



UNIVERSITY  
of ALASKA  
*Many Traditions One Alaska*

## Minutes

### **Staff Alliance**

Friday, July 21, 2023

1:30 p.m. – 3:30 p.m.

[Zoom Meeting](#)

ID: 832 0748 1693

Password: 258504

(Please mute unless speaking.)

#### Voting Members:

**Dawn Humenik**, Co-President, UAA Staff Council; Chair, Staff Alliance

**Lauren Hartman**, Past President, System Office Staff Council; Vice Chair, Staff Alliance

Tara Borland, Vice President, UAF Staff Council

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

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

**Jonathan Lasinski**, President, UAS Staff Council

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

**Deanne Ruiz**, Co-President, UAA Staff Council

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

1. Call to Order and Roll Call

2. Adopt Agenda

Ronnie moves to adopt the agenda. Monique seconds.

3. Approve [June 16, 2023 Meeting Minutes](#)

Ronnie moves to approve. Monique seconds.

4. Guests and Public Comment

4.1. Guests

Paul Layer: July is a month to regroup and prepare for the upcoming fall.

We are preparing for the Board of Regents meeting in August in Juneau and the

budget cycle. There will be a reception at the new building on UAS campus

Wednesday night. We are meeting with various staff and administration groups

who received funding for economic development. There was a conversation

about drones and about energy. We are looking into a study on student fees.

4.2. [Public Comment Form](#)

There are no public comments at this time.

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

5.1. Monthly with President Pitney & CHRO Dahl: last - 16May23, next - PENDING

President Pitney will be meeting with new Alliance leadership.

5.2. Monthly with Vice President Layer: last - 11May23, next - PENDING

5.3. [Monthly with CHRO](#): last - 11Jul23, next - 8Aug23

There is a reorganization taking place with the departure of Glenn Gambrell. Margo Griffith now becomes the director of talent acquisition and development. The special project related to development and employees is part of the new department she is covering. Margo will be working on implementing a more robust training and development for staff and faculty across the system. There is an ongoing special project with job family updates and position descriptions. There is a new director of HR information systems and analytics.

5.4. System Governance Council: last - 9May23

Once the coalition of student leaders has been established and the faculty are back on contract, the council will convene in the fall.

6. New Business

6.1. Staff Alliance Executive Elections

A motion to have a Staff Alliance Officer Election no later than December 15, 2023.

Monique, so moved. Peter seconds.

7 Alliance members in favor. One opposed. The motion carries.

6.1.1. Chair [Ronnie Houchin](#)

Ronnie accepts for FY 24 first half of the year.

Unanimously approved.

6.1.2. Vice Chair DeAnne Ruiz

DeAnne accepts. Unanimously approved.

6.2. Retreat

6.2.1. Date and location selection

A discussion of Kenai location in mid September. Doodle Poll coming.

An idea of a two day retreat including travel time was presented.

7. Ongoing Business

7.1. [FY25 Compensation Memo](#) (related to 7.3)

Unanimous vote to submit to President Pitney

7.1.1. For reference: [FY24 Compensation Memo](#)

7.1.1.1.

[Response](#)

President Pitney's

## 7.2. Staff Recognition

7.2.1. Longevity - [UA Staff Alliance Proposal - Longevity.docx](#)

7.2.2. Recognition for Performance

7.2.3. [UAF SC resolution](#)

7.3. [Compensation Philosophy Committee](#) - first meeting Oct. 28th, second meeting Jan. 27th, Final Meeting Apr 28, 2023

7.3.1. [Meeting notes from Oct. 28th](#)

## 7.4. Staff Make Students Count

7.4.1. Update(s)

UAA and SOSOC will submit their recipients.

There are ongoing discussions on making the award ceremony to be more budget friendly as Juneau is more expensive to travel to than a central location such as Anchorage. It makes sense for students to be a part of the process and the current time frame allows that.

The awardees will be presented at the board of regents meeting in Juneau.

## 8. Committee Reports

8.1. Joint Healthcare Committee/Staff Healthcare Committee - Monique Musick and Mathew Mund

The committee is largely faculty therefore doesn't meet over the summer.

8.2. [Staff Development Fund Committee](#)

We are hoping we can get this implemented sooner in the year as opposed to last year. Lauren is willing to help with the fund although she will need all of the councils to have a person represented to be part of the committee or she could ask last year's participants if they would like to continue being a part of it. UAA would like Justine to continue. Matthew Mund represented UAF. Jessica Driscoll represented UAS. There is going to be some discussion on the maneuvering and distribution of the fund.

8.2.1. [FY23 Draft Report](#)

8.2.2. [FY24 Natural Resources Fund - BOR Agenda Item](#)

8.3. Employee Feedback & Assessment Committee

The last meeting was canceled. There is a meeting next wednesday with qualtrics to start the implementation process.

8.3.1. [Charter approved](#)

8.3.2. Survey planned for rollout Fall 2023

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

9.1. [Working Group on Communication Pathways](#)

9.1.1. [Staff Feedback - Communication Pathways Working Group](#)

9.2. FY23 [Goals](#)

- 9.2.1. [Ombuds Committee](#) - suspended
- 9.2.2. Governing Documents Review: Suspended

## 10. Staff Council Reports

- 10.1. UAA
  - 10.1.1. Concert In the Quad:  
July 25, 11:30am - 1:00pm
  - 10.1.2. Pending Faculty/Staff  
Mixer: Aug 3, 2023
  - 10.1.3. Governance Review of  
Online Learning Council Policies
- 10.2. UAF
  - 10.2.1. Did not meet in July.  
Next meeting: August 8, 2023
- 10.3. UAS
  - 10.3.1.
- 10.4. SO
  - 10.4.1. Next meeting August  
7th, did not meet in July. New regular meeting schedule TBD

## 11. Agenda Items or Guests for August 2023 meeting

- 11.1.

## 12. Announcements

- 12.1. UA Board of Regents
  - 12.1.1. Testimony: Tuesday, Aug 29, 2023
  - 12.1.2. Committee Meetings: Wednesday, Aug 30, 2023
  - 12.1.3. Full Board Meeting: Thursday, Aug 31, 2023

## 13. Adjourn

Peter motions to adjourn.

***“I always get to where I’m going by walking away from where I have been.” - Winnie the Pooh***

*Looking forward to working with Alliance members, UA Staff, and others across the system and walking together toward a destination that improves the staff experience, conditions, and opportunities. ~ Dawn*