



UNAC Connection - January 2025



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Member Spotlight



Dr. Kimberly Pace

Professor Kimberly Pace has taught for UAA's Political Science Department for almost three decades, starting in 1998 as an adjunct. In 2003, she began her current full time position as a non-tenure track (NTT) assistant professor of Political Science, teaching and doing phenomenal amounts of service at every level. This is her 21st year as an NTT assistant professor.

In addition to her work for the Political Science department, she chaired the Women's & Gender Studies Department from 2005 to 2024. Kimberly is currently working with the Alaska Native Studies Program to develop a course on Missing and Murdered Indigenous Women and is a Co-PI on a \$400,000 Mellon Foundation Grant to elevate Alaska Native Studies in part by creating interdisciplinary courses.

In addition to her heavy teaching load and her other service, Professor Pace runs Alaska's Model UN program and coordinates with Alaska's high school teachers to help them run Model UN clubs in their local Alaska high schools. The state's high

school clubs gather at UAA every February for an intense diplomatic competition, bringing hundreds of high-performing students to UAA and planting the seed in them to attend UAA. A few dedicated even assist the Model UN program as undergraduate students, giving them valuable hands-on leadership experience.

Despite her obvious dedication to UAA and her contributions to enrollment and student success, Kimberly's supervisors told her repeatedly that *she was ineligible for a promotion*. They told her this even after ratification of our 2017-2019 CBA, when UNAC won promotions with a 10% pay raise and a new title for NTT teaching faculty, where previously NTT promotions had only been available to research faculty.

It wasn't until Kimberly got involved with UNAC's new Committee on Non-Tenure Track Members in 2022 that she learned she *could* stand for promotion. In September of 2024, she submitted her file for promotion, detailing 20 years of her work history. As chair of UNAC's Committee on NTT Members, one priority for Professor Pace is to ensure that all NTT faculty—research and teaching—know they are eligible for promotion. The process is laid out in [CBA](#) article 9.2.7.b Contact contract@unac4996ak.com with questions.

ATTENTION NTT MEMBERS: Professor Pace is also spearheading a virtual NTT Town Hall on February 5, 2025, from noon to 1:00 p.m. NTT members will get the Zoom link via email.

UNAC Budget Transparency

A Breakdown of How We Spend Your Dues

You might wonder what happens to your dues and your colleagues' dues. Here's a 30,000 foot view of how we spend our money, based on our FY25 budget.

- 32.3% goes to workload buyout for faculty leadership (E-Board, Negotiation Team)
 - Includes \$3,000 for campus receptions around the UA system
 - Includes travel for negotiation team to prepare and negotiate in person
 - Includes e-board and staff travel to required, biannual affiliate conventions
- 26.8% goes to required state and national union affiliations
 - American Association of University Professors (AAUP)
 - American Federation of Teachers (AFT)
 - (AFL-CIO)
 - Alaska (AK AFL-CIO)
 - Alaska Public Employees Association (APEA)
- 26.4% for 2 full time UNAC staff positions, office space, general overhead
- 11.3% in legal fees for contract enforcement
 - Unprecedented number of grievances
 - Currently under budget for legal fees, pending potential arbitrations
- 3.2% to our accountant and auditing firm

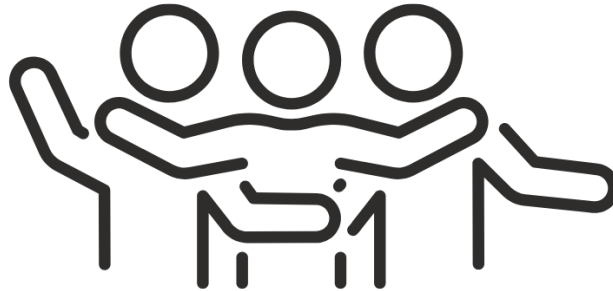
Budgets are drafted by faculty on our Finance, Audit, and Budget Committee and are approved annually at our April Representative Assembly meeting. All dues payers are welcome to attend RA meetings. Your org VP can send you

the info.

