The meeting was called to order by Larry Ledlow at 8:45 a.m.

A. ROLL CALL

Members Present:                    Members Absent:
Joyce Allen-Luopa                   Reyne Anthanas
Frances Bedel                       Cynthia Bauer
Mark Blair                          Jean Crews
Marcia Boyette (for Jean Crews)     Wanda Fields
Annette Chism                       Joan Fiorenzi
Scott Culbertson                    Chris Lace
Emily Drygas                        Michelle Littell
Liam Forbes                         Paula Long
Diane Gray                          Nici Murawsky
Gabrielle Hazelton                  Jeremy Nicoll
Larry Ledlow
Andrew Martinez (for Wanda Fields)  Others Present:
Angela Linn
Gary Newman
Rory O'Neill
Barbara Oleson                      Amy Bristor
Ramona Pierce                       Jim Johnson
Maya Salganek                       Mike Humphrey
Jeanette Skrob                      Derek Miller
Josh Steadman
Christine Truncali
Julie Wegner
LaJuana Williams
DeShana York

B. The deferred Minutes to Staff Council meeting #140 (13 December 2002) and the Minutes to Staff Council meeting #141 (12 February 2003) were approved as distributed by e-mail.

C. The Agenda to Staff Council meeting #142 was adopted as distributed via e-mail with the addition of the TAB Report - by Josh Steadman, as Item F under the Committee Report's section and the addition of Item E under the Old Business section. Jim Johnson was added as a Staff Council guest under Section IV under Item C.

II President's Report - Larry Ledlow

The Staff Council planning workshop held Thursday, 13 March, covered internal processes and strategic planning for the coming months and year. Desires expressed implicated making Staff Council more effective, more vocal, and an entity that is more included in planning activities and decision making opportunities. Appointing staff representatives to key committees that make decisions about staff would do this. This would allow Staff Council to
develop more credibility with staff and administrators. Concepts were developed around the opinion that Staff Council could develop strength and a better image by simplifying assigned tasks and projects into small building blocks. This would allow the committees to maintain a better focus and deliver/achieve the desired results within a specified time. Everyone expressed/recognized the importance of communicating amongst constituents, the administration, and ourselves. Very concrete proposals were made in terms of improving how Staff Council is viewed.

One of our important roles is communication. We are the communication interface between the administrators and our constituents. We need to put more effort into the means and tools currently available. We've already improved e-mail communication and we will see more improvements. We discussed the need for continuing with low-tech written communication. A plan is being considered to start a newsletter. The goal being to assure that everyone will know what is going on with Staff Council -- that means that there will be duplication of efforts in some areas.

Committee participation and attendance problems were discussed. There are problems with attendance both at committee and main Council meetings. We realize that everyone is drawn in many directions, but we developed ideas about how to promote participation. We discussed how committees might scope out their tasks, so that it is not so overwhelming.

Topics about compensation packages and health insurance are protracted issues that will be discussed for a long time. As an independent unit there is not a lot that we can do. What that means is that we need to reach out and work with the other Governance groups and Staff Alliance, etc. Topics like that affect all of our colleagues across every campus. We need to assure that the committees have the right kind of focus, so that meetings will not become gripe sessions. Time commitment is important, to make sure that supervisors are on board with it -- all of us should negotiate with our supervisors about the necessary time commitment to Staff Council.

In terms of UAF Staff Council priorities we didn't develop a numbered list, but we did point out areas that we need to work on in the next few months. It was time well spent we could have used another hour, but in any event I want to thank everyone for coming and those of you who didn't don't feel left out, because I will summarize the results and we will have more discussions.

Comments: The workshop went really well; it provided an opportunity to communicate with each other, understand ideas better, and gave us a good forum in which to work and form ties. If we have one again, I would like to encourage anyone on Staff Council to attend.

III President-Elect's Report - Rory O'Neill

In lieu of a Staff Alliance report I would like to discuss the Board of Regents report that is attached to the agenda. I attended the meeting in Juneau and sat through all the sessions. It was a great privilege and opened my eyes as to how things that come out of Staff Council up to the Staff Alliance level and the System Governance Council, so it was a very helpful perspective. It gave me ideas and guidance on how to be more effective in our message.

