AGENDA
UAF STAFF COUNCIL #280
Monday, Apr. 3, 2017
8:45 - 11:15 AM
Wood Center Ballroom
Google Hangout

I. 8:45 - 8:50 CALL TO ORDER & ROLL CALL

A. Call to Order

B. Roll Call

C. Approval of Staff Council Meeting #280 Agenda

D. Approval of Staff Council Meeting #279 Minutes

E. Green Dot Minute

II. 8:50 - 9:00 STATUS OF PENDING ACTIONS

A. Staff Council Resolution 2016-277-2: Resolution Proposing Changes to Furlough Leave Language in UA Regulation R04.07.110 D1 to Allow for Leave Accrual by Non-exempt Employees

B. Staff Council Resolution 2016-277-3: Staff Volunteer Day Proposal and Resolution of Support

III. 9:00 - 9:05 PUBLIC COMMENT

IV. 9:05 - 9:20 OFFICERS' REPORTS

A. Nate Bauer, President

B. Samara Taber, Vice President

V. 9:20 - 9:40 GUEST SPEAKER: UAF OFFICE OF MANAGEMENT & BUDGET (OMB)

VI. 9:40 - 9:50 GOVERNANCE REPORTS

A. ASUAF Report - Colby Freel, President, ASUAF

B. Faculty Senate Report - Chris Fallen, President Elect, Faculty Senate

VII. 9:50 - 10:00 NEW BUSINESS

A. Shared Governance - Board of Regents

i. Attachment 280-7: Shared Governance Slides from UA Board of Regents Meeting (March 2, 2017)

VIII. 10:00 - 10:10 BREAK

IX. 10:10 - 10:15 STAFF ACHIEVEMENTS AND HIGHLIGHTS

X. 10:15 - 10:30 CHANCELLOR'S REMARK

XI. 10:30 - 10:50 UNFINISHED BUSINESS

A. 2017-2018 Officer Election Update

B. Staff Mentoring

C. Staff Council's 'Staff Volunteer Days' Proposal

D. 2017 Outstanding Staff Council Achievement Award Update

E. UA Strategic Pathways http://www.alaska.edu/pathways/

i. Phase 2 Reports: www.alaska.edu/pathways/phase-2/

F. Role of At-Large Representatives - Discussion

G. Single Accreditation

H. Budget Update

I. Employee Giving Initiative

J. Committee Representatives: (none)

XII. 10:50 - 11:05 INTERNAL COMMITTEE REPORTS

A. Elections – Jessica Armstrong, Co-Chair & Stacey Howdeshell, Co-Chair

i. Did not meet

B. Membership and Rules - Mathew Mund, Chair

i. Attachment 280-8: April Committee Report

C. Rural Affairs - Chris Brooks, Chair

i. Attachment 280-2: April Committee Report

D. Staff Affairs – Jessica Allard, Chair

i. Attachment 280-3: April Committee Report

E. University Advocacy – Kara Axx, Chair

i. Attachment 280-1: April Committee Report

XIII. INTERNAL AD HOC COMMITTEE REPORTS

A. Carolyn Sampson Memorial Scholarship Ad Hoc Committee - Stacey Howdeshell, Chair

i. Chair did not submit a report

B. Staff Awards - Nomination Review Ad Hoc Committee - Carrie Santoro, Chair

i. Attachment 280-5: April Committee Report

XIV. EXTERNAL STATEWIDE COMMITTEE REPORTS (written only)

A. Staff Alliance - Staff Health Care Committee – Lesli Walls, Rep; Stacey Howdeshell, Rep; David Bantz, Alt; Sue Mitchell, Alt

i. Attachment 280-6: April Committee Report

B. Staff Alliance Compensation Working Group – Kathy Nava, Rep; Alda Norris, Rep

i. Representatives did not submit a report

C. Staff Alliance Morale Committee - Lesli Walls, Rep; Jami Warrick, Rep

i. Representatives did not submit a report

XV. EXTERNAL UAF COMMITTEE REPORTS (written only)

A. Accreditation Steering Committee - On Hiatus

B. Chancellor's Advisory Committee for the Naming of Campus Facilities - Jesse Atencio, Rep

i. Did not meet

C. Chancellor's Diversity Action Committee (CDAC) – On Hiatus

D. Chancellor's Planning and Budget Committee - Nate Bauer, Rep; Samara Taber, Alt. (See *VII. Officer Reports*)

E. Employee Engagement Subcommittee - Kara Axx, Carrie Santoro, Lesli Walls, Jami Warrick

i. Did not meet

F. Fresh Air Campus Challenge Committee – Sue Mitchell, Alt - On Hiatus

G. Gender Inclusive Work Group - Mathew Mund, Rep, Chynna Sandgren, Alt

i. Did not meet

H. Master Planning Committee (MPC) – Amanda Wall, Rep

i. Attachment 280-4: April Committee Report

I. Meritorious Service Award Committee – Connie Huizenga, Rep

i. Representative did not submit a report

J. People's Endowment Board – Lena Krutikov

i. Representative did not submit a report

K. RISE Board – Ian Olson, Rep

i. Representative did not submit a report

L. Sustainability in Dining Committee - Mathew Mund, Rep

i. Did not meet

M. Work Life Balance Committee - Inactive

XVI. EXTERNAL UAF AD HOC COMMITTEE REPORTS (none)

XVII. 11:05 - 11:10 ANNOUNCEMENTS

XVIII. 11:10 - 11:15 ROUND TABLE DISCUSSION (off the record)

XIX. 11:15 ADJOURN

Committee: University Advocacy Committee

Submitted By: Kara Axx

Committee Chair(s): Kara Axx

Meeting Date: 3/14/2017

Present: Alexander Chisum, Briana Pauling, Carrie Santoro, Dean Ojala Jr., John Smelter, Karina Gonzales, Susie Frei

Excused: Jami Warrick, Lesli Walls

Absent: N/A

Guests: N/A

Report:

Updates on Pending Actions:

Volunteer Day:
Update from Chancellor's Office on resolution…Chancellor reviewing before sending back to the committee. UAC tabling until feedback received.

