



UNIVERSITY  
of ALASKA  
*Many Traditions One Alaska*

**Zoom Meeting**

Minutes

**Staff Alliance**

Friday, February 18, 2022

1:30 p.m. – 3:30 p.m.

ID: 837 7990 2110

Password: M2EwL0Gx

(Please mute unless speaking.)

**Voting Members:**

**Juella Sparks**, Vice President, UAF Staff Council; Chair, Staff Alliance  
**Dawn Humenik**, Co-President, UAA Staff Council; Vice Chair, Staff Alliance  
**Lauren Hartman**, President, UA System Office Staff Council  
**Monique Musick**, Representative, System Office Staff Council  
**Ronnie Houchin**, President, UAF Staff Council  
**Eric Lingle**, President, UAS Staff Council  
**Tania Rowe**, Co-President, UAA Staff Council  
Vacant, Vice President, UAS Staff Council

Call to Order and Roll Call -

1. Adopt Agenda

Lauren moves to approve. Dawn seconds.

2. Approve January [Minutes](#)

Link to January recording: [January 21, 2022 Recording](#)

Passcode: U=0p3p9.

Dawn motions to approve. Eric seconds.

3. Guest and Public Comments

3.1. [Public Comment Form](#)

4. Chair's Report - no written report

During discussion Juella brought up that there was very little testimony on motion appointing interim President Pitney to permanent status. Monique presented a great report on the System Mission Task Force. Regent Hughes has called a special meeting to hear from the Faculty Staff and Students leader chairs regarding the appointment of Interim President Pitney. Some names that have been forwarded to Interim President Pitney for the CHRO search.

5. New Business

5.1. [Regents Motion to Appoint UA President](#)

There are now ten resolutions or motions asking the Regents not to appoint Interim President Pitney but to engage in conversations with governance. That is a ten out of a possible fourteen.

5.2. Executive Session

Ronnie moves to support the System Governance Council Resolution. There is no second. Not approved.

Lauren moves to support the System Governance Council Resolution #2022-1 asking the Board of Regents to pause their direct appointment of the president and to work with governance to further understand what governance means to the success of the university. Monique seconds. Passed unanimously.

5.3. [Employee Recognition Policy](#)

Tabled until the March meeting so that it can be taken to local councils.

6. Ongoing Business - [SA Action Log](#)

6.1. Monthly with President Pitney: last - 1Feb22, next - 1Mar22

Ask: As a permanent president, what are her goals? Would she be interested in meeting with the Staff Alliance to discuss her thoughts and plans for the future?

6.2. System Office Mission Task Force - Ronnie Houchin/Monique Musick

Will meet with the President in a couple of weeks. Monique has proposed a process that involves communication by doing a survey of the system office staff to get feedback. We drafted statements to get feedback as education and outreach from System Office with the goal of composing System Office Mission Statement to the Board of Regents to become policy.

6.3. Regents Subcommittee on Tuition - Ronnie Houchin

Nothing new to report at the moment. They are still gathering information.

6.4. Staff Make Students Count awards - VP Layer's email

Lauren makes a motion to open nominations in April for the recognition award to be conferred at the November Board of Regents meeting and start the process in late spring summer and move the evaluation period from calendar year to fiscal/academic year. No second.

Moniques motions to hold the Staff make Student Count nomination period in April for recognition at the September Board of Regents meeting. Lauren seconds. Passed Unanimously.

6.5. [HR's Guided Conversations](#) - Update

There was a good discussion about the lack of participants and volunteers to facilitate. They are starting the spring supervisor training series promised to have learned from their last training session to make improvements. They are going to collect feedback and share with us.

6.6. Staff Emeritus - Dawn

A reminder to send an outline of your university's process to Dawn and Juella by mid-March.

6.6.1. [Latest updates](#)

6.6.2. [President's Action](#)

6.6.3. [Modifications email Nov 23](#)

6.7. [Staff Ombuds](#) - Update

A reminder to submit names by March to participate in this ad hoc committee

6.8. Meeting with the UA regents

Brandi and Noel are working on coming up with two dates for Staff Alliance to have a meeting with the Board of Regents. The meetings will be 60 to 90 minute meetings with the stated goal to share the staff perspective on the university and the working environment.