There is a lot of concern about the high school exit exams and the University's role. Due to the federal "No Child Left Behind" initiative there could be possible proliferation of video-conferences. The state of Alaska is looking...
for approval along with other states to allow a teacher having a minor in math to be permitted to teach math. The University is aware of Grade 13 Programs, so that high school students who don't pass the exit exam, particularly seniors will have an opportunity to do so.

Academic Programs: The Board of Regents and the state of Alaska in general both give positive feedback about the University's maintenance of academic programs, especially programs that serve the public and industry.

Student Wage Grid: UA will use a management team to research student wage scales at peer institutions, such as Wyoming and Montana. The management team looks at similar peers as a basis to decide if wage scales are in the right range. This affects not only student wage scales, but staff and faculty as well. I would like to see the current peer set be moved to a higher set, as well as be reviewed in the strategic plan.

New facilities at UAF: UAF has a big windfall in construction -- from the West Ridge research building, to the Biological Information and Computing Sciences building and utilidor expansion. The BOR was previously comfortable with all the momentum that management established at prior meetings, but with four new Regents since Governor Mukowski's arrival in office - they would like to refamiliarize themselves with the plan before making final budget decisions.

The Human Resource session left me overwhelmingly shocked. I am dismayed at how little the Board interacted, challenged, or questioned the management team on any of the human resource issues. The BOR went into executive session to cover labor relations for the unions, but were not apprised about other issues during the open session. This is an obvious opportunity for Staff Council and Staff Alliance to educate the BOR to act in a fair and equitable way towards issues of concern to staff.

Question: is there any sense about when the student wage grade would be adjusted, so that people who are writing grants for multi-year projects can anticipate and plan?

Rory: At this time I haven't heard of a decision, but possibly at the April BOR meeting a grid may be approved.

Comment: Students are concerned with the COA and inflation, basically the same concerns as staff.

Rory: Jeannine Senechal, Director Compensation, SW, Human Resources (snjds1@alaska.edu) will be in charge of this. The BOR recently upped the bottom to comply with federal minimum wage standards. The concern is that students are going off campus for employment,

Comment: Essentially, the budget has been submitted, so are they still working on aspects of it so that our comments would still be relevant?

Rory: Not for FY04 -- we should be focused on the next fiscal year. Jeannine Senechal is whom you should contact. She is also working on the reclassification project.

Suggestion/comment: We probably should consider whether or not a Staff Affairs committee member could explore this and work with the executive management team. Staff may find that when the student wages are increased - students might then have a higher increase than staff. Perhaps someone could research this matter and get the facts in order, then present it to the peer committee.

Comment: Regarding student wage concerns it would be unfortunate if student...
employees were paid more than the lowest grade of staff wages. It should not be more economically advantageous to be a student employee than a staff employee.

Rory: There is the whole benefits side to consider. Write up a position statement and pass it to Staff Alliance, incorporate and advocate it.

Comment: It would be unfair to staff to work with a student making more.

Question: What is our budget status?

Rory: We heard that there would be about a six percent trim off the UAF budget.

Comment: President Hamilton was hopeful that the Governor would honor his five percent commitment.

Comment: We got the five percent increase, but also a lot of capital things too.

Regarding the Alex Hale IT Report, Paul Reichardt met with a group of people and encouraged all to approach administrators, such as the President, Chancellor, and VCA. When committees are created work with administration to assure that there is a Staff Council representative on the committee.

B. Faculty Senate Report - Godwin Chukwu

No report available.

C. ASUAF Report - Derek Miller

The budget seems to be on everybody's mind. Recently in Juneau the students advocated for UAF. Legislative feedback was positive. UAF is one of the few entities in the state to get an increase in budget. Students are planning another trip to network with legislators and invite them to UAF campus for informal socials in April. We hope to motivate students to attend these meetings with the legislators. Increasing the student wage grid is a hot issue and students have been working with the system to make this happen. Feedback from departments is positive, as they are willing to pay the increase to retain quality students. Hopefully, this issue will be on the BOR agenda at the April 17-18 meeting in Kenai. This will be my last meeting as a Regent and then I will move on.