Food Drive: update from Kara…contacted Joel's Place about food donations. Contact said that UAC should reach out to the bone builders program through the Food Bank, Joel's Place is distribution hub for bone builders…which are backpacks filled with kid friendly food for summer when kids are not at school. The Wood Center pantry would also love non-perishable food items (protein based desirable). WC Pantry is not sure if they will be open over the summer yet, but will know within the month. Lesli will reach out the Boys and Girls club before we proceed further with planning…before our next meeting.

Mentoring/Online Forums: great discussion on the possibility of using Google+ Communities for a platform. Meeting set up with Karina, Jami and Kara on 3/30 at 1:30 to explore options.

New Business:KUAC Phone Bank: will schedule UAC to volunteer at fall Phone Bank. New ideas from new members: UAC discussed possible new items to serve the committee responsibilities. Some topics discussed were hosing events to serve as mixers for employees, ex…international student night at the Pub. How can use create similar events for employees? Maybe have a mixer after Staff Appreciation Day? Kara will follow up with John for further discussion. What about a school supply drive? Or clothing drive? One day could be the actual collection of goods and one day to deliver or hand out collected items, like the school supply backpack drive in North Pole. School supplies would align with an educational community outreach. Committee members will continue to think of new ideas and share with the group at the next meeting.

Action Items / Follow Up:

Next Meeting **Date:** 4/11/2017 **Time:** 1:30 PM

Location: Murie 130

Meeting available by Google Hangout: YES

Committee: **Rural Affairs Committee**

Submitted By: **Chris Brooks**

Committee Chair(s):

Meeting Date: **3/8/2017**

Present: Kimberly Knudsen

Excused:

Absent: Chad Oleson, Lena Krutikov

Guests: Guests: Elarae Miner, Kara Axx, Linda Joule

Report:

Announcements: None

Guest Speaker: Linda Joule - Director, Chukchi Campus.

Unfinished Business/Updates:
Seward Marine Center (SMC) Crew leave, accrual and health insurance - Chris Brooks.
Wintermester/Summermester access for rural campuses report - Chad Oleson and Lena Krutikov
Initiate Department Safety Coordinator Program at Rural Campuses - Kimberly Knudsen.
Nome Fiber Access – Update on delivery of high-speed access services.

New Business: Book rural campus speaker for April meeting.

Discussion Items: Rural Campus/Facility funding - Chad Oles

Committee Members:Chris Brooks, Chair – christopher.brooks@alaska.edu (907)796-5442Chad Oleson - cdoleson@alaska.eduKimberly Knudsen - klamb1@alaska.eduLena Krutikov - lkrutikov@alaska.edu (907-474-6961)

Action Items / Follow Up:

Next Meeting **Date:** 4/12/2017 **Time:** 2:00 PM

Location: Google Hangouts

Meeting available by Google Hangout: YES

Committee: Staff Affairs Committee

Submitted By: Jessica Allard

Committee Chair(s): Jessica Allard

Meeting Date: 3/15/2017

Present:

Excused:

Absent:

Guests:

Report:

Discussed morale issues - this will be a topic discussed at all meetings until further notice.
Discussed ways in which our specific units handle the morale issue, and how we might be able to help promote these kinds of ideas campus-wide.
Discussed the idea of a "dog day" on campus, getting local animal shelters to bring dogs on campus for a few hours and allow staff to unwind through playing with a shelter dog. An alternate idea for "walk a dog on your lunch hour" was also discussed. We will be proposing the inclusion of this idea to the SRDD committee, but may also see if we can gain traction for an event or two outside of SRDD.

Discussed the tuition waiver cap and proposing an idea to have a "credit sharing program" much like the Leave Share program. Discussed frustration within departments regarding HR's reluctance to allow staff to break up their furlough time due to workload implications at HR.

Action Items / Follow Up:

Next Meeting **Date:** 4/21/2017 **Time:** 10:00 AM

Location: Rasmuson Library, Rm 502

Meeting available by Google Hangout: YES

Committee: Master Planning Committee

Submitted By: **Amanda Wall**

Committee Chair(s): **Joshua Breenberg**

Meeting Date: **3/23/2017**

Present: Gary Newman, Joshua Greenberg, Doug Schrage, Jonathan Shambare, John George, Donna Gardino, Kara Axx, Amanda Wall, Kate Ripley, Debby Queen, Mark Oldmixon

Excused: n/a

Absent: n/a

Guests: n/a

Report:

The meeting was spent discussing the University Ave widening project that will start this summer. Here is a link to to more information: http://dot.alaska.gov/nreg/university/.

Action Items / Follow Up:

Next Meeting **Date:** 4/6/2017 **Time:** 9:00 AM

Location: Chancellor's Conference Room

Meeting available by Google Hangout: NO

Committee: **Staff Award Nominations Review Committee**

Submitted By: **Carrie Santoro**

Committee Chair(s): **Carrie Santoro**

Meeting Date: **2/9/2017**

Present: Carrie Santoro, Melissa Campbell, Stacey Howdeshell

Excused: Amanda Wall

Absent: Kimberly Knudsen

Guests:

Report:

Reviewed nominee packets, scored and ranked nominees, and provided memo to System Governance as to our top ranked candidate with justification for our choice.

