Officer’s Report for Staff Council Meeting #244

Oct 21, System Governance Council -
UAA: Program prioritization is proceeding. The Oct 20 ADN story is a good source. “Savings is not the overall goal.” That is to say, they aren’t aiming for a target number; they are trying to match programs to current priorities.
SW: SAA voted against making the campus zero-tolerance at this time. Most people preferred that we enforce our current rules (50 feet from doorways & air intakes). SAA’s survey on the President’s draft evaluation tool was generally positive, but they have suggested changes to the language. They will also begin conversation on a Code of Conduct (starting at the Staff Alliance level) with the President.
Legislative Report from Chris Christiansen: State ran a deficit last year, projected deficit this year, next year, and potentially onward. State has two options: cut spending or take out of savings. At current rate of spending, savings will last 8 years. There will likely be a serious effort to reduce spending at the Legislative level. The State expends 75% of its budget on four organizations, including UA. We’re the only organization that can raise revenue (tuitions, grants, etc.)
Capital budget: we need 78 million to complete UAA/UAF Engineering buildings & 250 million for UAF Combined Heat & Power

Nov 6, Board of Regents Meeting-

Bullying Update-
Staff Alliance approved a resolution that President Gamble would make the UA Bullying Training required for all UA employees. This was approved. Chancellor Rogers is waiting for the training materials to be complete and is working on how to offer and track all training requirements. Mentioned at BOR meeting in November. UA is putting together a definition and President Gamble suggested that the process for reporting could be the Fraud, Waste and Abuse Hotline.

Smoke-Free Campus Update-
UAA possibly pursuing a smoke-free campus. November 21 is a smoke-free day on campus.

Tuition Increase-
Coalition of Student Leaders submitted summer to President Gamble in reference to tuition changes and network fee increases. Students agree with tuition changes and suggest a flat network fee rate, rather than percentage.
Regent Wickersham shared an analysis of alternatives in two areas for next year’s tuition discussion: Differential tuition (bringing community campuses down and increasing main campuses?), and Decrease in tuition for teacher education, social work; necessary but low-paying jobs. Capping tuition at 12 or 15 credits

Budgetary Discussion-
Regent Anderson suggested that a 90 day hiring delay too short term. He will continue to push for downsizing. Faculty, staff, and administration have to be forced to reduce.
Regent Brady: Fixed costs will continue to rise (natural gas, oil, coal, electricity). UA compares favorably to other institutions in terms of keeping tuition increases down and budget requests low. President Gamble mentioned that State legislatures in some states are increasing money spent on public institutions, but money comes with requirements. 62% of our budget is personnel costs - we have to cut people to make long-term cuts.

Three contracts still under negotiation, not included in the budget:
UAA Alaska Airlines Center - Regents requested that UAA Vice Chancellor Spindle take a look at that, and there is an increase resulting.
UAS Freshman Costs - Non general fund request, but cost added to budget. $425k, covered by auxiliary
UAF P3 Housing: Amount reduced from $5mil to $1.5mil

Operating and Capital Budget passed.

**Employee Education Benefits**
Regent Fisher proposed an amendment to not increase instate tuition and to change P04.06.01 Employee Education Benefits to reduce the benefit by 50%. Employee benefit waiver is 5.3 million. So, cutting that benefit in half would help meet the cost if we don’t increase resident tuition. The policy change was ruled out of order (changes to policy must be on the BOR agenda in writing) and the amendment to not increase tuition failed: 5 no; 5 yes. This be taken up at the Dec meeting.
Regent Powell: We used to look at tuition two years in advance - be better to look at tuition that far in advance.

**Shaping Alaska’s Future**
Shaping Alaska’s Future is leading us to a culture of looking for the most efficiencies.
It was requested that dollar amounts be attached to each item so we can see how much we’re saving.

**Nov 8, Safety Meeting**
UAF will be looking at ways to improve communications after & during power outages.
Marketing analyzed the survey data from the Nov 2012 safety survey and found that “nearly half of respondents reported that supervisors were not concerned with their safety.” In addition, they found that employees would like better communication and sharing of safety information. UAF will focus on supervisor training and employee on-boarding. The committee was also presented a preview of ‘Safety in a box’; a tool for additional training. It could be done over several 5 minute periods during re-occurring dept meetings, for example.

**Nov 12, Staff Alliance**
Shaping Alaska’s Future: Chas St. George told SA that the timeline for feedback is not
absolute. Feedback will continue to be accepted on the effects statements after 11/18, and they want cont’d feedback.

Tuition Waiver: Eric Seastedt, Chief Human Resources Officer, told SA that his office is putting out a quick survey to ask employees about the tuition waiver (it should be going out the week of 11/18/13). He said that there is no administrative push to change the waiver.

Performance Evaluation: Eric also told the group that they are continuing to work on the perf eval tool. The final version will be made available and recommended for all MAUs, but it will only be required for SW employees.

SAA is working on a code of ethics. Once drafted, they will bring the code to Staff Alliance to distribute to the other staff councils. SAA is also reviewing Chapter IV of BOR Policy & Reg.

**Nov 18, Pre Staff -**

**Emergency Plans-**

As we continue to get fall ice storms, UAF needs a better emergency plan and that is being working on. We need better communication, since blackboard notifications didn’t work for all, and need a funding source for hourly employees in case campus needs to close.

**Employee Education Benefits-**

Chancellor Rogers in support of keeping tuition waiver as is. Requests and encourages staff to attend BOR meeting in December to testify. Also mentioned adding verbiage to motion that includes the idea that non-union staff are treated differently, since represented staff have tuition waiver negotiated already.

**Capital Projects-**

If UA is asked by legislature to pick only 1 capital budget item, UAF’s selection would be the Combined Heat and Power Plant. In regards to this, both the Borough and Fairbanks Chamber of Commerce have selected this as a priority for Fairbanks. The short term failure probability is high- 98% that we will have a 6 day failure in the next 12 months. This would cost roughly $25,000 a day.

**Faculty Increase-**

UAF has supported a 2% market increase for faculty. This is currently in negotiation.

**Nov 18, System Governance Council -**

SGC passed a resolution to ask the President delegate authority on smoke-free, tobacco-free decisions to the Chancellors and campus directors. SGC also plans to create a resolution to oppose changes to the tuition waiver (draft and vote will be done via email).