feedback](#)
  - 8.2. [Staff Emeritus policy changes](#)
- 9. Staff Council Reports
  - 9.1. UAA - Staff Appreciation Day: May 19, 2023


9.2. UAF -

9.3. UAS -

9.4. SO - [2022 12 08 SOSC Agenda](#)

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

9.4.2. [Web accessibility VRA](#)

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

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

10. Agenda Items or Guests for January 20, 2023 meeting

10.1. Jamie Heckman

11. Announcements

12. Adjourn

Dawn moves to adjourn. Ronnie seconds.

**“For fast acting relief, try slowing down.”**

**– Jane Wagner**

**Happy Holidays!**