



UNIVERSITY  
of ALASKA  
*Many Traditions One Alaska*

## Minutes

### Staff Alliance

Friday, November 17, 2023

1:30 p.m. – 3:30 p.m.

[Zoom Meeting](#)

ID: 832 0748 1693

Password: 258504

(Please mute unless speaking.)

#### Voting Members:

**Ronnie Houchin**, Past President, UAF Staff Council, Chair, Staff Alliance

**DeAnne Ruiz**, Co-President, UAA Staff Council, Vice Chair, Staff Alliance

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

Genevieve Bright, President, System Office Staff Council (absent)

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

Jonathan Lasinski, President, UAS Staff Council (Temporary excused absence)

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

**Peter Sommers**, Acting President & Vice President, UAS Staff Council

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

#### 1. Call to Order and Roll Call

#### 2. Adopt Agenda

Dawn moves to adopt. Peter seconds.

Dawn moved to amend the agenda to include 7.3 Compensation Memo

Response and Monique seconds.

#### 3. Approve Minutes of the [October 20, 2023](#) meeting

Dawn moves to approve. Peter seconds.

#### 4. Guests (Margo Griffith, Stefanie Gorder HR) and Public Comment

##### 4.1. Guests

Paul Layer will no longer be joining the Staff Alliance meeting, however, Memry and/or others from her team will be joining us in the future.

Matthew Mund and Rachel Potter - Refer to 8.1 Joint Healthcare Committee/Staff Healthcare Committee (in New Business)

Margo is covering for Memry.

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

No Comments at this time.

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

#### 5.1. Monthly with President Pitney & CHRO Dahl: last: Nov 8, next: Dec. 5

Discussion about the employee experience survey results and what's the vision on how to use the results.

#### 5.2. Monthly with Vice President Layer: last: 28 Aug 23, next: n/a

5.2.1. Meetings to be discontinued effective immediately

#### 5.3. [Monthly with CHRO](#): last - [10 October 23](#) (<<- Use this link)

5.3.1. Meetings to be discontinued, effective 11/13/2023

#### 5.4. System Governance Council: last - 9 May 23, next - TBD

### 6. New Business

#### 6.1. [Roadmap to Empower Alaska](#)

##### 6.1.1. [Draft Roadmap to Empower Alaska](#)

Will be brought back to the board in February for approval. At some point it will be officially transmitted to governance then the feedback period will open. Since it has been presented to the board, it can be shared more broadly. Encourage folks to continue looking at the roadmap and get feedback.

##### 6.1.2. [Visual](#)

#### 6.2. Updates from JHCC & SHCC

#### 6.3. Supervisor training

A meeting was held on 8 November and the documentation is in process. Topics discussed were: the history of the university and institutional changes; who exactly the training would be for; who also benefits from such training; the need for identifying levels of supervisor training; differences and similarities to other training of this sort; and what the difference is between training and development. Also discussed was how leadership plays a role in the training.

#### 6.4. Employee Experience Survey

A meeting was held to look over the survey one last time and the general consensus is that it looks great and they got it down to a reasonable number of questions. An intro email will go out on Monday 4 December to all benefited employees stating that the survey is coming, the launch will take place on Tuesday 5 December, and will close on Friday 8 December. The results will be provided in the Spring. There will be prize drawings for participants. It would be helpful to see the staff councils support this.

## 7. Ongoing Business

### 7.1. [Compensation Philosophy Committee](#)

Ronnie and Memry briefly talked about it at BOR.

### 7.2. Longevity

Tabled for now.

### 7.3. Compensation Memo Response

Due to the time constraints of this meeting, this will be discussed at the next meeting.

## 8. Committee Reports

### 8.1. Joint Healthcare Committee/Staff Healthcare Committee - Monique Musick and Mathew Mund (in New Business)

Matthew felt the discussion for this group was more to do with the Wellness Plan which did get delayed until their December meeting. Matthew did add the following link to a rough conscious document from a discussion to the Chat <https://docs.google.com/document/d/1lwPZKmh8gLLsUtdIMX1MmZSZCiYh-9I07eQxHUyQyNo/edit?usp=sharing> which are thoughts around the Wellness Plan from a staff perspective. The main theme the committee is using to promote the continuation of the Wellness Plan is that the university cares and that there is a community of caring at the university. Pretty clear that we want to keep a Wellness Plan. Monique is not sure how the other people are going to vote, but the committee is definitely looking at all options and ideas.

### 8.2. [Staff Development Fund Committee](#)

### 8.3. Employee Feedback & Assessment Committee

#### 8.3.1. [Charter approved](#)

#### 8.3.2. Survey planned for rollout Fall 2023

## 9. Old Business and/or Items of Reference

### 9.1. Retreat Recap

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

#### 9.1.2. What do we do next?

## 10. Staff Council Reports

### 10.1. UAA

### 10.2. UAF

### 10.3. UAS

### 10.4. SO

11. Agenda Items or Guests for December 2023 meeting

12. Announcements

New Governance Support Admin, Mary Burnham, started Monday November 27, 2023

13. Adjourn

Peter moves to adjourn.