



UNIVERSITY  
of ALASKA  
*Many Traditions One Alaska*

## Minutes

### **Staff Alliance**

Friday, Aug 16, 2024

1:30 p.m. – 3 p.m.

[Zoom Meeting](#)

ID: 83207481693

Passcode: 258504

(Please mute unless speaking.)

*Empowering UA Excellence Through Staff Success.*

#### Voting Members:

**Monique Musick**, Vice President, System Office Staff Council - Vice Chair, Staff Alliance

**Derek Bastille**, President, UAF Staff Council

**Tara Borland**, Vice President, UAF Staff Council

**Genevieve Bright**, President, System Office Staff Council

**Kelly Donahower**, President, UAS Staff Council

**Austin Cranford**, Vice President, UAS Staff Council

Jordan Roberts, Co-President, UAA Staff Council **Andrea Miller** as substitute

**Brandon Mckinney**, Co-President, UAA Staff Council

1. Call to Order and Roll Call
2. Adopt Agenda  
Andrea Miller moves to approve. Derek seconds.
3. Approve [Minutes of the July 19, 2024 Meeting](#)  
Derek moves to approve. Austin seconds
4. Guests and Public Comment
  - 4.1. Guests
    - 4.1.1. Legal Counsel - Alaska Labor Law  
Staff Governance groups are subunits of the administration. They are not allowed to lobby for the forming of a union. Although they may use their

personal e-mail to UA e-mails to disperse information.

#### 4.1.2. UA HR Representatives

Implementation phase of negotiations. There will be UNAC negotiations bi weekly through December. Talent and acquisitions has updated their website <https://www.alaska.edu/hr/training/> There is an employee survey <https://www.alaska.edu/hr/training/experience.php>

#### 4.1.3. Alaska 529 updates

Gifting for the 529 is easier. Relationships with employers are easy for direct deposit. <https://www.alaska529plan.com/home/learn.html#advantages>

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

After a review of the Constitutions of the Staff Councils at the System Office, UAF, UAA, and UAS, the various staff Councils are divided on whether to include temporary employees in membership. UAA includes "All hourly and salaried staff of UAA" in the general membership. The System Office Staff Council "Membership consists of system office active exempt and nonexempt regular employees, as defined in university regulation 04.05.020" (which includes temporary employees under Clause C.4) from membership. UAF Staff Council Membership "shall be composed of representative members of the APT and Classified constituents". UAS' Staff Council explicitly excludes temporary (or non-permanent staff) saying that membership "shall be composed of representative members of the exempt and non-exempt constituents including permanent full-time and permanent part-time non-faculty, non-student employees". While this is a bit vague, a later clause specifies "Employee class NR and XR", while temporary employees are CT/NT/XT (as described by UA HR here <https://www.alaska.edu/hr/operations/hr-coordinators/jobsetup/temps.php>). "Temporary employees are ineligible for university benefits except as otherwise required by law or collective bargaining agreement" under R04.05.020(C)(3). Thus temporary employees are arguably at increased need of the representation and communication that can be provided by Staff Councils. Staff Councils, and the Staff Alliance, are encouraged to welcome temporary employees and fulfill their purposes in such a way that includes them.

#### 5. Executive Update(s)/Meeting(s)

##### 5.1. Monthly with President Pitney & Memry Dahl: August 7 - postponed

There isn't currently a Chair of Staff Alliance.

##### 5.2. System Governance Council: TBD

#### 6. New Business

##### 6.1. Officer Election

##### 6.2. Staff Alliance Retreat

Potential October retreat date for planning purposes.

6.3. [AY26 Tuition rates Memo](#)

Rates have been without changes for the past few years. The idea is to make small increases over the years instead of waiting for a huge tuition increase. Administration is asking for feedback on these changes.

7. Ongoing Business

7.1. [UAOnline Upgrades](#) - teams starting on timesheet and student profile projects week of July 15 - feedback on initial upgrade?

Michelle Pope to attend next month's meeting with more information.

7.2. Title II - Digital Web Accessibility - WCAG 2.1 AA standard by April 2026 - applies to all digital content produced or hosted by UA, including websites, online courses, multimedia, and any other electronic resources

7.3. Employee Recognition Policy

7.3.1. [UAF Employee Recognition Policy](#)

7.3.2. [UAS Formal Recognition Award](#)

7.3.3. [UAS Employee Recognition Guidelines](#)

7.4. Employee Experience Survey

7.4.1. [Employee Feedback and Assessment Committee Charter](#)

7.4.1.1. [UAF Response \(from Chancellor\)](#)

7.4.2. [Draft Addendum](#)

7.4.3. Timing of Next Survey

8. Committee Reports

8.1. Joint Healthcare Committee/Staff Healthcare Committee

8.1.1. Staff Health Care Committee

8.2. [Compensation Philosophy Committee](#) - Ad Hoc Staff Total Compensation Advisory Committee

8.3. [Staff Development Fund Committee](#)

8.4. Employee Feedback & Assessment Committee

9. Old Business and/or Items of Reference

9.1. [FY25 Staff Development Funding Request](#)

9.1.1. Staff Development Committee

9.2. Retreat Recap

9.2.1. [Notes and Results from Jonathan King](#)

10. Staff Council Reports

10.1. UAA Still gearing up for the fall. Scheduling a fall retreat.

- 10.2. [UAF](#) Childcare money has been funded. In about a year a new facility will be built.
- 10.3. UAS No current updates.
- 10.4. SO
  - 10.4.1. Held annual retreat June 30. Same Alliance representatives

11. Agenda Items or Guests for the retreat

12. Announcements

12.1.

13. Adjourn