

System Office Staff Council Agenda

Monday, February 2, 2026

9:00am

Zoom:

<https://alaska.zoom.us/j/89316265720?pwd=VE8veHpiTXdYSVRvdEhnSWJpVDN4dz09>

Meeting ID: 89216265720

Passcode: 597537

Representatives:

(absent) Nicole Goff (2024-2026) FY26 President

~Genevieve Bright (2025-2027) FY26 Vice President

~Hailey Jo Moyle (2025-2027) Secretary

~Rebecca Catlin (2025-2027)

~Sarah Belmont (2024-2026)

~Chelsey Okonek (2024-2026)

~Ari Sudbeck (2025-2027)

~Jeremiah Youmans (2024-2026)

~Logan MacDonald (2025-2027)

~Chris Triplett (2026-)

Alternates:

Vacant

Governance Support:

Noel Romanovsky

Guests:

- Jenn Clapp: HR Benefits (benefits—specifically how these benefits evolve over time and how related decisions are made)

Agenda:

1. Call to Order and Roll Call
 - a. Review and Adopt Agenda
 - b. Review and Adopt January Minutes
 - i. [January Meeting Minutes](#)

2. Guest Comments

- a. Brian Smentkowski (ongoing hold- sometimes can attend, sometimes has calendar conflicts)
- b. Jenn Clapp: HR Benefits (benefits—specifically how these benefits evolve over time and how related decisions are made)

3. [Public Comment:](#)

4. New Business

- a. EAIP Broad Discussion
- b. Cost of UA Benefits Comparison Request- Staff Alliance
- c. Onboarding/Supervisor Training:
 - i. Margo will join us for our March meeting
 - ii. **Supervisor training** is still scheduled for a soft rollout of the online training and supervisor handbook in the last week of January. We will then begin developing and training presenters for the in-person supervisor training. Our goal is to have them ready this summer, but timing will depend on any external factors requiring immediate attention. Each university is hosting sessions to augment the training program tailored to its needs. UA HR will have in-person sessions available at each university before the required completion date of July 2027.
 - iii. We are starting project work meetings this month for the **onboarding portal**, working with PageUp on the structure and adding system-level items (e.g., benefits information). Starting in February/ March, MAU stakeholders will provide input on the portal for additional onboarding design. Testing and training on the portal will begin shortly thereafter. We will also be working on the Banner integration, with implementation expected no later than Fall 2026.
- d. Update on Evicore
- e. R02 Personal Holiday Leave and Faculty Time Off Balances- fixed!!
- f. Staff Make Students Count Award
- g. [Board of Regents Meeting- February 19th & 20th](#)
- h. Review - policy changes related to University Policies and Federal Revocation of Affirmative Action Programs
 - i. As a result of the revocation of the existing Affirmative Action programs by the federal government, certain provisions in Board of Regents' Policy require revision to remove references to UA's prior implementation of the federally mandated Affirmative Action programs and to update

language related to protections for veterans and individuals with disabilities under continuing legal obligations.

- ii. The revisions include changes to the following Board of Regents Policies: P01.02.025, P04.02.010, P04.02.012, P04.02.030, and P09.05.024. Changes to related and impacted University Regulations will be completed following the approval of the changes to the referenced Board of Regents Policies.

5. Ongoing Business

- a. (PAUSED) Branding - relate it to the mission/vision statement (updates?)
 - i. Likely need to postpone this conversation
 - ii. Lower priority due to current events

6. Reports

a. President's Report

- i. Monthly meetings with Brian Smentkowski, Vice President and Chief Academic Officer
- ii. Staff Alliance (Genevieve, Nicole)
 - January notes: no quorum but did discuss topics like Evicore, EAIP, and Staff Development Fund for future topics
 - [Next staff alliance meeting](#) scheduled for February 12th

b. SOSOC Committees

- i. Morale/Events Committee (Ari, Genevieve, Rebecca, Nicole, Hailey Jo)
 - You're invited to a cozy Craft Circle as we celebrate creativity, gratitude, and a little Valentine's Day cheer. Bring any craft you're currently working on, or come ready to try something new.
 - What to expect:
 - a.  A relaxed, bring-your-own crafting space
 - b.  A gratitude card-making station to create a heartfelt card for someone you appreciate (perfect for Valentine's, or just because)
 - c.  An optional book exchange- bring a gently used book you love and swap it for a new-to-you read
 - d.  A create-your-own bookmark station to pair with your new book (we will have a supplies station set up)
 - e.  Good conversation and a welcoming, low-key atmosphere
 - Whether you're an avid crafter, a book lover, or just looking for a cozy way to unwind and connect, we'd love to have you join us.
 - a.  Date: February 10, 2026

