



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Minutes

Staff Alliance

Friday, January 19, 2024

1:30 p.m. – 3:30 p.m.

Voting Members:

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

VACANT, Vice Chair, Staff Alliance

Derek Bastille, President, UAF Staff Council

Tara Borland, Vice President, UAF Staff Council

Genevieve Bright, President, System Office Staff Council

Dawn Humenik, Co-President, UAA Staff Council

Brandon Mckinney, Co-President, UAA Staff Council

Monique Musick, Vice President, System Office Staff Council

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

1. Call to Order and Roll Call
 - 1.1. Jonathan Lasinski will no longer be joining us, he has accepted the position of Vice Chancellor for Administrative Services at UAS.
2. Adopt Agenda
 - 2.1. Monique made a motion to approve the agenda and seconded by Paul.
3. Approve [Minutes of the December 15, 2023 Meeting](#)
 - 3.1. Dawn made a motion to approve the minutes and seconded by Genevieve.
4. Guests and Public Comment
 - 4.1. Guests
 - 4.1.1. Memry Dahl, CHRO

A brief update on the Compensation Philosophy and how are we meeting employees where they are in the life cycle of their employment.
 - 4.1.1.1. How are we attracting, retaining, and rewarding the right individuals to join us or stay with us. One question along those lines was how to make sure that supervisors know about in grade

opportunities, and so information is being put together. For instance, 689 staff members have received in grade step increases (about 20%) and around 150 of those were around retention or equity with the average increase at 5.6% over the last calendar year. The other thing is that we've had 73 educational attainments, that means folks are submitting that information. A year in review is being compiled where they are looking at things like how many supervisors have attended training and/or lunch and learns. Around 800 supervisors have attended lunch and learns in the last 12 months and over 2,911 have participated in HR Trainings.

- 4.1.1.2. Reviewing the retirement plan, and a ROTH option has been added.
- 4.1.1.3. TIAA had 102 webinars, Fidelity has had 664 specific phone calls and 145 one on one virtual retirement planning sessions with individuals
- 4.1.2. Margo Griffith, Director of Talent Acquisition and Development
 - 4.1.2.1. Updates from HR: a) The directors and the senior business partners will be in Anchorage for 2 days for a HR leadership strategy session; b) negotiations for the graduate students start next week; c) the benefits team is starting to prep for open enrollment; d) talent acquisition is revamping the Career's page and provided a preview; and e) just an FYI, HR has made an offer for the employee development professional position.
 - 4.1.2.2. A question that came through the alliance was, what is the role of the HR Senior Business Partner and how should staff interact with that person? The senior business partners are the connection point for the universities. They work on the campus and are that immediate contact for folks to be able to ask questions of, and if they can't answer, then they can help folks interface with the areas of HR that can answer those questions. They are a partner for the universities and a liaison between the universities and personnel within HR. Communication needed to let staff, in general, know these are a resource for them to reach out to for any HR concerns. [About HR Business Partners link.](#)
 - 4.1.2.3. Is there any update on the potential changes to the remote work agreements? There are some changes, they're not huge, significant changes as far as the overall remote work policy. There are a few shifts that'll happen just to clarify expectations. The biggest change will be with the remote work agreement form, which will address items such as tracking where folks are working, and requirements such as duty of

care, insurance, tax related requirements, as well as some compensation laws that are in place. It is being tested, but there will be some adjustments. Folks will have to review agreements on an annual basis to make sure they are accurate and up to date. Right now it is in the very, very preliminary stages. Once completed there will be training available.

- 4.1.2.4. Do we have a direction/approach to keep track of performance reports, since they are being done in all kinds of different ways? HR recommends using the automated process in My UA, but there are options to do them on paper. Last year, there was a pretty big update to the performance evaluation process in My UA, and the feedback received stated that it is definitely more streamlined than it has been in the past. If folks don't utilize it, it is really hard to track that they are being done. The process is being reviewed and looked at, and HR is constantly trying to improve it.
- 4.1.2.5. Employee Experience Survey results are in and Qualtrics has been doing the analysis on the data. Dashboards are the reports and those are close to being completely developed. HR is on track for the delivery of the information the first week of February. The expectation is that a dashboard will be available to all employees, who will be given access to that link to the dashboard. There are some IR requirements to put that information behind a credentialing barrier, which will mean that users will have to sign in with UA credentials in order to access the report. A message will be sent out to all employees that were invited to respond to the survey letting them know the results have been posted on the website. Winners to the drawing will be announced at that time also.
- 4.1.3. Uriah Nalikak, Director of HR Services
 - 4.1.3.1. The role of Director of HR Services is to oversee the personnel department, HR accounting, payroll, and HR customer service.
- 4.1.4. Stefani Gorder, Executive Assistant to the CHRO / UA HR Communications Specialist
 - 4.1.4.1. Update from our Open Enrollment team. The only employees that will need to fill out the form are people who need to make changes and people who want any kind of FSA.
- 4.1.5. Kristel Komakhuk, Senior Director, Alaska Native Success & Partnerships
 - 4.1.5.1. Been focusing on the past, present, and future of the ANSI (Alaska Native Success Initiative) by researching, and meeting with as many people as possible in order to know what work has been done

and where we are at today. ANSI is one of the initiatives of the President's office, the other being the Arctic Leadership initiative. Also, working with the ANSI leads from each of the universities: Jessica Black UAF; Ronaldada Cadiante Brown UAS; and Michele Yatchmeneff UAA. Also creating some communications as well.

