



MEMORANDUM

Date: January 20, 2022

To: Pat Pitney, UA Interim President

From: Juella Sparks, Chair, UA Staff Alliance *JS*

Re: Staff Development Fund Mid-Year Report

A requirement of the Staff Development Fund (SDF) was a mid-year report to you on the different activities being planned for and supported by this funding.

The funding has been distributed to the four local councils according to the number of staff served by each. Three of the four councils conducted surveys to get staff input and ideas. There is general agreement by the councils to support their individual staff development days and to collaborate across the system to bring a guest speaker to a shared event on May 5th, with this funding. Both UAA and UAF, who received the greater portion of the funding, have expressed a willingness to support and offer shared trainings or projects with the other two councils. They have also set aside funds to promote and launch affinity groups.

Further, I would like to highlight that UAF Staff Council is currently covering fees incurred by UAF staff registering for classes at UA during the Spring semester and has already spent a portion of its funding on one-year licenses on LinkedIn Learning to be used by any staff across the system to access more personalized professional development.

All four groups have ad hoc committees planning and working to put together a wide variety of events and professional development thanks to this funding. What has become clear with the opportunity this funding presents, is the challenge members of staff governance are having with capacity. Each of the councils has shared the difficulty of fitting in the research, planning and administration associated with offering professional development opportunities alongside their regular governance work and the demands of their positions. Further, concerns have been shared about staff members' capacity to engage in the professional development opportunities being offered. That being said, we appreciate the many opportunities for professional development this funding will offer to staff and thank you for the funding. Alliance is hopeful for continued funding in FY23 and looks forward to working to offer meaningful training and development for UA staff through the staff councils.

cc: Paul Layer, VP Academics, Students & Research