ASUAF hopes to sponsor a student-initiated event called the First Annual Leadership Summit to be held on April 12, 9:30-4:30. This event is based on an idea to get all of the different student organizations together for one day. It is an opportunity to speak up about different student issues and to brainstorm different strategies and remedies to solve the issues. This is a special event, because it will be composed of not only ASUAF, but also many student groups, fraternities and sororities, ROTC, etc. We have a website online where students may register at asuaf.org/summit.

As far as Diversity and Tolerance we've all been working on trying to get a committee established that would be composed of all the student, faculty, and staff groups. Is there something going on with that?

Maya Salganek: Yes, we need to get a representative from each of those groups - I have not found out who is serving for the students at the governance level.

Derek: I will get that information to you.
Question: Have you started your card campaign yet?

Derek: We are waiting for approval from University Relations and recently got approval from Archives to use a picture of the Bunnell Building on our card. We are looking at getting those post cards printed over spring break. One of the comments that we got last year is that the legislators wanted us to submit those later in the legislative session - March is too early.

Question: Is there something that the Office of Multi-Cultural Affairs can do to assist you?

Derek: Yes, we can get a few more students involved.

Staff Council Guests

IV. A. Summer Sessions - Amy Bristor

Many staff members are not aware of what their tuition waiver benefits are. All staff get 12 free credits or 6 credits maximum within a semester. This runs from fall through summer semesters and rolls over in the fall. Tuition waivers cover only tuition -- you pay the fees. Tuition forms are available through your PPA or you may download the form from the Business office website. Your PPA needs to sign the tuition waiver or if not available a dean, director or department head can sign. Make sure you bring the tuition waiver form with you to the Business office when you pay your fees.

This summer we are going to be doing a weekend focus. We are trying to have something available each and every weekend. There are really a lot of fun classes. We will be offering a Japanese language and culture class, Intro. To Alaska's Flora, Online Investing, Intro. To Metal Smithing, Field Methods in Glaciology, actually a field trip out on the glaciers, Map Reading and Orienteering which is also a field trip type class, and Mushroom Identification with Gary Laursen, etc. Our catalog went online today, catalogs will be available by March 20th and registration begins March 24th. People are afraid of registering early because they think they have to pay that day, but you don't actually have to pay until your first day of class. Payment is due the first day of the first class. Summer sessions runs from May 27th through August 15th.

Question: Is there any online information about the weekend activities?

Amy: Yes, the information is called Weekend Focus and you can find at the Summer Sessions website.

Rory: A lot of staff are not aware of tuition waivers. Do you have an idea of how many staff take advantage of tuition waivers?

Amy: I think that most staff know about the benefits, but I don't think they know what the guidelines are and that it may be used fall, spring, and summer. I don't know about the statistics. This benefit is available to the spouse and children of staff.

Comment: Regarding payroll deduction the Business office can put payments on your polar express card and the money comes out gradually - you won't end up paying for courses, fees, and books all at one time.
B. Mike Humphrey - Healthcare

Mike Humphrey made an unexpected visit and filled in until Jim Johnson arrived.

Everyone is concerned about healthcare issues; three committees were formed to work on healthcare issues. The Healthcare Advisory Committee is the umbrella for the finance, plan & design, and communication subcommittees. The finance committee is looking at how we manage our healthcare dollars, how we extract them from departmental budgets, and how we set up the recharges. They are examining what will happen if the accounting model we currently use is changed to a real time projection of charges - instead of a model that uses last fiscal year's cost to determine next calendar year's employee charges.

The finance committee is looking at the concept of the "choice" or "flex" type model. This model will allow employees more opportunity to select the type of healthcare plan that might better serve their needs.

The Plan, Design, and Communications Committee wants to plan a series of focus group meetings. William Mercer, our benefits consultant is asking a series of questions about employee's feelings towards the value of the healthcare plan; how they felt about costs being charged; how they feel about communications, as well how they view a "flex" plan or if it is of any use. There would be no sense in designing a package that the majority of employees feel would not work for them. A report should be made available to employees some time in April.

We are pretty much a need for service economy in Alaska with respect to medical services. The doctors, medical community, and the hospitals are relatively small groups. This confines our ability to negotiate preferred deals and discounts for our employees in the Alaska market. It is even more difficult in rural markets where there are even fewer practitioners serving an entire community. Blue Cross recently signed a contract with a company called Core Solutions that specializes in fee management. Core Solutions plans to focus on patients with acute conditions - by managing their conditions before there is an acute crisis. The goal being to help patients manage their conditions and avoid becoming an inpatient. Every dollar we put into this effort might help us to save two. We are continuously informing all of our employees about the mail order pharmacy. The discounts from the mail order program should help offset costs to the pharmacy program.

