



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Minutes

Staff Alliance

Friday, August 18, 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

Dawn Humenik, Co-President, UAA Staff Council

Jonathan Lasinski, President, UAS Staff Council

Monique Musick, Vice President, System Office Staff Council

Peter Sommers, Vice President, UAS Staff Council

1. Call to Order and Roll Call
Everyone is present
2. Adopt Agenda
Dawn moves to approve. Monique seconds.
3. Approve [2023 7 21 SA Mtg Minutes](#)
Dawn moves to approve. Jonathon seconds.
4. Guests and Public Comment

Paul Layer updates on the Board of Regents meeting in Juneau. The agenda will be available online tomorrow. We have four worthy candidates for the Staff Makes Student count. They will be recognized at the board of regents meeting in August. We are 4% up on student enrollment closer to where we were in FY 22. . There has been a gradual downside on enrollment since 2012.

4.1. Guests

4.1.1. Lauren Hartman and Mathew Mund

2:15 p.m.

4.1.1.1.

[Staff Development](#)

[Funding](#)

Monique moves to split the 20,000 over the course fee support over each semester.

Unanimously approves. No opposition.

4.2. [Public Comment Form](#)

I do not want my name read. I want to ask for a larger variety of food options to be available on campus for staff and students. Many staff say UAA is a food desert, and I would agree.

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

5.1. Monthly with President Pitney & CHRO Dahl: last - 1 Aug 23, next - 5 Sep 23

It was a transitional meeting discussing new Staff Alliance leadership. Compensation Memo. ANSI effort. Memry suggested inviting the new ANSI leads to the next Staff Alliance meeting. DEI and the role and many college boards are playing in stifling DEI efforts.

5.2. Monthly with Vice President Layer: last - 11 May 23, next - 28 Aug 23

5.3. [Monthly with CHRO](#): last - 14 Aug 23, next - 12 Sep 23

The amount which is charged to employees for life insurance is being taxed at varying rates depending on the employee's age.

This is what was communicated: The University of Alaska provides Basic Life Insurance to all benefit-eligible employees. Beginning on July 1, 2023, Basic Life Insurance will increase from \$50,000 to \$100,000. Since this is now over the IRS limit of \$50,000, this is a taxable benefit.

A discussion of communication and lack thereof.

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

6. New Business

6.1. Retreat

6.1.1. 21-22 September @ [Kenai Peninsula College](#)

6.1.2. Planning

An invite to stay in the dorms on campus. A discussion of the focus more on human resources and less on the budget.

7. Ongoing Business

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

7.1.1. Additional compensation and benefits recommendations

A discussion of a variety of ways UA could offer better benefits and upward mobility.

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

7.1.2.1.

[Response](#)

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](#)

8. Committee Reports

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

Request from Memry to make the meetings shorter. The committee said one hour is not enough time to go over everything. We have a larger number of high claims this year. Diabetes drugs are being used for weight loss. Planning on an in person meeting in the fall.

8.2. [Staff Development Fund Committee](#)

8.2.1. [Staff Alliance offers Fall 2023 semester fee support | News | University of Alaska Anchorage](#)

8.2.2. [FY23 Draft Report](#)

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

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. Staff Make Students Count

9.1.1. Update(s) - winners selected and will be presented at the 31Aug23 meeting in Juneau, AK

9.2. New Member Introductions

9.3. Staff Alliance Executive Elections

9.3.1. Executive session, if necessary

9.3.2. Chair

9.3.3. Vice Chair

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

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

9.5. FY23 [Goals](#)

9.5.1. [Ombuds Committee](#) - suspended

9.5.2. Governing Documents Review: Suspended

10. Staff Council Reports

- 10.1. UAA
 - 10.1.1. UAA Faculty & Staff
Convocation 25Aug23
 - 10.1.2. UAA Staff Council
Retreat 7Sep23
- 10.2. UAF
 - 10.2.1. Still looking for a
President.
Discussing a picnic between governance groups.
- 10.3. UAS Technology committee. UAS recently participated in a survey.
 - 10.3.1. Longevity committee
starting at UAS.
- 10.4. SO Full complete council. Finished goal setting and orientation.
 - 10.4.1. A number of UA
departments moved into Butrovich, a discussion of
emergency services in the building.

11. Agenda Items or Guests for September 2023 meeting

- 11.1.

12. Announcements

- 12.1. UA Board of Regents (Agenda info not yet uploaded in BoardDocs)
 - 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
- 12.2. Approximate APS Disbursement Day: Friday, August 18, 2023
 - 12.2.1. Students eligible for the Alaska Performance Scholarship (APS) will be able to see their APS awards in UAOnline around mid-to-late August, whenever the financial aid office receives the list of APS-eligible students from the Alaska Commission on Postsecondary Education (ACPE). Visit the [Alaska Student Aid Portal \(ASAP\)](#) for more information about your APS status.

13. Adjourn

Dawn moves to adjourn.