



- ii. Remote work form - UA HR has been looking and piloting a new form that will cover all aspects of remote work. Team members will initiate the process and will route it through their supervisors for approval.
- iii. Talent and acquisition - Margo Griffith of the Talent and Acquisition Development Department has been working on the UA careers page modernization. (preview was shared)

### 3. Public Comment

- a. One - to be read aloud: "While I support a wellness culture at UA, the current Wellness program does nothing to advocate for wellness in the workplace. As such, savings to the health plan and to employees could be achieved if UA does away with the Wellness requirements of the points and rebates since the rebates are entirely employee funded." (anonymous)
  - i. The "Public Comment" was read out loud to the alliance members. It was noted that discussions are ongoing regarding the Wellness Program as a whole: including points; rebates; is it beneficial to continue the program; etc., in the Joint Health Care Committee meetings. (refer to section 6:c:iii Joint Healthcare Committee)

### 4. New Business

- a. Compensation Committee - Andrew/Monique; discussion below
- b. Safety - thoughts on including during staff development day; Other opportunities to train/inform:
  - i. Consider possible local training opportunity/get-together: Emergency Procedures/Slide/Defib.Equipment/Fire for each building (Staff Development Day possibility?)
- c. Staff Make Students Count
  - i. Updates on deadline: March 18 - <https://www.alaska.edu/governance/staff-alliance/staff-make-students-count/>
- d. Staff Development Day
  - i. Any updates following the 9 January subcommittee meeting

### 5. Ongoing Business

- a. System Office Intranet - new alaska.edu/System leadership overview video, which is great for new team members.
  - i. BOB site
- b. Institutional Compliance Program
  - i. Compliance Chats - (once a month)
    - 1. The next series will have to do with cybersecurity, previous months have included device security and overall phishing, and upcoming will be password security.
    - 2. Possibly post last month \$20 gift card winner to drive up engagement on the Compliance Chats.

- ii. [UA Compliance Leadership for Supervisors Training](#)
- iii. Researching “

i. <https://drive.google.com/file/d/1R-HccE3K-LI3>

- i. Restarting discussions on what compensation looks like in regards to merit vs longevity and talking about how our salary model is a little bit dated.
- ii. Clearing up confusion on what is the compensation committee purpose. The committee is just ideating, providing feedback, or giving new ideas. Communication liaison conduit.
- iii. Process of reviewing everything listed as benefits and how to quantify the concept of total compensation. Also, clarifying how to define compensation and how it is perceived.
- iv. What are the issues that we have discussed and what are some potential solutions to address them. Some examples are salary compression; longevity issues; new employees coming in at practically the same rate of pay as longtime employees; etc.

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- ii. [Staff Development Committee](#) (Lauren Knimmo)
  - 1. Recently passed the Monday Jan 8th deadline for spring \$250 class fee scholarship.
    - a. A reminder that the scholarship is intended to cover fees for classes that go toward individual staff members professional growth.
  - 2. Recently passed the deadline for \$500 professional development funding (Goal time) (Monique)
  - 3. LinkedIn Learning Licenses:
    - a. [LinkedIn Learning info page](#)
- iii. Joint Healthcare Committee (Monique)
  - 1. Further discussions on the wellness program took place and they are looking at every aspect of the program. There are four motions that have been made, but no votes on the motions have been taken yet.
  - 2. Discussion on impact of November votes pt

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1. Working to become an officially recognized committee
  - a. Group meets every two weeks - connect with Scott for an Invite.
2. UAS will have its first visually impaired student and all the disability support offices are coming together for support.

## 7. General Updates and Reminders

- a. Events and New Updates:
  - i. Upcoming BOR Meetings: Feb. 20, 2024
  - ii. Recent meetings: [Nov. 7, 2023](#)
- b. News and General Info Links:
  - i. [Capitol Report](#)
  - ii. [UA News Center](#)
  - iii. [System Office Bulletin](#) (replaced by System Office Intranet)
  - iv. [Upcoming HR Trainings](#)

## 8. Local Issues

- a. Anchorage
  - i.
- b. Fairbanks
  - i. New CIO has been chosen.

## 9. Department Updates, Issues, and Kudos

- a. Starting Thursday, Scott will be providing basic & advanced training sessions for Zoom (Tuesday and Thursday drop-ins): [Zoom Trainings - Spring 2024](#)
- b. UAF - new CIO selected

## 10. Agenda items for next meeting (March):

- a. AI - impacts on faculty and staff positions, security, etc.; Ben - guest speaker? Enterprise level subscription? ChatGPT vs microsoft edge options - pros and cons of both?
  - i. There is an AI platform on Microsoft Edge called Copilot that UA team members can access. Once you open Edge, go to far right of the upper right corner and click on it.

## 11. Closing Comments

- a.

## 12. Adjourn

- a. Scott made a motion to adjourn the meeting.

Resources:

[SOSC Meeting Recordings](#)

[SOSC FY23 Goals](#)

[Constitution and bylaws](#)

[Regents' policy and university regulation](#)

[03.01 - Faculty, Staff and Student Governance](#)

[System Office org chart](#)

[Governance basics presentation](#)

[Chairing a meeting](#)

[System Office staff numbers](#)

[UA News Center](#)

[System Office Bulletin](#)

[SO Intranet](#)