Comment: I'm surprised at how so many studies say preventative type actions can really create costs savings later, so when you bring up the disease management program that seems to reinforce that. Yet, at the same time there are no allowances being made for staff to make use of on campus facilities or even to have time to make use of on campus facilities. Is this being considered in anyway?

Mike Humphrey: We are continuously thinking about those options. Blue Cross does have a relationship with the Alaskan Club, so if you are a Blue Cross card carrying member you can get a discount on the initiation fee. Blue Cross hasn't communicated this information very well. When I meet with Blue Cross later this month we will discuss a better communications plan. SRC is relatively inexpensive if you do the UAF Life Program. I think it is still $75 dollars -- granted it does have limited hours that you can attend. We are
planning a Walking For Wellness Program with Blue Cross this spring. We are going to explore how this will work, how you can post it on the web, we might set up competitions between departments or between Fairbanks, Anchorage, and Juneau with respect to how far they walk. We want to make sure that we effectively use the money. Basically, making sure that people receiving a wellness grant actually joins/attends an athletic club.

Jim Johnson, Vice President for Faculty and Staff Relations

Larry Ledlow: Welcomed Jim Johnson and congratulated him on his new position as Vice President for Faculty and Staff Relations

I've been in this position for just about six weeks and I am learning a lot and hope that I will continue to do so. One of the things that I'm learning is that we are making a lot of progress on some of these top tough issues, such as the issue that Mike Humphrey was just talking about. Other serious top issues are the classification, pay project, and training and development from a system-wide perspective. Another greater challenge is the integration of these human resource project responsibilities with what is happening at a much more strategic level for the institution. As you know, the BOR has worked on the strategic planning process for the last year and we will be finalizing that plan.

One of the challenges for human resources is to ensure that at the BOR level the strategic plan reflects the kinds of priorities and values that we are concerned about in the area of health benefits and faculty and staff relations in general.

The human resource offices at the campus and system levels should be aligned with the institutional strategic plan.

Communications is one issue that deals with all of the issues in a very fundamental way. It is something that the system human resources office can improve on, and is something we all need to improve. We owe each other a lot more in terms of that extra step of communicating better. I will take this burden on within Human Resources, because I don't think we do a good enough job of this at this time. I think it is really important and encourage all of you to pose questions and present challenges and not take the convenient way out of not posing those questions. Hopefully, in this learning environment we can learn from each other and improve the way that we do business.

Ultimately human resources is not the main function of the University. Students come here for the academic programs that we offer. They come here so that a difference can be made in their life. Our goal is to support that and to make sure that we are able to maintain faculty and staff as best we can with health benefits, compensation, etc. As labor markets and health care environments change, we also have to change and be responsive. Our work is never done, just as your work in recruiting and retaining more students, introducing new information technologies, and modifying degree programs etc., is never done.

One other condition that we are dealing with is the support for education reduction. Another critical condition of what is going on in Juneau is not a pretty picture at all. If you look at the proposed increase from the Governor, then you start pulling out health benefit costs and other increases to our budget - it turns out not to be an increase. I don't see it getting any better. We are looking at another tuition increase of ten percent. A number of universities are looking at tuition increases up to fifty percent. At the same time that
they are looking at tuition increases they are looking at enrollment cuts.

I will inform you that the UA human resource offices are planning a self-assessment review. We are going to ask groups like Staff Council and Staff Alliance and other customers of human resource services to rate us. It doesn't seem to me that we can effectively improve our service to the University and folks that work here if we don't understand what our shortcomings are. This self-assessment will be conducted within the next three months. New strategies will be developed for improving services and we will ask for your assistance in developing some of those strategies when we get to that point.

Question: A question was asked about the disbanding of the Grievance Committee and if there will be another such committee at the Chancellor's level to address issues and grievances for staff.

Jim Johnson: I haven't talked with the Chancellor about that. That would be a UAF issue. I don't have an answer. I encourage your leadership here to approach the Chancellor.