What We Get For Our State and National Union

Affiliations

- **American Association of University Professors (AAUP)**
 - Academic freedom protections and higher ed policy statements
 - Connections with faculty throughout the U.S.
 - Assistance during negotiations
 - Chapter mobilization support grants of \$20k (we've received 2 in recent years, with a new application pending)
- **American Federation of Teachers (AFT)**
 - Assistance during negotiations and organizing campaigns
 - Legal assistance grants of varied amounts (we've received 2 in recent years, totaling nearly \$200k)
 - Insurance coverage for E-Board members in their fiduciary roles
 - Benefits for individual members - public service loan forgiveness assistance, insurance discounts, travel deals, mortgage rebates, and more
 - Connections with public employees throughout the U.S.
 - AFT advocates in D.C.
 - Automatic affiliation with the National American Federation of Labor-Congress of Industrial Organizations (AFL-CIO)
- **Alaska AFL-CIO & Alaska Public Employees Association (APEA)**
 - Solidarity with other Alaska union workers
 - Video production, assistance at our events and actions, amplification of our fights
 - Political advocacy for working families



Mediation Update

Until we sign on the dotted line and tentatively agree to a new CBA, we need you to ramp up your support!

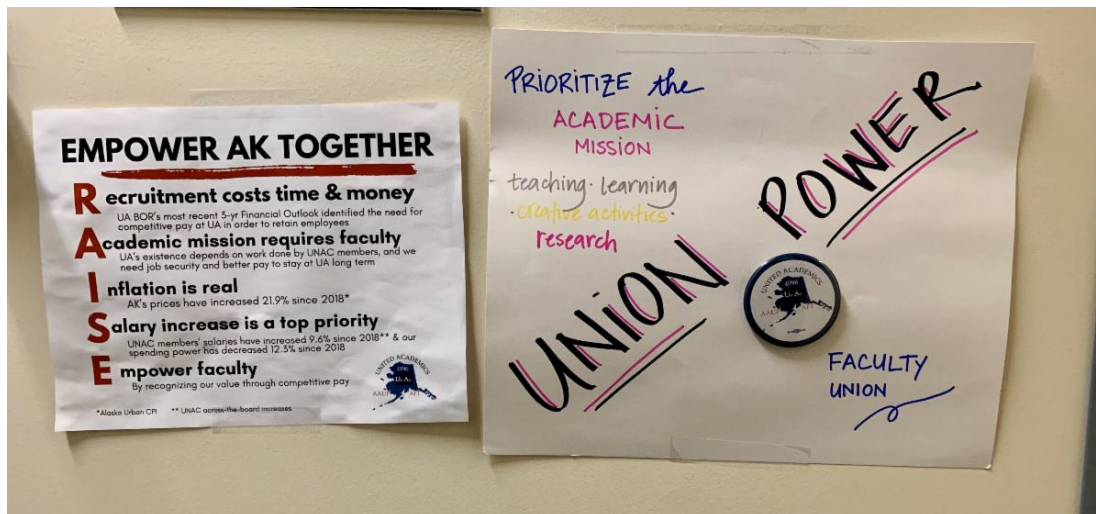
We will send a separate update after our 1/29/2025 mediation session concludes.

Actions

- Ask your Org VP for a cardstock "I would vote to strike" card and/or use our virtual "[I would vote to strike](#)" graphic for your profile pictures. Note that backgrounds are rectangular, while profile pictures are square.
- Take a picture with one of our foam-board signs and send it to

membership@unac4996ak.com Don't know where to find a sign? Contact your Org VP

- Keep hanging "I support UNAC" signs on your door. Make your own!
- Contact your student newspaper and ask them to cover our bargaining
- Share our social media content
 - [Facebook](#)
 - [Instagram](#)
 - [Bluesky](#)
- NTT members- attend our Non-Tenure Track Town-Hall on February 5, noon-1:00 p.m. (invite and Zoom link will come via email to NTT members)



Highlights from UAF's Rally for a Fair Contract

We made a clear statement on Tuesday at UAF! Over 50 of us were there lining the hall when the BOR and President Pitney came out of their committee meeting, and when our mediator came out of our mediation room. Thank you to everyone who showed up!

YOU are building our union power!



