



UNIVERSITY  
*of* ALASKA  
*Many Traditions One Alaska*

**Staff Alliance**

**11066 Auke Lake Way**

**Hendrickson Annex Conference Room 101**

September 6, 2022

2:00 p.m. – 5:00 p.m.

[Join Zoom Meeting](#)

Passcode: 208117

September 7, 2022

9:00 a.m. – 5:30 p.m.

[Join Zoom Meeting](#)

Passcode: 071144

Voting Members:

**Lauren Hartman**, President, System Office Staff Council

**Dawn Humenik**, Co-President, UAA Staff Council

**Monique Musick**, Vice President, System Office Staff Council

**Rhiannon Calkins**, Co-President, UAA Staff Council – via zoom

**Ronnie Houchin**, President, UAF Staff Council

**Kari Mellmer**, Vice President, UAF Staff Council

**Johnathon Lasinski**, President, UAS Staff Council

**Michelle Nakamura**, Vice President, UAS Staff Council

Staff:

**Noel Romanovsky**, Administrative Support, System Governance

**Tuesday, Sept. 6**

- |         |  |
|---------|--|
| 2:00 pm | “Re-Introductions”<br>Please come ready to share a little bit about yourself, your interest in governance work and what you want to learn while you are on the Alliance, and how you’d like to serve your co-workers |
| 2:15 pm | Icebreaker   |
| 2:30 pm | Campus Updates   |

2:40 pm Governance Orientation: Dawn & Lauren  
[Presentation](#) (outdated, as a guide only) - [BOR Policy](#) - [Bylaws/Constitution](#)

3:30 pm Guest: [Karen Carey](#), Chancellor, UAS

Karen Carey will be retiring June 30, 2023. We are in the process of looking for a new Chancellor. Karen came to UAS in 2016 to be the Provost. Karen Carey loves Juneau and believes it's one of the most beautiful places in the world. UAS is the smallest of the three Universities. UAS is more like a small liberal arts college. Many of the UAS students need that one on one interaction with staff and faculty. In that way UAS

serves

students across Alaska. We are trying hard now to not compete with each other across the three campuses because that was done in the past, but looks at the specialness of each campus and what each campus can bring. Our enrollment has increased this year, which is encouraging. There was talk of merging with UAF. Then there was Covid. This is the first time in two years that people are looking at the bright side after years of challenging times.

a good purpose for some of the

It looks like we will have more stability. We hope to hire more staff as we have the minimum amount of staff in Juneau. Karen Carey tries to listen to her executive cabinet and then strategically use the dollars she has to help different areas. It has been tough because of the budget and Covid. For two years we worked from home and she never saw any problems with people working from home. Karen Carey would like some office presence but being flexible is important, especially for young families. Business programs and education programs are online for the most part. The Anderson building is the science building right on the ocean. Students can take their classes, then go directly to the ocean for their lab. It is pretty amazing. There is strength in being a small campus. We recently had Iron Man here, which was an incredible experience as so many people came together and volunteered to help with that project. We were able to provide support that the athletes and the Iron Man support staff needed. We want to make sure that our staff feels rewarded and acknowledged for the work that they do. It is important to have a work life balance. We have to improve our enrollment. We did a lot of recruitment in the lower 48 and a lot of our new students are coming from there. We need to get beyond the mindset that the University of Alaska serves Alaska because there are only so many Alaskans to serve.

lot

4:00 pm Tour of Southeast Campus

5:00 pm Adjourn for the day

5:30 pm Optional Walk/Hike followed by drinks @ [Forbidden Peaks Brewery](#)

### **Wednesday, Sept. 7**

8:30 am Breakfast on-site provided by Breeze Inn Catering

9:00 am Guest: Gökhan Karahan, Chair, Faculty Alliance - [Website](#) - [Recent Actions](#)  
Gokhan told of the influential staff members who helped him through his career and how important dedicated staff are to the success of the students. We need the administration to listen to us more to allow us to contribute to the discussion. We need to have a common narrative, a vision of why we do what we do and what is important for us as faculty or as staff. Involve people in the decisions that affect them. Define roles and responsibilities. We are already buried with work. We don't need more committees and more meetings. We need to find better ways to connect with one another.

9:30 am Guest: [Pat Pitney](#), President, University of Alaska (will call in remotely)  
The compensation memo was received. Shortly after the board meeting, President Pitney and Memry Dahl will start processing the memo. Not all of the expectations will be met but there are some good ideas there that we can explore together. President Pitney believes that we need to have an annual step increase because otherwise we get salary compression. Performance based raises or a one percent step based on your performance appraisal. There is an opportunity right now for annual step movements based on performance. The issue is that they aren't funded yet. A lot of

the budget we received this year was project focused and relatively restricted. We don't have very much difference from the person who leaves and the person who comes in. How do we fund raises sustainably? We tend to forget that it is not just the salary, there are tuition benefits, 12 paid holidays, and health insurance. Many private sector jobs and many jobs outside the university don't have the benefits that we have. We need to bring the leadership mantra out and honor them. It would help with communication, feeling connected to the team and the institution as a whole. There will be a position search for an ANSI representative. South East has done a tremendous job in recruiting and hiring native faculty and focusing on their Alaska native languages. We have seen significant faculty hires at rural and community development. ANSI needs to become a way of thinking throughout all the departments. David Boshko is one of the main leads on the Student Information System project. He is working on the broader project management, the external contracts. We are here to create the workforce for the state and do the research that can spur economic development for our state and partner with industries and businesses with K - 12 to be that hub of education training research and development. A lot of what we are going to be doing will be fed through partnerships and leveraging partners internal and external. We will get more people into the institution so there are more qualified workers for those industries. As a state institution we have a responsibility to meet the needs of our state.