Comment: UAF and statewide human resource offices don't seem to operate out of the same manual and it is confusing.

Jim Johnson: That is a good point, I guess it is important to realize that we do different things in these two offices -- otherwise it wouldn't make any sense at all to have more than one. One of my tasks is to clearly bring us together so that we are operating from the same manual.

Response: Will it be one of the goals to clear up some of the confusion?

Jim Johnson: Absolutely, there is no question about that. Our office is pretty thin we are not fully staffed. We are pretty thin in a lot of areas in the state. We certainly are in human resources. What that argues for is the human resource's staff across the state to come together and work more closely.

Question: Since everything is beginning to be tied together with computer systems why is it that we aren't moving towards only one human resource department for the University system -- wouldn't that cut a great deal of money out of the budget?

Jim Johnson: That becomes a slippery slope question, because to really evaluate that I think you need to be able to answer the question, why do we have three MAUs? It's a challenge that I give to the human resource people -- if it can be automated - automate it.

Question: In your role for HR with the organized, unionized staff you are obviously an advocate for management in that you handle labor relations. However, for unorganized, unrepresented staff how do you see your role and how do you represent staff and management at the same time? How do you make that philosophical adjustment one way or the other?

Jim Johnson: Frankly, I don't -- having worked for labor unions for about five years and in labor relations for about ten -- I know that when I was a negotiator my best friend was the negotiator on the other side of the table. I talked to the people who actually made the decisions at the bargaining table. In a relationship with staff governance where there isn't a union -- there isn't negotiation or dealing going on - it is much more of an advisory type role for
management decision makers. In a collective bargaining setting there is a legal structure that provides certain kinds of rights and responsibilities.

Question: Do you see yourself as an advocate for unrepresented staff or does staff still need to basically find a way to convey those concerns, so that you can in turn bring them forward?

Jim Johnson: I think the answer is yes. I do see myself as an advocate for staff. At the same time you've got to carry some of that weight. I can advocate for an increase in the employer's defined contribution. That is something that I think is important for the University to consider in the context of fiscal challenges. I can advocate for having a classification system. I can survey the market and deal with legitimate concerns that staff have with respect to the competitiveness of their pay. I do advocate for those kinds of things. It's not as simple as - I need to advocate for management - you need to express your concerns and that actually will empower me to lead and advocate on your behalf.

Question: Is there one issue specifically that you want to see accomplished or changed within Human Resources?

Jim Johnson: Yes. The most practical one at a daily level is the health benefits issue. It is the hardest one, because it is so out of our control in terms of what is happening to health benefit's costs.

We just contracted with an outside budget expert. This person has met with folks on the campuses and suggested additional tools that we might use to reallocate budgets, so that we are enabled to handle potential shortfalls coming down the road. One thing missing from that twenty-five page report is any notion of whether the University has the human capital - or the expertise to actually employ these mechanisms and since we don't have them - what will it take to obtain them? If you don't have an assessment of them and can't figure out how to develop those skills you might as well throw the toolbox away. I think there are many other examples of where we don't bring that perspective to the table when we make big decisions. I think that is the big long-term strategic challenge that isn't going to be fixed tomorrow or six months from now, but it is the kind of thing that will change one meeting at a time over the coming years.

Question: My question is about automation, but is your number one priority Payroll coming online? I guarantee that UA will save about $500,000 a year in human capital.

Jim Johnson: Yes. If we need to automate it then we need to do so.

Question: I'm wondering about doing punch cards, so that people are accounting for the hours that they are actually here.

Jim Johnson: Are you advocating doing something like that?

Answer: I am, because of issues in the past about people working overtime and not being compensated. I think people need to be accountable for the time that they are here and working.
Comment: Just for the record, I'm not in favor of that.

Larry Ledlow: I appreciate Jim's coming to Staff Council we will try to schedule some time with him again.

V Committee Reports

A. Staff Affairs - Gabby Hazelton

Gabby: The Staff Affair minutes from 24 February are attached to the agenda. There is one correction in regards to the parking issue. I received incorrect information and tried to contact the parking committee chair, but was not able to do so yet. Our next meeting is Monday, 24 March. After yesterday's Staff Council Workshop I got some great ideas on how to make Staff Affairs more effective. I think that we are going to have to draw lines more clearly on what topics we need to educate staff about, how to direct comments more effectively and what things we can actually achieve here in Fairbanks on our main campus. It comes back to how can we make our mission better.