The "Fair Contract Now" banners (above and in the video) are courtesy our graduate

student union, AGWA/UAW. THANK YOU to AGWA/UAW for sharing their banners and supporting our rally! Solidarity wins!



FTO Cash-In

It's that time of year again. You can cash-in up to five days of your FTO. If you are not going to use five days, cash them in! The form link is at the bottom of [this page](#). It takes you to a sign-in page for the NextGen cash-in form.

Strike Solidarity Corner

- Park City Ski Patrollers went on strike for two weeks over the holidays. (more [here](#) on their strike) They are back at work now, with a contract that met their demands. "This effort demonstrates what can be achieved when workers stand together and fight for what they deserve," ski patroller and union lead negotiator Seth Dromgoole said in a statement. (more [here](#))
- 45,000 dock workers threatened a renewed strike over automation. They TA'd a contract and averted a strike. (more [here](#))
- Nearly 5,000 Oregon nurses, doctors, and staff walked off the job at all 8 Providence hospitals in Oregon on January 10. If they can do it, we could do it too! (more [here](#))
- President Trump fired EEOC and labor board officials on the National Labor Relations Board (NLRB). This does not directly affect United Academics, since we are governed by the Alaska Labor Relations Agency (ALRA). However, it is a concerning development, one which will play out in the courts. (more [here](#))

Reminders

UNAC Website

Please visit our United Academics website: unitedacademicsak.org for helpful

resources including:

- Up-to-date bargaining information
- Executive Board officer contact info & Representative Assembly roster
- A pdf version of our current CBA
- An archive of our monthly newsletters
- E-Board and RA meeting minutes
- Our union by-laws and constitution
- Union member benefits
- And more

Social Media

- Follow us at our new [BlueSky](#) account
- Follow us on [Facebook](#) and [Instagram](#)
- Like and share our posts, and tag us in your own posts

YouTube Channel

Our [YouTube channel](#) (@United Academics_4996_AK) has short member-to-member video messages, videos explaining union rights, training videos for promotion and workloads, and other informational content. Contact us if you have additional training or other video requests.

UNAC Sick Leave Bank

The Sick Leave Bank application can be found under 'forms and guidelines' on this [UA Labor and Employee Relations](#) webpage.

The UNAC sick leave bank was formerly the UAFT sick leave bank; when the two unions merged into UNAC in 2018, the sick leave bank became the UNAC sick leave bank. It was incorporated into our most recent CBA (article 16.8).

Current Collective Bargaining Agreement (CBA)

Our CBA is available on our United Academics website:

<https://unitedacademicsak.org/resources/collective-bargaining-agreement-1>

Meeting Notices

UNAC General Membership Meetings

- Regularly scheduled meetings: every second Tuesday of the month from 5:30-7:00 p.m.

Next General Membership Meeting

Tuesday, February 11, 2025, from 5:30-7:00 p.m. AKST

Next UNAC Representative Assembly Meeting*

Saturday, February 15, 2025, 10:00 a.m. - 2:00 p.m. AKST

UNAC Executive Board Meetings*

First and third Wednesday of each month, 8:30 a.m. - 10:00 a.m. AKT

**Dues paying members are welcome to attend the RA and Executive Board meetings. Contact your Org VP and/or office staff for the Zoom link.*



Executive Board Contacts

President - Jill Dumesnil, Ph.D.
jill.dumesnil@unac4996ak.com

Treasurer - Sharon Chamard, Ph.D.
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Secretary - Abel Bult-Ito, Ph.D.
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UAA Organizational VP - Ryan Harrod, Ph.D.
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UAS Organizational VP - Andrea Dewees, Ph.D.
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UAF Organizational VP - TBD
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Extended Sites Organizational VP - Cindy Trussell, Ph.D.
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Contract Manager - Melanie Arthur, Ph.D.
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Organizing Manager - Kate Quick
kate.quick@unac4996ak.com

United Academics Local #4996 (UNAC) is the bargaining unit that represents post doctoral fellows, non-tenure track (term), tenure track, and tenured faculty at the University of Alaska. UNAC is an affiliate of the American Association of University Professors (AAUP) and the American Federation of Teachers (AFT).

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