



## Notes

### **Staff Alliance Meeting**

Friday, March 21 2025

1:30 - 3:30 p.m.

[Zoom Meeting](#)

ID: 85927232796

Passcode: 969981

(Please mute unless speaking.)

*Empowering UA Excellence Through Staff Success.*

#### Voting Members:

Austin Cranford, Vice President, UAS Staff Council - Chair, Staff Alliance

Monique Musick, Vice President, System Office Staff Council - Vice Chair, Staff Alliance

Derek Bastille, President, UAF Staff Council

Tara Borland, Vice President, UAF Staff Council

Genevieve Bright, President, System Office Staff Council

Kelly Donahower, President, UAS Staff Council

Andrea Miller, Vice President, UAA Staff Council

Brandon Mckinney, President, UAA Staff Council

1. Call to Order and Roll Call
2. Adopt Agenda
3. Approve [Minutes of the February 28 , 2025](#)  
Approve [Minutes of the January 17 2025](#)
4. Guests and Public Comment

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

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

5.1. Monthly with President Pitney & Memry Dahl - Feb. 3, 2025

### 6. New Business

6.1. [Staff Make Students Count](#) – deadline March 21 (to be awarded at the May 21/22 BOR Meeting)

6.1.1. Austin asked a question about the process. Monique answered that each council has their own selections. They will add another week to the deadline. March 28th is the deadline now. Monique will push out updates.

6.2. [Executive Orders](#)

6.2.1. Kudos to our general counsel and government teams for keeping up with Executive Orders. There is a lot of concern and so many updates to keep track of. President Pitney and the Chancellors are doing great too with communications. The Chief Diversity Officer retired. They are monitoring any possible effects to student financial aid. Discussions around the closing of the Department of Education and what that means to the University. What can the Staff Alliance do about this? The UAA Staff Council will hold listening sessions. There are also upcoming Town Hall Meetings.

6.3. Pre-Banner Longevity Counting:

6.3.1. We have paper files for some employees. After an employee has had a break in service of a few years (7), UA is no longer required to retain their files. This means that some of our employees will have intact historical records and some will not.

Best case scenario for data quality: we have HR Customer Service go back through numerous (over 150) paper files on employees. They document these date ranges and HR incorporates them into the analysis.

-Pros: Most comprehensive in representing truth

-Cons: HUUUUGE personnel cost, data won't even be that great because we're talking about paper files that are over 30 years old

Preference: A general disclaimer like, 'we recognize you and due to data quality constraints, your historical service will not be included if the job ended before we actively used banner (7/1/1996, or thereabouts)'

6.3.2 If HR is willing, why don't we ask employees when they started?

Derek states that they know this but we don't know how much eligible longevity time from pre-Banner. Discussions include one employee's longevity count went from 10 years to 30 years. There was a

recommendation to err on the side of an employee's longevity for their employee award. It's about recognition. It's not tied to any legal benefit issues. Genevieve will start a memo with all of the details on recognizing length of service.

## 7. Ongoing Business

### 7.1. Regents Meeting - 2.20.2025;

7.1.1. Motion on Diversity, Equity, Inclusion, Accessibility

7.1.2. [EAB report](#) - BOR consultants reporting on recruitment and retention efforts (recommendations included in BOR agenda)

7.1.2.1. This has yet to be determined.

7.1.3. Special BOR meeting today to accept the UNAC contract. The Adjunct Faculty contract is accepted.

### 7.2. Empower Alaska Incentive Program - [website](#)

7.2.1. Timeline update, March 31st is the deadline.

### 7.3. Employee Experience Survey results

### 7.4. [UAOnline Upgrades](#) - teams evaluating timesheets, student profile, new login

7.4.1. Coming April 14th. Two things that are changing, the login page and there will be a university student login and one for staff. All relevant information will be transferred to the correct page. This is to get financial aid dashboards connected to the right university. Overall the Banner 9 version is much better than what we are using. Employees will login to the employee link. No news yet on timesheets.

7.5. Title II - Digital Web Accessibility - WCAG 2.1 AA standard by April 2026 - applies to all digital content produced or hosted by UA, including websites, online courses, multimedia, and any other electronic resources

7.5.1. No updates today.

### 7.6. Institutional Compliance Program

7.6.1. [Compliance Chats](#) - As a result of the BOR decision on DEI, they had to change website names. They are looking for all of the areas that need to be modified. The compliance site will pull that all together under one site. Monique has a lot of work that she has completed and is still working through.

## 8. Committee Reports

8.1. Joint Healthcare Committee/Staff Healthcare Committee - rates, open enrollment

- 8.1.1. Staff Health Care Committee - they met on March 20th, all of the rates are up on what it will be for open enrollment. There are comparisons available. Derek mentioned that there is no information on hearing benefits. He talked about UAA's information on benefits for hearing aids. No response from Heather Arana. They may have to find someone who is interested in helping the compensation committee.
- 8.2. Ad Hoc Staff Total Compensation Advisory Committee
  - 8.2.1. Establish new membership/charter
- 8.3. [Staff Development Fund Committee](#)
  - 8.3.1. Additional representation
  - 8.3.2. Fall 2024 Tuition Fee Support Results = 667 Credits/126 Employees
  - 8.3.3. Spring 2025 Professional Development Support
    - Q1 = 24 Employees, Q2 = 26 Employees
- 8.4. Employee Feedback & Assessment Committee
  - 8.4.1. results will be rolled out in early April. There will be a 2 year hiatus until the next one.
- 9. Old Business and/or Items of Reference
  - 9.1. [State of the University](#) Address - Jan 30
  - 9.2. [FY26 Compensation memo](#)
  - 9.3. [FY25 Staff Development Funding Request](#)
    - 9.3.1. Staff Development Committee
- 10. Staff Council Reports
  - 10.1. UAA - Andrea Miller talked about resolutions in process. There is a joint resolution with the Faculty Senate for a Governance Coordinator position.
  - 10.2. UAF - Derek Bastille said they do have some joint meetings with Faculty. Their staff affairs committee is up and running. They are rebuilding. They are looking for a membership and rules committee person. Tara Borland and they have a call for nominations for their Staff Alliance..
  - 10.3. UAS - Kelly Donahower said that there is a Town Hall meeting today. Their presidential elections are in process today. They will know on Monday. They will seek a Juneau and Ketchikan members at-large.
  - 10.4. SO - Genevieve said they have not made any resolutions. They are working through longevity awards. Their next meeting will have guest general counsel Wayne Mowery attend. Monique added they are working on staff development day. She will send an update for Staff Make Student Count.

## 11. Announcements

11.1.

## 12. Adjourn