Rural Affairs - Scott Culbertson

It was discussed and decided that the memo draft involving the Alex Hill Associates' report dealing with the rural campus Information Technology issue should be correctly sent to the Chancellor with a cc to the Provost and the Dean of CRA.

Comments: The letter is a well-written formal opinion and covers the views of the rural staff. I think that it is great the committee directly represents the views of the rural staff.

Question: What is your vision? Are you looking for information technology staff that are hired by the rural campus sites and only answer to the rural campus or are you looking for information technology staff who are connected to what I think will become the centralized information technology administration for UAF here on campus?

Answer/comments: Actually, I see it being a rural campus position. The issue that we are dealing with is having someone at the rural sites so that we can get immediate assistance rather than calling Fairbanks and maybe receiving assistance a week later. You need somebody at the source; every rural campus needs its own information technology person, because it is just not feasible to have someone flying all around Alaska.

C. Advocacy - Angela Linn

The committee met twice since our last Staff Council meeting. On Thursday, 13 March we held our UAF College Prep Day at the JP Jones Community Center. It was successful in the sense that more people attended than the last time, so we will probably do it again.

I'm not sure if we send representatives down to Juneau. Staff Alliance welcomed us to send people down from Staff Council, but there is no funding.

We will continue to work on the card campaign with ASUAF. Our next event is UAF Day at North Pole on Saturday, 19 April, Noon - 4:00 p.m. We just sent out a letter of invitation, so we will see how many people plan to attend. We are working on the staff tour to Poker Flat.
Comment: The College Prep Day at the JC Jones Community Center had a small turn out, but 1/3 of the people that attended turned in applications. Hopefully, we can keep that proportion going if we have it again.

D. Ad Hoc Committee on Diversity & Tolerance - Maya Salganek

We are continuing to address the need to put together a grievance manual. The next thing we will look at is peer institutions, such as Montana, Wyoming, and Hawaii and see what their policies are. There's a number of similar committees that exist at other universities and even an overseeing diversity and tolerance organization that specifically works for university campuses. I'm looking towards these existing groups to structure how we will put together this manual. Our next meeting is Tuesday, 18 March, 2:00-3:00 p.m., in the Keith Mather Library.

E. Elections, Rules, and Membership Committee - DeShana York

Our committee will meet after today's Staff Council to review the Constitution and Bylaws. We've been reviewing and realize that there are a lot of issues that need to be resolved between the Constitution and Bylaws. We will address the ongoing attendance issues. We will also discuss our officer workload issues. We plan to start discussing the nominations and elections issues. We will discuss the even-numbered elections that will come up in October and online balloting. Our next meeting is scheduled for Monday, 7 April.

F. Tab Report - Josh Steadman

The Technology Advisory Board met and discussed how to award $117,000. The money is from student fees and is split between TVC and UAF. Out of thirty-one proposals thirteen were funded. The proposals selected help to improve student education. The results will be made available at the TAB web site http://www.uaf.edu/tab/proposals/index.html.

VI Old Business

Staff Picnic & Raffle and Longevity Awards Program - Lynette Washington

Currently there are only three volunteers two for the Picnic committee and one for the Longevity committee.

Larry Ledlow: Those of you who feel that you may have extra time, I encourage you to participate, talk to your colleagues. We need to have more volunteers for both committees by the end of next week.

Question: Is there a cut-off date for the printing of the raffle tickets that we need to be aware of?

Lynette: I'm not aware of the cut-off date at this time. I can find the information and send a note out.

Update on E-mail Communication - Liam Forbes and Rory O'Neill

Rory O'Neill: Based on a meeting that Lynette and I had with Joe Knox and Daniel LaRue, you will find attached suggested rules of use for the all staff E-mail service.