Action Items / Follow Up:

Next Meeting **Date:** 3/30/2017 **Time:**

Location:

Meeting available by Google Hangout: NO

Committee: UA Staff Alliance - Staff Health Care Committee (SHCC)

Submitted By: Lesli Walls

Committee Chair(s): Gwenna Richardson

Meeting Date: 3/24/2017

Present: UAADanielle DixonUASGwenna Richardson Wendy MilesUAFDavid Bantz (alt) Lesli WallsSWAlesia Kruckenberg Danielle Nelson (alt) Chrystal Warmoth

Excused:

Absent: Members Absent Brenda Levesque (alt) Dave Robinson (alt) Liz WinfreeKayti Coonjohn (alt) Stacey Howdeshell Susan Mitchell (alt) Arthur Hussey (alt)

Guests: Erika Van Flein

Report:

JHCC Update
JHCC met on Feb. 18. Erika gave a review of the meeting. Lockton gave a report on medical utilization which shows a reduction in each category from last year—this isn't a function of lower headcount but rather a reduction of actual services utilized. In-patient and large claims are down significantly so far for the year. Comparing this to last year, there were a couple accidents that were very costly and increased the ER costs; have not yet seen those types of claims this year.

Pharmacy – Specialty pharmacy is going to increase. Total drug cost also went up overall. Generic use is still holding steady. Would like to increase generic dispensing slights. Overall, good news for the Univery.

Maternity NICU program – If high risk pregnancy anticipated, the patient can opt for assessment for enrollment into program (totally optional). The program provides additional support and services to patient to help mitigate high risk issues. This is an issue due to increasing costs of premature/NICU births. UA is the last Premera member to join this program.

Best Doctors will not be renewed. Instead, Patient Care is being utilized.

EviCore—a physical therapy assessment program is being considered by the university. JHCC will vote on at their March meeting; This was voted down at this time.

JHCC health care review – FY18 rates discussion – Erika reviewed the health review presentation. FY18 rates will remain the same as FY17

New Business:
Health Savings Account – New information is expected to come out regarding that service. There have been enhancements to their website and changes to accounts. Holders of HSAs will receive direct communication from UA Benefits.

Action Items / Follow Up:

Next Meeting Date: **Time:**

Location:

Meeting available by Google Hangout:

Shared Governance

Board of Regents
University of Alaska

March 2, 2017

SC 10

Overview

1. Preview of Discussion Topics
2. Legal Authority and Responsibility
3. Institutional Accreditation
4. Board of Regents Policy and Regulation
5. Roles
6. Examples
7. Discussion

Preview of Discussion Topics

- What about our shared Governance system is working well?
- How can the Administration more effectively:
  - Solicit advice and counsel from Governance organizations on matters of importance or interest to them?
  - Communicate with Governance organizations on issues of importance to the university community?
- How can Governance organizations more effectively:
  - Provide advice to the Board of Regents and the Administration on organizational and other matters?
  - Communicate with its constituencies on issues of importance to the university community?

Legal Authority and Responsibility

- The Framers of the Alaska Constitution included express provisions for the Board of Regents and the President:

  > *The University of Alaska shall be governed by a board of regents. The regents shall be appointed by the governor, subject to confirmation by a majority of the members of the legislature in joint session. The board shall, in accordance with law, formulate policy and appoint the president of the university. He shall be the executive officer of the board.* (Alaska Constitution Article 7, § 3.)

- The Board of Regents and university president have legal authority, as well as legal responsibility, for governing and administering the university.
- The University is governed by the Board of Regents. The Board is charged with formulating policy for the University (Constitution, Art VII, Sect. III; AS 14.40.120.)
- The president is the chief executive of the University System (Constitution, Art VII, Sect. III; AS 14.40.120; Regents' Policy 02.01.010) and has specific authority to appoint and terminate officers of the University at the pleasure of the president.

Institutional Accreditation

2.A.1 The institution demonstrates an effective and widely understood system of governance with clearly defined authority, roles, and responsibilities. Its decision-making structures and processes make provision for the consideration of the views of faculty, staff, administrators, and students on matters in which they have a direct and reasonable interest.

2.C.5 Faculty, through well-defined structures and processes with clearly defined authority and responsibilities, exercise a major role in the design, approval, implementation, and revision of the curriculum, and have an active role in the selection of new faculty. Faculty with teaching responsibilities take collective responsibility for fostering and assessing student achievement of clearly identified learning outcomes.

2.C.11 The related instruction components of applied degree and certificate programs (if offered) . . . but each approach must have clearly identified content and be taught or monitored by teaching faculty who are appropriately qualified in those areas.

3.A.1 The institution engages in ongoing, purposeful, systematic, integrated, and comprehensive planning that leads to fulfillment of its mission. Its plans are implemented and made available to appropriate constituencies.

3.A.2 The institution's comprehensive planning process is broad-based and offers opportunities for input by appropriate constituencies.

4.A.2 The institution engages in an effective system of evaluation of its programs and services, wherever offered and however delivered, to evaluate achievement of clearly identified program goals or intended outcomes. Faculty have a primary role in the evaluation of educational programs and services.

4.A.3 The institution documents, through an effective, regular, and comprehensive system of assessment of student achievement, that students who complete its educational courses, programs, and degrees, wherever offered and however delivered, achieve identified course, program, and degree learning outcomes. Faculty with teaching responsibilities are responsible for evaluating student achievement of clearly identified learning outcomes.

Board of Regents Policy and Regulation

- The Board of Regents, through policy, has provided for shared governance, declaring that:

  > *The opportunity for faculty, staff and students to participate in the governance of the university is important to its effective operation. The board intends that faculty, staff and student participation in university governance be an integral part of the university community's culture.* (Regents' Policy 03.01.010.)

