





solutions to ensure that the policies and regulations of this university are as smart and as fair as they can possibly be.

The second new committee is addressing staff morale. We recognize morale must be improved, but we haven't done the groundwork to put forward informed solutions. As our leadership thinks about ways to weather the storm we're in, and ways to improve the university, this committee will be a valuable source of feedback on how staff are feeling and how they might feel better. For the purposes of a "staff opinion," or "staff perspective," our governance body is the only group that represents the non-unionized staff of the UA system; it is critical that this voice is used and is heard.

In addition to process and morale, we discussed the need for better leadership training for staff. We have a deep pool of talented, committed, and passionate employees who will be with this institution for the long haul, as long as they have the opportunity to grow. While there is a veritable wealth of options for staff looking to grow professionally, we do think there is room for improvement. So in the coming year, Staff Alliance will be working on a way to harness the incredible resources of this university to deliver a leadership development program.

We have another year of challenges ahead, both in response to external pressures and as we work to improve internally. While we adapt to a tighter budget, we also have opportunities to grow and advance—in morale, in skills, and in trust.

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*Staff Alliance serves the classified and administrative, professional and technical staff throughout the University of Alaska system.*