b. 🕒 Time: 11:30am - 1:00pm

• 📍 Location:

a. Anchorage: Bragaw 208

b. Fairbanks: Butrovich 204

- ii. Awards Committee (Nicole, Genevieve)
- iii. Staff Development Day (Ari, Nicole, Hailey Jo, Genevieve, Rebecca)
- iv. Nominations Committee (all)

c. Staff Alliance Committees

- i. Compensation Committee (Nicole)
 - Compensation [Memo](#)
 - [Compensation Memo Update as of 8/22](#)
- ii. Staff Development Fund (Raina, Noel, Genevieve, Sara)
 - Professional Development Support:
 - a. Q3: January 1–March 31 = Review 1st week of April
 - b. This support is good for any activities occurring within the next 12 months, and is for up to \$500 per employee, while the funds last.
 - c. [Application Link](#)
 - Tuition Support: (Summer Semester)
 - a. Application period: January –May 1
 - b. Submit a fee scholarship request by: May 1, 2026
 - c. a Tuition Waiver is no longer necessary
 - d. Random selection and distribution notice will be sent within the following week (ahead of May 22)
- iii. Joint Healthcare Committee (Raina/Logan/Rebecca schedule TBD - Monique to hand off)
 - + Staff Healthcare Committee

d. Other Committees

- i. Employee Feedback and Assessment Committee (formerly known as Staff Engagement, Employee Experience) – Chelsey
 - Updates - See email from Pres. Pitney with links:
 - a. <https://www.alaska.edu/hr/training/experience.php#reports>
 - b. https://drive.google.com/file/d/1WSq-kaLtsh-gS_TiuGGI4Uer7kY8ZD9F/view
- ii. UA Accessibility Workgroup (VACANT-previously Monique)
 - Working to become an officially recognized committee

- a. Group meets every two weeks
 - Training offered jointly between UAA/UAF
 - a. <https://www.alaska.edu/news/system/2024-UA-disability-services-free-virtual-training.php>
- 7. Old Business:
 - a. Compensation [Memo](#)
 - b. Institutional Compliance Program
 - i. [Compliance Chats](#)
 - The latest series covers research ethics and compliance
 - ii. [UA Compliance Leadership for Supervisors Training](#)
- 8. General Updates and Reminders
 - a. Events and New Updates:
 - b. News and General Info Links:
 - i. [Capitol Report](#)
 - ii. [UA News Center](#)
 - iii. [System Office Bulletin](#) (replaced by System Office Intranet)
 - iv. [Upcoming HR Trainings](#)
- 9. Local Issues & Updates
 - a. Anchorage
 - i. Interim Chancellor will continue until at least end of fiscal year
 - b. Fairbanks
 - i. Chancellor Search Committee has changed- using WittKieffer, a nationally recognized executive search firm (same as UA President)
 - ii. Hold on Provost search until permanent Chancellor is named
 - iii. Kevin Alexander named dean of UAF Community and Technical College
 - c. Juneau
 - i.
 - d. System Office
 - i. President Search beginning in December, President Pitney retiring in May
 - ii. Interim CHRO Nickole Conley appointed as UA's permanent CHRO
- 10. Department Updates, Issues, and Kudos
 - a.
- 11. Agenda items for next meeting:
 - a. Future guest speakers:
 - i. Kim Washburn, UAF/SO HR Business Partner, University of Alaska Human Resources
 - ii. Community campus guest speakers?

- iii. IT topics?
- iv. Luke
- v. Chad
- vi. **Michelle Rizk - President Search - April Meeting**
- vii. **Labor Relations/Wayne - March Meeting**
- viii. HR
 - Compensation
 - Benefits
 - Educational Incentive Program
- ix. Margo
 - Supervisor training
 - Onboarding training

12. Closing Comments

- a. System Office Survey - related to morale (i.e. benefits, return to work directives, etc.); Perhaps available for staff development day? (anonymous)
- b. Exit Surveys - can HR share why employees are leaving? Plan to address the common reasons?

13. Adjourn

Resources:

- [SOSC Meeting Recordings](#)
- [Constitution and bylaws](#)
- [Regents' policy and university regulation](#)
 - [03.01 - Faculty, Staff and Student Governance](#)
- [System Office org chart](#)
- [Governance basics presentation](#)
- [Chairing a meeting](#)
- [System Office staff numbers](#)
- [UA News Center](#)
- [System Office Bulletin](#)
- [SO Intranet](#)
- [System Office Intranet](#) - new alaska.edu/System leadership overview video - contains meeting highlights plus announcements, deadline reminders, and fun stuff happening.
 - [BOB site](#)
 - [Butrovich site](#)