- Governance carries out its functions "subject to the authority of the board, the president and the chancellors." (Regents' Policy 03.01.010.D.).
- That same policy sets out five Governance "purposes." Those purposes provide for faculty, staff, and student organization participation and advice to the president and chancellors, while the latter retain administrative authority and responsibility. Governance organizations:

  1. provide an effective opportunity for university faculty, staff and students to play a meaningful role in matters affecting their welfare;
  2. represent the viewpoints of university faculty, staff and students on regents' policy, university regulation, and other matters affecting the interests of the university;
  3. address through legislative action other matters as described in their approved constitutions;
  4. advise the president and chancellors in a timely fashion and in a manner set forth in individual organizational constitutions; and
  5. communicate to faculty, staff and students information which is of interest and concern to the university. (Regents' Policy 03.01.010)

Roles

Board of Regents	• Governs the university • *Governs the university through direction to Administration and through policy, either on its own initiative or upon recommendation from Administration.*

Administration	• Manages the university
	  • *Makes recommendations to Board of Regents on matters reserved to the Board of Regents, with consideration to advice from Governance organizations*
	  • *Makes decisions within its scope of authority, with consideration to advice from Governance organizations*

Governance	• Advises the university
	  • *Provides advice to Board of Regents and Administration on matters within their respective scopes of authority*
	  • *In response to initiatives from Board of Regents and/or Administration, or at its own initiative with approval, initiates and/or implements curricular and other changes within its scope of authority*

Examples

	Roles		
	Board of Regents	**Administration**	**Governance**
• Regents Policy	Decides	Proposes and implements	Advises
• University Regulation	Is informed	Decides, informs & implements	Advises
• Organizational Structure	Decides in cases required by BOR Policy	Proposes and implements in major cases; decides in smaller cases	Advises
• Academic Programs	Decides	Initiates, supports, approves, and implements	Proposes, advises, reviews & approves
• Curriculum	Informed	Approves	Approves
• Calendar	Decides	Proposes and implements	Advises
• Tuition	Decides	Proposes and implements	Advises
• Admissions Requirements	Delegates to Administration	Approves	Approves
• Academic Program Design	Delegates to Administration	Reviews and approves	Designs, reviews, and provides final approval
• Academic Course Design	Delegates to Administration	Reviews and approves	Designs, reviews, and provides final approval

Discussion

- What about our shared Governance system is working well?
- How can the Administration more effectively:
  - Solicit advice and counsel from Governance organizations on matters of importance or interest to them?
  - Communicate with Governance organizations on issues of importance to the university community?
- How can Governance organizations more effectively:
  - Provide advice to the Board of Regents and the Administration on organizational and other matters?
  - Communicate with its constituencies on issues of importance to the university community?

Committee: Membership & Rules Committee

Submitted By: **Mathew Mund**

Committee Chair(s): **Mathew Mund**

Meeting Date: **3/8/2017**

Present: Wendy Rupe, Kathleen Nava, Melissa Parks, Chynna Sandgren

Excused: Ellerea Miner

Absent:

Guests:

Report:

Unit Review - We continue to move forward on our even numbered unit review in preparation for the Fall elections. We have the information we need and plan to have the review complete by the May Staff Council meeting. Alda Norris also emailed the committee with specific unit changes. These will be reviewed as well.

Bylaw Review - We have compiled all of the bylaws and will begin the review after the unit review is complete. This will most likely take place over the summer.

Staff Council Meeting Notes - A plan is now in place to have the notes documented, reviewed and sent within 5 days of the regular staff council meetings.

Defining At-Large Position - We will make a formal proposal of the previously discussed roles during the May staff council meeting.
New Member Orientation - M&R Committee will take lead. Devise plan in Fall.

Governance Review per Nate's request - The committee reviewed this information and needed time to digest the information. The committee will have a special meeting on 4/5/17 to discuss further.

ParliaMinute - Point of Order Definition: A term of parliamentary law and procedure which refers to an interjection during a meeting by a member, who does not have the floor, to call the attention of the chair to an alleged violation or breach of the assembly's or meeting's rules of order.

Action Items / Follow Up:

Next Meeting **Date:** 4/12/2017 **Time:** 3:00 PM

Location: Google Hangout

Meeting available by Google Hangout: YES

MANAGEMENT AND BUDGET
University of Alaska Fairbanks

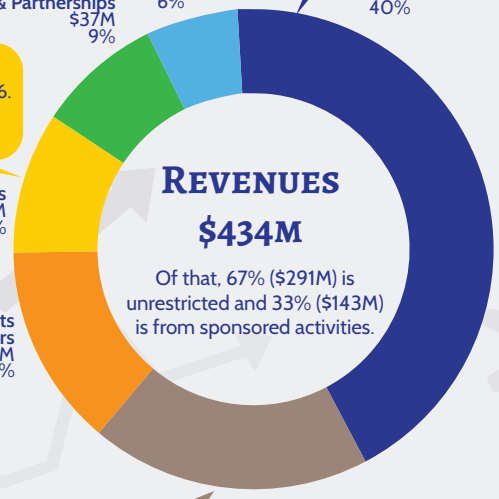
FY16 AT A GLANCE

For more information visit the UAF Office of Management and Budget at: www.uaf.edu/omb/

State GF was reduced $8M in FY15, $13M in FY16 and $20M in FY17. The cumulative impact is estimated at over $70M due to cuts and rising fixed costs.

Student tuition and fees increased 5% from FY15-FY16. This source is critical for managing GF cuts.

Non-ARRA federal funding increased 8% in FY16. UAF is actively exploring areas to diversify its research portfolio.



REVENUES

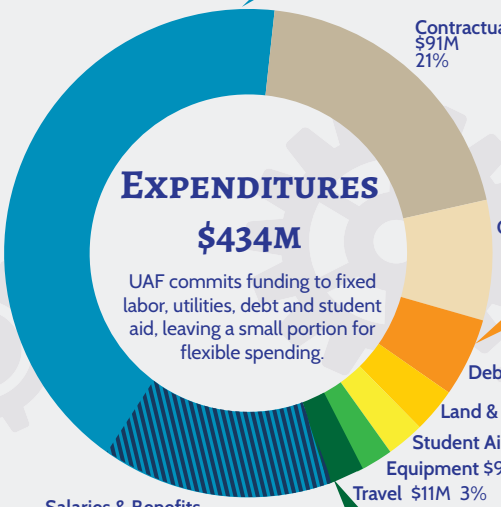
$434M

Of that, 67% ($291M) is unrestricted and 33% ($143M) is from sponsored activities.

FY14-FY16 labor costs decreased by $18M; of this, $14M (or 76%) was on unrestricted sources.