4.2. [Public Comment Form](#) - No comments at this time.

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

5.1. Monthly with President Pitney & CHRO Dahl: Jan. 10

5.1.1. Discussed the budget and that the governor had cut the amount for compensation in half. The president has a lot of confidence that the legislature is going to fund that fully and is really optimistic on the deferred maintenance strategy.

5.1.2. Longevity was talked about, and there is still this feeling that each university gets to define longevity. The president did seem supportive of the idea that we should be taking a holistic look at longevity and accounting for time that folks might have from their previous employment with the university, not just their current time.

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

5.2.1. Encourage leadership to get this group together, because that group of people has a pretty heavy group and they could do something this semester.

6. New Business

6.1. Staff Alliance Co-Chair Nominations & Election

6.1.1. DeAnne has accepted a new position which has opened up the vice-chair position.

6.1.2. The role of the Co-Chair is to attend the pre-staff meetings with the chair, president and CHRO and other items as needed.

6.1.3. The floor was opened for either self nominations or nominations of someone else. Monique self nominated herself and others were supportive of this nomination. A vote was taken and Monique received an unanimous approval.

6.2. Board of Regents Special Meeting – January 17, 2024

6.2.1. [Transcript](#) and [Agenda](#) - Reminder: that the transcript is a meaning for meaning attempt by a non-Alaskan transcriber trying to capture the gist of the conversation. It's not 100% accurate and not a direct quotation. The transcript is not an official document.

- 6.2.1.1. A discussion of feelings and takeaways took place. Does the alliance want to take any action at this point or just see how this influences our universities?
- 6.2.2. Article: "[How Mitch Daniels Made Purdue a University Conservatives Could Love](#)"
- 6.3. FY25 Budget - [Advocacy](#) – [Capitol Report](#) (first of 2024 released Jan 19)

7. Ongoing Business

7.1. Joint Health Care Committee (JHCC)

- 7.1.1. [Health and Wellness Page link](#) - It would be good to have information about hearing and mental health benefits on the page. The page is looking much better than it has in the past, but it feels like parts of our benefits programs are still missing.
- 7.1.2. Mathew Mund stepped down as chair and Jill Dumesnil is the new chair.
- 7.1.3. 4 different motions regarding the wellness program were put forward. 3 of those motions were from the faculty. Ultimately after much discussion, the motions were not voted on. Does this group want to take a look at the Staff Healthcare Committee recommendation and pass that on to HR from Staff Alliance.
- 7.1.4. There has been some confusion about the exact role, purpose, and function of the JHCC, so a committee came together and wrote bylaws. HR also came up with a charter document, however, the JHCC unilaterally decided to implement the bylaws written by the JHCC.
- 7.1.5. A motion, basically saying, the JHCC needs a Google drive for a shared drive in order to make it easier to share and track documents by the members.
- 7.1.6. A brief discussion about rates took place. It wasn't looking at projected new ones but a follow-up from the last action in November, which included raising deductibles and out of pocket costs for health plans; only raising them by the IRS mandate and equivalents; individuals rates going up; what other things can be done to decrease plan costs; what communications can we do; cost drivers; etc.

7.2. Staff Make Students Count Award Timeline

- 7.2.1. The ad hoc committee will get together to set the timelines.

7.3. [Compensation Philosophy Committee](#)

7.4. Longevity

- 7.4.1. Short discussion took place with no motions or actions taken.

8. Committee Reports

- 8.1. Joint Healthcare Committee/Staff Healthcare Committee
- 8.2. [Staff Development Fund Committee](#)
- 8.3. Employee Feedback & Assessment Committee

9. Old Business and/or Items of Reference

- 9.1. Retreat Recap
 - 9.1.1. [Notes and Results from Jonathan King](#)

10. Staff Council Reports

- 10.1. UAA
 - 10.1.1. Struggling with membership issues, some due to workload capacity concerns that are keeping staff from volunteering, and moves from staff to faculty, etc. Not sure if it's 100% workload or if there are other issues at play. Having a really hard time recruiting hourly people.
- 10.2. UAF
 - 10.2.1. It is hard to get folks from the research community to clear out time to participate in staff council for various reasons.
- 10.3. UAS
 - 10.3.1. Putting out a call for a special election, but it's only for 6 months for Staff Council President. Working with the new Chancellor on longevity, staff development day, setting goals, etc.
- 10.4. SO
 - 10.4.1. Has 2 vacancies.

11. Agenda Items or Guests for the February 16, 2024 meeting

12. Announcements

- 12.1.

13. Adjourn

- 13.1. Dawn made the motion to adjourn.