Liam Forbes: The attachment following Rory's report is an effort that a few of
us worked on basically to improve electronic communication. What I've tried
to do is to identify our goals, available resources, and who the constituents are
by contact ability. There are five main groups: UAF main campus employees,
the Super Computer Center in the Butrovich Building, The Institute of Marine
Sciences, and the Geophysical Institute, and the Rural sites. Most of the main
campus employees have Aurora accounts. It is the initial step in creating the
All Staff list and the Chancellor's UAF list. Not all staff have an Aurora
account.
There are three departments or organizations that maintain their own list serve
and E-mail communication mechanisms. Joe Knox worked with these groups,
so that now anything that goes out to Aurora accounts will be automatically
forwarded to those groups. The Rural site groups are kind of a mix, but we can
do the same type of thing for them. The All staff list is meant to be a one-
way communication mechanism with very low volume. This hopefully means that
people will not come to view this as spam mail and automatically delete the
message.

We need to find ways within each unit that representatives can communicate
and get feedback and maybe hold discussions. What we actually have is several
resources here on campus that can facilitate that. How you go about doing this
is already being done at G.I., so I listed them here as one of the solutions.
This has been our approach so far and we are beginning work on the second idea.
My question to throw out now is what would be the easiest way for you to
communicate within your unit and get feedback from your constituency? For
me E-mail is pretty much a guaranteed way. Lets get these set-up, so that it is
more formalized and efficient, so that we can start getting more feedback
through these mechanisms.

Comments: The idea that came up to assign a chair or mediator to request,
collect, and monitor information that gets posted to the list serve will
require more work for the representative. This is necessary to make sure that spam
isn't getting through. Maybe people can subscribe for a week to see how it
works. Along with this process we can set it up so that it doesn't come to your
main UAF account. You can directly go to this address for this purpose and it
won't get you bogged down.

Comment: Has there been much progress in delineating unit E-mails?

Liam Forbes: If you notice under Problems - the number one problem is
generating and maintaining accurate UAF staff E-mail addresses. The answer to
your question is no. I'm hoping that work recently done by statewide will
assist in solving that problem. Until then the best resource that we have is the UAF
telephone book.

Larry Ledlow: A motion was made and approved to extend the meeting by ten
minutes.

C. Staff Council Update and Comments - Larry Ledlow

I gave you an update on the Staff Council Workshop and will include that in
the President's report. I will write a summary early next week for Staff Council.

D. Make Student's Count Award - Larry Ledlow

We received about twelve nominations. I'm looking for two volunteers to help
me rank these. I hope to submit the final recommendations by week after next.
I see that Jeanette Skrob and Gary Newman volunteered. Lynette will get a copy of the nominations to them.

E. Update On Overtime – Josh Steadman

Per my promise to research the overtime issue in conjunction with non-exempt Staff Council reps I talked to Carolyn Chapman, Human Resources Director to learn more about the situation. Hours at work are ones that you write down on your timesheet. If you work eight hours in a day, but then volunteer more through staff council you don't have to write those hours down. If you wish to work overtime then you need to have that approved through your manager. Example: If you want to go to the Staff Council meeting for two hours, but then work until seven to finish things up, you can still say you worked eight hours and you would volunteer that extra time by not writing it down. Note: If you are working over forty hours through your job you should be getting paid for those work hours.

Question: So that is non-exempt staff right?

Answer: Right.

VII New Business

A. Example of Outstanding Senator of the Year Award guidelines – Larry Ledlow

One thing we brought up last month was the opportunity to create an award for outstanding participation in Staff Council governance activities. We discussed this a little in yesterday's workshop. LaJuanua Williams and Jean Crews volunteered to help craft this. I would like LaJuana, Jean, and our Administrative Committee to craft a proposed award scheme for our consideration at the next meeting. You will see some correspondence about, but if you have other ideas other than what we talked about yesterday please forward them to me.

Question: At our next meeting can we plan to present this award at our last meeting?

Larry Ledlow: Yes. Our last meeting is in June.

B. Discuss upcoming officer election's process – Larry Ledlow

The elections will be held at the beginning of May, so we need to get the ball rolling. Get your nominations in. I'm sure Rory can tell you what a blast its been so far.

Rory: It amazes me as to how much you don't know. Working with Larry this past year has been amazing. I've been able to handle the time commitment and worked it out with a number of supervisors, they all respect the commitment that it represents. If you are considering an officer position, I welcome you to come and talk with me. It is a great opportunity in the UA system. Based on some Election's Membership, and Rules Committee changes, I'd like to give more individuals an opportunity to represent this body through out the system in terms of spreading out the representation loads. There are some great things about the structure of the position and all the privileges. It's incredible on your resume and offers great networking opportunities and is also valuable professionally.