Debt will increase due to financing for the power plant and the Engineering building.

Externally sponsored travel is 65% ($7M) of total travel. Administrative travel ($4M) was reduced by 12% from FY15.



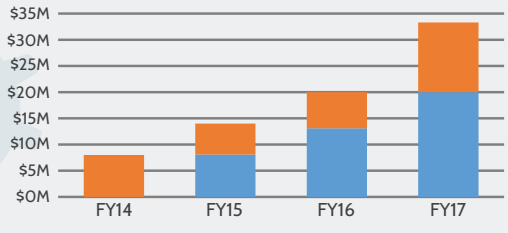
EXPENDITURES

$434M

UAF commits funding to fixed labor, utilities, debt and student aid, leaving a small portion for flexible spending.

BUDGET GAP

UAF's cumulative budget gap totals $75M since FY14.



UAF's budget is spent in direct support of its mission.

$129M RESEARCH

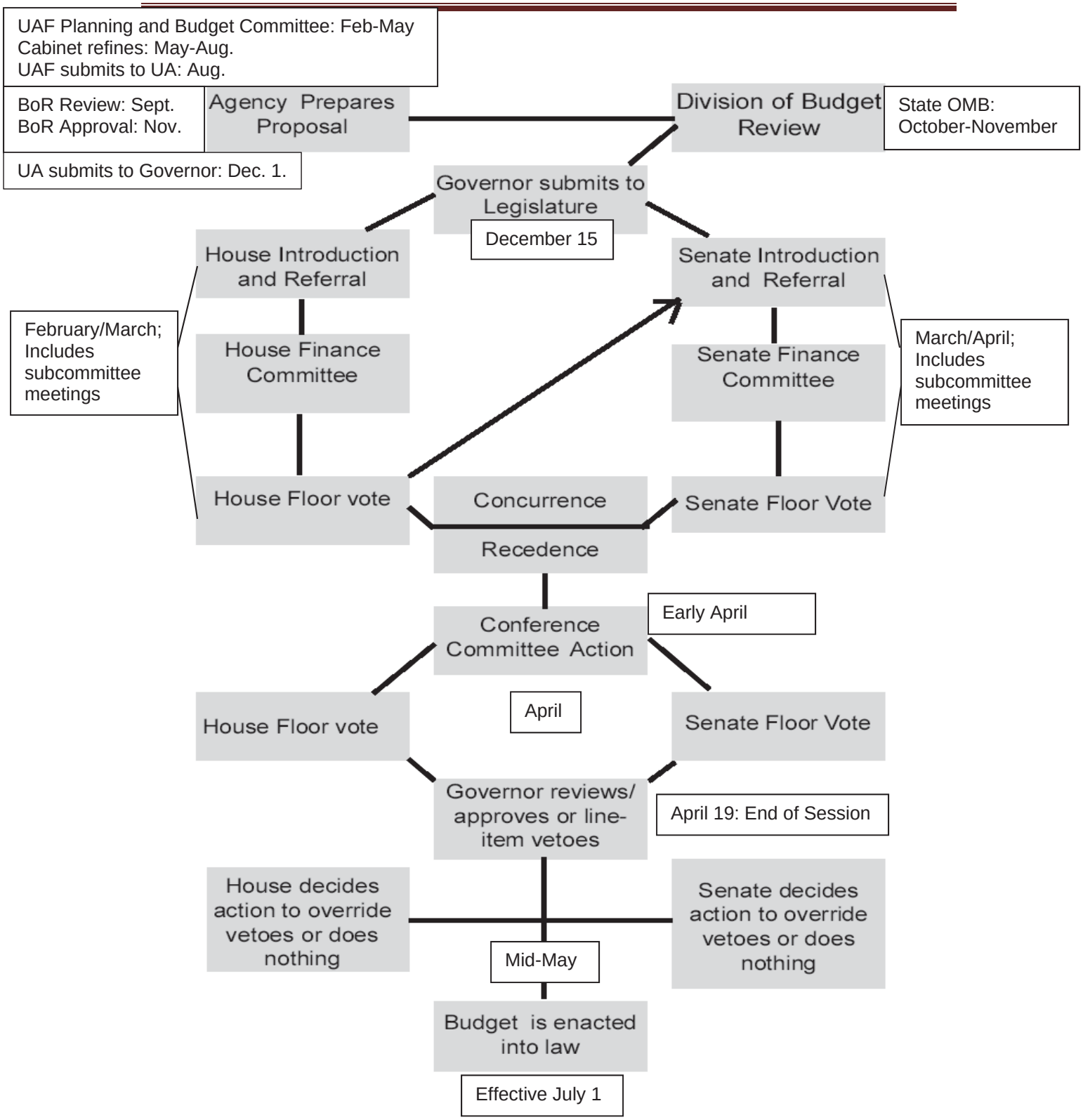
$112M ACADEMICS

$33M PUBLIC SERVICE

$23M STUDENT AID & SERVICES

The University of Alaska Fairbanks is accredited by the Northwest Commission on Colleges and Universities.
UAF is an affirmative action/equal opportunity employer and educational institution.

Highlights of the Alaska State Operating Budget Process



Note: Supplemental budgets and the utilities trigger funding typically occur in addition to this process.
Acronyms: UAF = University of Alaska Fairbanks; UA = University of Alaska; BoR = Board of Regents; OMB = Office of Management and Budget

Budget Forum

March 21, 2017

Interim Chancellor Dana L. Thomas, Ph.D.