6.9. [Draft Compensation Philosophy statement](#) -

Juella will meet with Chief HRO Bishko. There are four parts of compensation: wage compensation, health and wellness benefits, retirement, and work culture. We would like to form an ad hoc committee with a mission to identify some tangible budget impacting requests which will be presented to HRO Bishko and President Pitney of our understanding of the compensation philosophy. We would like to see progress on those that are a priority for us. Discussion on slide 7 in the Compensation presentation going before the regents at their next meeting. It includes a lot of compensation detail that was not shared or discussed with staff governance.

6.10. Shared Staff Recognition & Development Day - May 5, 2022

6.10.1. Funding support from UA HR for awards

Chief HRO Bishko confirmed that HR would be willing to reimburse the awards for recognizing years of service.

6.10.2. Shared speaker

6.10.3. Updates from local councils

**Monique moves to postpone the rest of the meeting and agenda until March 4th. Lauren seconds. Passes. Recessed.**

6.11. [Affinity Group proposal](#) - next action, Ronnie Houchin

6.11.1. [President's response on affinity groups proposal](#)

6.12. [Staff Development Fund](#) - Updates

6.12.1. System Office - Lauren

6.12.2. UAA - Dawn

6.12.3. UAF - Ronnie

6.12.4. UAS - Eric

6.13. Committees

- 6.13.1. Systemwide Councils - [President's response](#) - 1/13/22
    - 6.13.1.1. Student Services Council - Dawn Humenik
    - 6.13.1.2. Community Campus Director's Council - Yes/No
  - 6.13.2. Compensation - Update
    - 6.13.2.1. [Reply to President's Response](#)
    - 6.13.2.2. [President's Response to FY23 Comp Memo](#)
  - 6.13.3. Morale - Update - Ronnie Houchin
    - 6.13.3.1. [Summary in BOR written report](#)
    - 6.13.3.2. [Morale Survey Charts and Comparison](#)
  - 6.13.4. Joint Healthcare Committee - Mathew Mund
    - 6.13.4.1. Staff Healthcare Committee - Monique Musick
    - 6.13.4.2. Lockton's proposed changes update
  - 6.13.5. [Shared Governance Ad-Hoc Committee Update](#)
    - 6.13.5.1. [Jan 10th agenda](#)
    - 6.13.5.2. [Common Table Proposal to System Governance Cncl](#)
  - 6.13.6. [Staff Alliance Constitution and Bylaws](#) review update - Lauren Hartman
    - 6.13.6.1. First Reading
  - 6.13.7. Recruitment for CHRO - Juella Sparks
7. Old Business
- 7.1. [Education Attainment Incentive proposal](#)
  - 7.2. [UA Shared Goals and Measurements](#) - latest input sent 1/2/22
    - 7.2.1. [Refined list of measures](#)
    - 7.2.2. [Goals & Measures spreadsheet](#)
  - 7.3. [Alaska Native Success Initiative](#) (New site [Race, Equity, Diversity, Inclusion, Success](#))
  - 7.4. Exit Survey - presentation to UAF Staff Council - Ronnie
  - 7.5. Administrative Reviews
  - 7.6. COVID Operational Status/Activities (formerly Phase C effort and Post-COVID workplace) - [final post-COVID workplace report](#)
  - 7.7. Staff Governance fiscal support
    - 7.7.1. [Budget](#)
8. Staff Council Reports
- 8.1. UAA -
  - 8.2. UAF -
  - 8.3. UAS -
  - 8.4. SO - [February meeting draft minutes](#)
9. Executive Session

10. Agenda Items or Guests for March 18 meeting

10.1.

11. Adjourn

12. Announcements

12.1. Special Mtg of Regents Governance Committee - February 18

12.2. Next Board of Regents - February 24-25