Question: Is it possible for Staff Council to meet all through the year
instead of stopping in the summer, because we are staff and most of us are not based on the academic year?

Larry Ledlow: I will look to DeShana and her group to consider that. I would basically say that it is probably not a problem to implement, but on the other hand I want to make sure that whatever gets enacted along the way includes a comprehensive representation, so there may be some limitations in what we can do.

Comment: Staff Affairs met last summer, but we didn't have any nine-month members, so we made the commitment to meet during the summer months also.

Comment: I brought that up a year ago and was told there is no way we could do it.

Larry Ledlow: I'll have to look back in the archives.

Comment: It might be a great thing to do some housekeeping type things. We are having trouble right now just getting the longevity and staff picnic plan going. What if during the summer those were two things that were taken care of and planned for the next year so that would be handled before the students arrived on campus?

Larry Ledlow: I think that is worth considering, so we will put it back on the agenda for the next Staff Council meeting.

VIII Public Comments and Questions

A. Information: Jeanette Skrob reported that Financial Aid has funding for graduate students. Contact her at 474-6416.

B. Larry Ledlow: I asked Mike Humphrey and Jim Johnson to stick around and answer more questions. Are there any public comments?

Question: Has anyone looked into doing a reimbursement credit for staff that go to the gym and take care of themselves can earn back funds?

Mike Humphrey: Most of these subjects are continually under discussion. We are trying to put together an administratively workable plan that would effectively monitor this type of program. We need to make effective use of every dollar that goes into this program type. They are all issues that have been talked about, but a workable plan has not been identified.

Question: I've heard of instances of what sounded to me like abuse by the medical community in Fairbanks towards the UAF staff. I'm wondering if there has been an investigation of unnecessary procedures being performed?

Mike Humphrey: Well in order to determine whether a procedure was necessary you would need the doctors chart notes from that particular individual and that information resides in her physician's office. Each of us as healthcare consumers are the frontline and the question to ask the physician is how will this change the treatment program? You are the frontline consumer. If you and your physician agree that a cat scan is necessary for some reason and granted it shows that there is nothing really wrong, that is even better, but just ask the question how will this change the course of treatment.

Question: A lot of what we do with our healthcare makes up that cost of pay. I'm wondering if that as a group can we assist your offices to get information out about how and when bills are paid? I hear a lot of comments from folks about how they are going to get their money's worth. I don't think that they
realize that they are paying for last year's bills.

Jim Johnson: I've heard the same type of reasoning -- well since you are charging me more I will use it more -- well lets put the revolver to our head and spin the chamber.

Question: Was there any discussion about those who don't use it as much?

Jim Johnson: That is where a flex model might be ideal. A plan might be chosen that has a higher deductible as opposed to one that has a lower deductible. That would also reduce employee costs. A new privacy law is coming in to effect on 14 April that protects how your health information can be shared.

Question: You mentioned choice modules in healthcare. I'm wondering if consideration is being given to how that affects your health insurance charges towards other employees. For example, if a lot of people choose a cheaper plan wouldn't that enforce everyone else on campus into extremely higher rates?

Jim Johnson: Absolutely. It is something that is being discussed. The flex plan has been around since 1986, these are not new concepts. I don't know anywhere in literature that if you implement one of these plans it would cause a stratification of employees - where real healthy people choose the low end plan and all the sick people are placed in the high end plan. We would end up self-destructing. There is a natural gravitation based on how people feel about their own risks and they make choices.

C. West Ridge Parking Update - Linda Cook

The temporary parking plan shown on the maps that I passed out is going to be available Monday, 17 March. Construction is starting, but I don't have the exact dates. There will be a shuttle, but I don't know what the schedule will be. For people that are curious about what the Circulation and Subcommittee have been doing all this time, there is going to be a public forum meeting at Wood Center, 11:00 a.m. -2:30 p.m., Monday, 7 April and again at Noel Wien, 4:30-7:00 p.m. the same day.

IX Adjournment

The meeting was adjourned at 11:30 a.m.

Tapes of this Staff Council meeting are in the Governance Office, 312 Signers' Hall if anyone wishes to listen to the complete tapes. Submitted by Lynette Washington, Staff Council, Secretary.