Celebrating a century 1917–2017

Current FY18 General Fund (GF) budget scenarios

- UA Board of Regents: $341 million
- Governor: $325 million (same as FY17)
- House: $325 million (same as FY17)
- Senate: $309 million (5% reduction from FY17)

- UAF proportion of GF budget is roughly 50% of UA

Celebrating a century 1917–2017

UAF scenarios

Flat GF budget: $162M GF

- UAF Fixed Costs: $2.7M
- UAF Strategic Reallocation: $1.0M
- UA Strategic Pathways Implementation: $2.8M
- UA President's Priorities: $3.0M

Total Gap = $9.5M
5.8% GF or 3.6% Fund 1 (F1)

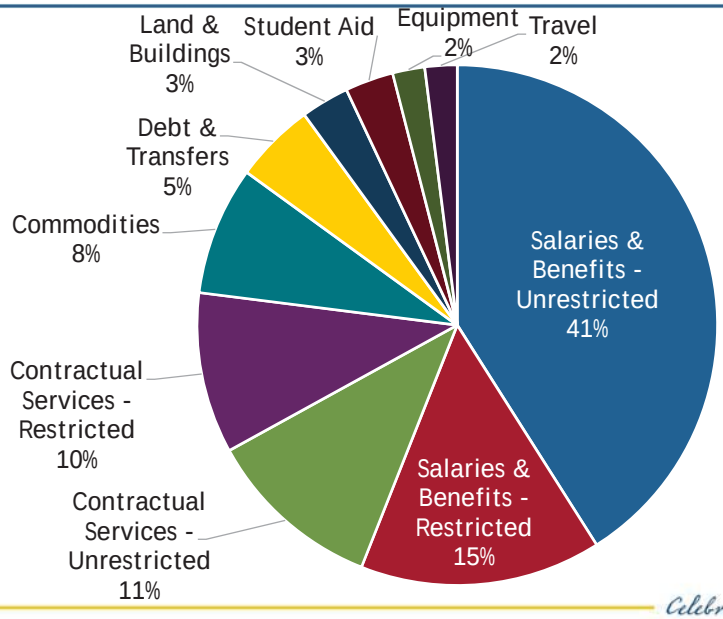
-5% GF budget: $155M GF

- UAF Fixed Costs: $2.5M
- UAF Strategic Reallocation: $0.5M
- UA Strategic Pathways Implementation: $2.7M
- UA President's Priorities: $1.5M

Total Gap = $15.3M
9.4% GF or 5.8% Fund 1 (F1)

Celebrating a century 1917–2017

UAF operating expenditures by category: $439M (FY16)



Celebrating a century 1917–2017

UAF revenue budget make-up

- $439M UAF operating budget (non-capital projects)
  - $48M or 11% is committed to non-discretionary fixed costs
  - $193M or 44% is restricted, federal, contracts & auxiliary
  - $27M or 6% includes other commitments, e.g. student scholarships, waivers & Statewide chargebacks
- $171M or 39% of unrestricted revenue remains to:
  - Deliver academic programs & pay faculty/staff
  - Provide GF support to research
  - Maintain critical support services/administration
  - Provide campus maintenance & safety

Celebrating a century 1917–2017

Ideas to meet budgetary targets

- Reductions
  - Program reductions & teach out
  - Service reductions
- Consolidations
  - Smaller academic or research units
  - Combined units/joint or shared service hubs
- Revenues
  - Tuition & fees: enrollment strategy
  - Research
  - Other?

Celebrating a century 1917–2017

Budgetary considerations

- Should some units be protected from further cuts?
  - Campus safety (Title IX)
- At what level should UAF reserve funding for internal reallocation?
  - One-time strategic investments
- What vertical reductions or consolidations should be considered?

Celebrating a century 1917–2017

Next steps

- Timeline:
  - Planning & Budget Committee (PBC) convenes: March – May 2017
  - Provides recommendations to Chancellor's leadership : May 2017
  - Finalize FY18 reductions & FY19 plans: May – June 2017
  - FY18 begins: July 2017
  - Send cost savings or revenue generating ideas to PBC members
- Employee notification begins, for impacted individuals: March – June 2017
  - Varies based on changing budget conditions & as a result of legislative process
- Office of Management & Budget (OMB) feedback form
  http://www.uaf.edu/finserv/omb/budget-planning/suggestions/
- Additional forums & info sessions will be scheduled

Celebrating a century 1917–2017

UNIVERSITY OF ALASKA FAIRBANKS

FY14-FY16 budget reduction outcomes

THE CORNERSTONE OF ALASKA'S EDUCATION SINCE 1917

FY14-FY16 budget gaps

- State reductions + low tuition rate increases + rising fixed costs = budget gap
- FY14: $8.5M ➡ FY15: $14M ➡ FY16: $20M
  - 3 year gap $42M+
  - Variable cuts & unit level strategic reductions

31

UNIVERSITY OF ALASKA FAIRBANKS since 1917

Managing the gaps: GF reductions

	Central Reductions, Variable by %			Impact
Vice Chancellor	**FY14**	**FY15**	**FY16**	**FY14-16 Total**
Chancellor	1.5-2.0%	6.0%	17.3%	$ 1,083,000
VC Admin/Central Accts	1.5-2.5%	6.0%	13.5%	$ 7,100,000
Off. Info. Technology	1.0-1.5%	6.0%	13.2%	$ 764,000
Provost	0.5-0.75%	3.0-5.0%	11.4%	$ 10,775,000
VC Research	0.75-1.5%	4.0-5.0%	13.3%	$ 3,166,000
VC Univ. & Student Adv.	1.0-2.0%	5.0%	13.8%	$ 2,816,000
VC Rural/Native Ed.	0.5-1.0%	5.0%	11.7%	$ 3,650,000
TOTAL				**$ 29,354,000**

- Staff benefit savings helped alleviate fixed cost increases
- Units covered another $8M in cost increases & reductions

No ATB approach to central GF or Fund 1 pullbacks

Preserving revenue generating units, cutting service units

32

UAF UNIVERSITY OF ALASKA FAIRBANKS since 1917

FY15 reduction outcomes

- Largest savings from personnel changes
- Ended additional off-campus leases
- Outsourced Printing Services
- Co-located Biosciences & Mather libraries
- Increased external revenues in Athletics & KUAC
- State required $520k cut in travel (FY15)
  - UAF reduced $1.5M in unrestricted travel FY15
  - $1.0M more than specified in legislative intent
- Service reductions:
  - Shuttle, grounds keeping, public event support

