

United Academics AAUP-AFT Local 4996

Executive Board Meeting

Minutes - approved

Date: Wednesday, December 3, 2025 **Time:** 8:30-10:00 am AKST

CALL TO ORDER 8:30 a.m.	
Land Acknowledgement	
Statement on Racial Justice and Social Equity	
Roll Call Members present: Jill Dumesnil, Cindy Trussell, Sharon Chamard, Ingrid Johnson, Ryan Harrod, Richie Berndt Members absent: Andrea Dewees Staff: Kate Quick, Melanie Arthur (absent) Guests:	
Motion to Approve 2025-12-03 Agenda - approved as modified	
Motion to approve minutes from 2025-11-19 - approved	
NEW BUSINESS	
<ol style="list-style-type: none">1. Membership database - Discussion and come back with suggestions2. Rethinking social events - Discussion3. End-of-year bonuses for staff (See page 25) Discussion Richie / Ryan Motion to pay 1 week gross salary as end of year bonus to Kate Quick and Melanie Arthur - approved4. Discussion of overload pay practices - Discussion	
<ul style="list-style-type: none">• NEXT MEETING: Wed., Dec. 17, 2025, 8:30-10:00 am AKST• Good of the Order• Motion to Adjourn: 947a	

LAND ACKNOWLEDGEMENT

We live and work on the unceded territories of Alaska Native Peoples. We very much appreciate their past and ongoing stewardship of these lands.

STATEMENT ON RACIAL JUSTICE AND SOCIAL EQUITY AT UA

As part of our commitment to enkindle racial justice and social equity within the University of Alaska system, we will speak up when we experience examples of racism or injustice in our meetings and as we conduct our business.

This means we can and will interrupt the meeting to draw the issue to one another's attention.

We will do this kindly, with care, and in good faith. This statement is a reminder that we commit to doing this in the service of ending the system of racial oppression that is perpetuated through institutionalized policies and individual bias.

United Academics Executive Board		
PRESIDENT	Jill Dumesnil, PhD	2023-2026
TREASURER	Sharon Chamard, PhD	2024-2026
SECRETARY	Richie Berndt, MSML	2025-2026
ORGANIZATIONAL VP - UAA	Ryan Harrod, PhD	2024-2027
ORGANIZATIONAL VP - UAF	Ingrid Johnson, PhD	2025-2027
ORGANIZATIONAL VP - UAS	Andrea Dewees, PhD	2024-2027
ORGANIZATIONAL VP - Extended Sites	Cindy Trussell, PhD	2024-2027
STAFF		
CONTRACT MANAGER Melanie Arthur, PhD		
ORGANIZING MANAGER Kate Quick, MFA		