10:15am Break

10:30am Staff Alliance Business Meeting  
- FY23 Goals & review of FY22 accomplishments/setbacks  
Staff Alliance was able to accomplish a lot of things last year. Starting the conversation

about the common table, the discussion of compensation, we need the philosophy and the outcome. We've started to improve the relationships with HR and the administrators are starting to understand the degree of burnout in the staff and the work overload. There is this sense of commonality because they are also being pulled in different directions. We need to be honest about what our capabilities are. It would be much better to set a few goals that we can accomplish and feel good about. One goal should be to make sure we are getting to the local Council updates at every single meeting. We would like HR to respond to the moral survey. One of the challenges that we still face from HR is consolidation. If the expectation is that HR policies and procedures are being applied consistently across the system when we are the body that represents staff across the system that is fully under our purview. There are some Staff Alliance constitution and bylaws. There are some inconsistencies. Rhiannon is willing to review the Constitution and bylaws with Lauren and Dawn.

Continuing conversations with the Board of Regents.

HR engagement/Morale survey the recognition process and the Ombudsman position.

- Compensation
- Shared Governance Meetings
- Staff Development Fund

On the form should be the question of how this class relates to professional development. We need to already think of what we want to do for the next fiscal year because we are going to want to put that forth in the typical budget process so maybe we could ask for more than a hundred thousand dollars. It is more powerful to have a plan and a documented strategy. It will be classified as a scholarship.

- Committee Assignments - need two SA members on each, plus two staff from each staff council; chairs can be SA members or from the staff councils; monthly meetings
  - Compensation - filled
  - Staff Health Care -
  - Morale -
- Roundtable & Campus Updates

11:45 am Lunch & Surprise Guest at 12:00pm  
Goats and Alpacas make a guest appearance.

12:45 pm Guest: [Alesia Kruckenberg](#), Director, Planning & Budget - [Budget Presentation](#)  
At the Chancellor level each University has their own budgeting process. The budget requests are consolidated, reviewed by some executive council at the University level then sent to the System office. The Chancellors participate in the annual budget development process. We put out draft guidelines and try to stick with those guidelines.

We participate in financial management reviews at least once a year in early April. We go through guided questions regarding the finances and then on to the system office. We coordinate basically the annual budget development process. The requests that go to the board, the Governor, and then the Legislature. Once the budget returns from the legislature then we have to

decide how this gets implemented for the next year. 2023 that we had an increment. The board of regents has three is on their agenda on a regular basis. The state rolls and layers: the State University, the Governor and the Legislature.

was the first year in several meetings where the budget responsibilities are three

1:45 pm Guest: [John Latini](#), Director of Federal Relations

We are here for any questions to be helpful on any federal issue. We are one of the few folks at the University who look at the entire system, every single aspect of it, which employs roughly 3,500. We look at federal policy through that lens on a regular basis. We are working to minimize the federal administrative and reporting environments. We send the Federal government so much information that literally goes nowhere. Congress recently passed the Chips and Science Act, and we had worked to defeat a lot of new reporting requirements that would have fallen on higher education institutions.

Guest: **Cassidy Hobbs**, Assistant Director of Federal Relations

We are based in Washington DC and essentially we work to advocate on behalf of all three universities. We communicate with the Alaska delegations under the house. We communicate with Federal agencies in the Executive branch. A lot of time is spent on the budget process and appropriations. We are available to help students and faculty in communicating and working on issues that are federally related. We do a lot of bill analysis, law analysis, and connect with people about issues that concern them to make sure they are aware of new federal policies.

2:45 pm Guest: [Paul Layer](#), Vice President for Academics, Students & Research

When we get State appropriation, it is divided by four. There is a lot of control that happens at the lower levels.

During President Johnson's time and under the chancellors there was a business model employed to keep some reserve of the budget for strategic investments for new directions. There was a pullback at the system level that we allocated monies to specific projects associated with the goals that we set. At each university there was some pooling of resources at UAS. This business model was employed during a time of growth to be able to invest in key areas.

Guest: [Michelle Rizk](#), VP University Relations & Chief SPB Officer

Some of the biggest contractual services expenses are the internet and bandwidth expenses, software maintenance and custodial services. Each University has some control over how they spend their allotted budget.

3:45 pm Guest: [Chad Hutchison](#), Director of State Relations

4:30 pm Leadership Moment

~5:30 pm Adjourn for the day

Optional: Dinner (location TBD)

**Thursday, Sept. 8 and/or Friday, Sept. 9**

9:00 am BOR Meeting in Person (as able/desired)

## **Important Notes:**

### Clothing

- BRING MASKS, as UAS will likely encourage us to wear them while on campus.
- Be sure to pack a rain jacket, as the Southeast gets a lot of precipitation this time of year.
- The Conference Room Alliance is utilizing can be chilly, so be sure to pack a sweater.