33

UAF UNIVERSITY OF ALASKA FAIRBANKS since 1917

Position management

- Continuing 90-day vacancy holds
- Eliminated 103 employee FTE via attrition & layoffs spring 2014-2015
- Utilizing staff benefit savings (FY14-FY16)
- Contract reductions (FY16)
- Senior leadership furloughs (FY16)

34

UAF UNIVERSITY OF ALASKA FAIRBANKS since 1917

FY16 budget planning methodology

- Academic program reviews
- Special non-academic program reviews
- FY16 state cuts & reduction outcomes
- Consideration of revenue options
- Business process efficiency implementation

- Extensive committee process
- Fairbanks & community feedback

35

UAF UNIVERSITY OF ALASKA FAIRBANKS since 1917

Academic program reviews

- 45 academic degree programs were reviewed
  - Lowest enrollment for their type
  - Enrollment decreases of more than 30 percent in past 5 years
  - Low numbers of graduates relative to enrollment
- Extensive review by faculty & administrator committees
- Assigned programs into 1 of 6 categories

36

UAF UNIVERSITY OF ALASKA FAIRBANKS since 1917

Academic review outcomes

1. To be discontinued:
   - 6 programs including Philosophy BA, Science & Engineering Management MS
2. Suspend admission & merge/consolidate:
   - 3 programs
3. Suspend admission:
   - 4 programs including Dental Hygiene AAS, Music MM, Power Generation Certificate, Mineral Preparation Engineering MS

37

UAF UNIVERSITY OF ALASKA FAIRBANKS since 1917

Academic review outcomes

4. Merge/substantially redesign to attract new students, reduce costs:
   - 3 programs including Theatre BA, Journalism BA, Geography BA
5. Recruit/retain more students/garner more external financial support:
   - 12 programs
6. Continuing review:
   - 12 programs

38

UAF UNIVERSITY OF ALASKA FAIRBANKS since 1917

Special program reviews

Selected via committee processes:

- eLearning & Summer Sessions/Lifelong Learning
  - Structure & tuition model
- Farms & large animal care
  - Duplication of effort
- Public information/Marketing & Communications
  - Structure & cost of service
- K-12 bridging/outreach
  - Return on investment
- Revenue opportunities

39

UAF UNIVERSITY OF ALASKA FAIRBANKS since 1917

Special review outcomes

- Piloting shared services for unit-based PIOs
- Changed tuition distribution model for Summer Sessions & eLearning to align with existing UAF tuition models
  - 60% cost-bearing unit & 40% central
- Consolidating animals at LARS
- Evaluating K-12 programs
- Exploring revenue ideas to implement FY16

40

UAF UNIVERSITY OF ALASKA FAIRBANKS since 1917

Revenue opportunities

- Annual tuition increases
- Differential tuition for high-earning fields
- Improving student retention, tracking, advising & relationships
- Increase UAF fundraising events
- Auxiliary business corporation options
- Reviewing ICR distribution with UA System

41

UAF UNIVERSITY OF ALASKA FAIRBANKS since 1917

FY16 position impact

VC Level	Unfilled Vacancies	Eliminated Positions & Layoffs	Sr. Admin. & Executive Furloughs	Total by VC Level Unit
Chancellor	0	3	2	**5**
VC Admin	10.5	28	3	**41.5**
Off. Info Tech	2	2	1	**5**
Provost	48.5	37	24	**109.5**
VC Research	5	5	8	**18**
VC Univ. Student Adv.	4	8	7	**19**
VC Rural & Native Ed.	14	0	9	**23**
Total	**84**	**83**	**54**	**221**

UAF's largest impact area is in personal services
*Numbers listed exclude contract reductions

UAF UNIVERSITY OF ALASKA FAIRBANKS 42 since 1917

Administrative reductions

Chancellor: 17% reduction - $0.4M

- Legislative advocacy support – greater reliance on SW
- Consolidated Exec. Officer & VC Admin Services

Administrative Services: 13% reduction - $5.1M

- Staff reductions in all units – will impact all other campus units for transactional processing & response time
- Post office services, community events support, shuttle, printing, facilities maintenance, ergonomics & slip/fall prevention incentives
- Holding plans for Fire Training Center
- Reduced 1 police vehicle & 1 officer position unfilled, team members taking additional patrol shifts
- Process improvement: HR, Travel, & Procurement ongoing

43

UAF UNIVERSITY OF ALASKA FAIRBANKS since 1917

Administrative reductions

Information Technology: 13% reduction - $0.5M

- Service consolidation & service partnerships with units
- Significant reorganization & employee layoffs

Univ. & Student Advancement: 14% reduction - $2.8M

- Restructured Dean of Students position, Title IX focus
- Cut pre-season play tournament, reduced athletics scholarships & curtailing recruitment efforts
- Layoffs/reduced contracts in most service areas
- KUAC AP & APRN memberships discontinued

44

UAF UNIVERSITY OF ALASKA FAIRBANKS since 1917

Academic reductions

Provost: 11% reduction - $7.1M

- Fewer faculty & TAs to provide instruction & support
- Retention programs: 1st-Year Experience, supplemental instruction, Math Bridge
- AK Summer Research Academy (ASRA), Geography Outreach (K-12)
- Research & creative activity support
- UA Press GF eliminated (non-designated)
- Facility closures, consolidation/repurposing: LARS, Palmer Experiment Farm, Fairbanks Experiment Farm
- Academic program suspensions, will lead to elimination

45

UAF UNIVERSITY OF ALASKA FAIRBANKS since 1917

Research reductions

Research institutes: 13% reduction - $2.1M

- Losing capacity to generate new research
- Reduced research & associated ICR = less NGF leverage
- Fewer experiential learning opportunities
- Discontinued prominent study
- Less graduate student support
- Outreach & scientific library acquisitions
- Efficiencies via technology & shared services

46

UAF UNIVERSITY OF ALASKA FAIRBANKS since 1917

Rural/community reductions

Rural Comm/Native Ed: 13% reduction - $2.4M

- Closed Galena Learning Center, July 2015
- KUC eliminated Yup'ik Language & Developmental Studies faculty & IAC eliminated Human Services faculty
  - Limits student support in critical areas
- Optimize use of all non-state funds (TVEP, HUD, Title III) where possible
- Operational & travel reductions, limits rural collaboration/partnerships

47

UAF UNIVERSITY OF ALASKA FAIRBANKS since 1917

University of Alaska Fairbanks

Staff Council

Proposal for UAF Staff Volunteer Days

Revised 12/2/2016

In partnership with our university's administration. UAF Staff Council seeks to promote and strengthen UAF's core themes, including its efforts to engage Alaskans through Outreach for Continuing Education and Community and Economic Development, as well as UA System efforts to demonstrate accountability to the people of Alaska. We also highlight our own organization's commitment, though Staff Council's University Advocacy Committee, to establish events and functions to help make the public aware of the value of University staff as well as students and faculty.

We further observe our communities' increased need for time and effort from UAF's wide variety of skilled and highly capable staff and potential volunteers, as well as the opportunity to bridge cultural and connotative gaps between UAF and our larger community.

We also recognize the potential for UAF and its Staff Council to partner together in an effort to benefit the community in which we live and work. The annual Staff Volunteer Day proposed herein seeks to incorporate the organization, facilitation, and promotion of volunteerism by staff on a large scale, during designated times of year when the efforts are most needed.

As a result of these concerns, UAF Staff Council seeks official designation for UAF Staff Volunteer Day. Our proposal seeks equally shared commitment (and the credit that results) from administration and staff individuals that staff members can use from ½ to one full work day of volunteer time per staff member from their existing annual leave or leave without pay. This proposal also allows the University to donate additional administrative leave time for staff volunteerism, if and when it is financially able to do so.

We propose that these volunteer efforts be concentrated as full workdays during one or two designated weeks per school year, which may also minimize any adverse effect to UAF and its service to students. Tentative proposals for these weeklong designations include a single week during the Fall semester and one during Spring semester. Other smaller volunteer efforts could be arranged within the campus that would not require leave time such as food drives, etc. We further recognize the need for the stringent organization, regulation, and oversight of such proposed activities, with Staff Council anticipating collaboration with University Human Resources and Administration regarding implementation.

In summary, UAF Staff Council proposes, in conjunction with UAF administration, the founding of Annual Staff Volunteer Days, incorporating the organization, facilitation, and promotion of volunteerism by staff on an extensive level, during designated times of the year when these efforts are most needed by our community.

__X__ Approved with modifications (see attached)

_____ Denied

Signature: _____ March 31, 2017

Dana Thomas, Chancellor — Date

Dana L. Thomas, Ph.D.
Interim Chancellor
907-474-7112
907-474-6725 fax
uaf.chancellor@alaska.edu
www.uaf.edu/chancellor/

CHANCELLOR'S OFFICE

University of Alaska Fairbanks

320 Signers' Hall, P.O. Box 757500, Fairbanks, Alaska 99775-7500

Date: March 31, 2017

To: Nate Bauer, Staff Council President
Samara Taber, Staff Council Vice President

From: Dana L. Thomas, Interim Chancellor

Subject: Staff Volunteer Day proposal

I appreciate Staff Council's commitment to promote and encourage volunteerism. Establishment of a UAF Staff Volunteer Day will strengthen the university's connection to the Fairbanks community. I approve the Staff Council proposal for UAF Staff Volunteer Days (Resolution 2016-277-3) with the following modifications:

1. Staff Volunteer day will be recognized two days each year, once in fall and once in spring, to maximize impact.
2. Staff Council will prioritize volunteer opportunities.
3. Supervisors have discretion in approving leave to ensure adequate staffing in their units.
4. Volunteers will provide their own transportation to the venue.
5. Volunteers are encouraged to log their effort using OrgSync.

Michelle Bartlett has agreed to help get Staff Volunteer Day established and institutionalized and, as such, the university will be committing some resources to facilitate Staff Volunteer Day.

cc: Brad Lobland, Director of Human Resources
Michelle Bartlett, Director of Summer Sessions

UAF is an AA/EO employer and educational institution.

RESOLUTION on behalf of UAF STAFF COUNCIL

of Support for Proposed Faculty and Staff Board of Regents Members

WHEREAS, State of Alaska Statute AS 14.40.120, in combination with **AS 14.40.130** codifies the composition of the University of Alaska Board of Regents to include a student Regent, but currently does not include any faculty or staff Regents; and

WHEREAS, many institutions of higher education, including public universities in the state of Kentucky and Washington's Gonzaga University, include Staff Regent or Trustee designations, to positive and inclusive effect; and

WHEREAS, the 2012 Cornell Higher Education Research Institute Survey of Faculty Trustees reveals that many universities have included faculty members in their governing boards; and

WHEREAS, the Cornell survey notes that "discussions of "best practices" for governing boards consistently cite improved relationships with university employee stakeholders as one of the characteristics of highly effective boards;" and

WHEREAS, several advantages of faculty and staff members of governing boards have been identified, including that a) these board members "come to appreciate better the challenges that the president and others face in leading the institution internally when complex issues are under discussion;" b) there is "shared information about board deliberations" and demystification of board processes; and c) board members "experienced in how things really work at the highest levels of deliberation is a valuable component of the broader faculty's understanding of how issues are resolved at the board level."

WHEREAS, current faculty and staff of the University of Alaska possess a wealth of institutional knowledge and serve a vital role in promoting the health and well-being of our state's universities; now

THEREFORE BE IT RESOLVED, the UAF Staff Council goes on record to support the modification of the State of Alaska Statute, as needed, to legislate the addition of, at least, one faculty member and one staff member to serve on the University of Alaska Board of Regents.

DRAFT