Council members: If you are interested or would like to nominate another Council member please forward your name or nominate another member for the next Staff Council President-Elect. If you need more information about the president-elect officer position please call or E-mail Rory O’Neill or Josh Steadman.

1. 8:45-9:00 CALL TO ORDER AND ROLL CALL
   A. Adopt Staff Council Agenda #153 Friday, 14 May 2004
   B. Staff Council #153 meeting minutes (Wednesday, 14 April 2004) will be available at a later date.

INFORMATION

2. 9:00-9:10 OFFICER REPORTS
   A. Rory O’Neill
   B. Josh Steadman

3. 9:10-9:15 PUBLIC COMMENT

4. 9:15-9:20 GOVERNANCE REPORTS
   A. Abel Bult-Ito, President Faculty Senate
   B. Thom Walker, President ASUAF

5. 9:20-9:45 COMMITTEE REPORTS
   A. Staff Affairs - Gabby Hazelton (Attachment #1 – SA Minutes)
   C. Rural Affairs - Scott Culbertson
   D. UAF Advocacy - Angela Linn (Attachment #3 – Advocacy Report)
   E. Ad Hoc Committee Work Place Ethics - Maya Salganek (Attachment #4 – WPE Report)
   F. Ad Hoc Committee on Performance Based Budgeting – Liam Forbes
   G. Ad Hoc Staff Social/Raffle Committee – Paula Long
   H. UAF Master Plan Committee – Gary Newman (Attachment #5)
   I. Circulation and Parking Subcommittee – Gary Newman (Attachment #6)
   J. UA Staff Compensation Task Force – Gary Newman (Attachment #7)

   Committee Reports if available may be viewed at [http://www.uaf.edu/uafgov](http://www.uaf.edu/uafgov)

6. 9:45-9:55 GUEST
   A. Joe Trucbacz – UAF Budget

ACTION

7. 9:45-9:50 OLD BUSINESS
A. Outstanding Staff Council member and nonmember awards
B. Chancellor’s Recognition Award
C. Staff Appreciation Day Program (handout)
D. President-Elect Election – (Attachment #8 Ballot)
   . Call for Vote and ballot distribution

8.  9:50-10:15  NEW BUSINESS
A. Discuss eliminating June meeting from 2005 Staff Council meeting calendar

9.  STAFF COUNCIL ROUND TABLE

10. ADJOURNMENT

Attachment 153/Attachment #1
UAF Staff Council #153
Friday, 14 May 2004

Staff Affairs Minutes
April 26, 2004 9:00 am
Chancellor’s Conference Room & Audio conference:

I       Roll Call
Present:
Joyce Allen-Luopa
Reyne Athanas
Jean Crews
Liam Forbes
Gabrielle Hazelton, Chair
Nici Murawsky
LaJuana Williams

II      UAF
A. UAF COMMUNITY SERVICE OUTREACH PROGRAM-passed at April Staff Council meeting.
B. 5 day internal recruit policy-Jean. Has learned a great deal about specific information regarding
   the Office of Campus Diversity & Compliance. However, there is concern about the lack of formal
documentation regarding authority, mission, processes and checks and balances.
   http://www.uaf.edu/cdc/ This issue dovetails with the work of the Ad Hoc Committee on Workplace
   Ethics. Jean will talk with them so there is no dilution & duplication of efforts.
B. Performance Based Budgeting-Liam Current information is located at
   http://www.arsc.edu/~lforbes/staffcouncil/obb/scobb.html

III.  UA
A. SW classification project-nothing new
B. UA pension contribution cap increase to equal the new SS cap? -Nici
   Current cap earnings is $42k set in 1982 and then UA no longer contributes.
   There have been several emails with Jennifer Youngberg regarding what/when replaced SS. While
   interesting, it really is not the issue. The Committee needs to fully understand the entire retirement
contributions to PERS & Pension and compare with Social Security before taking further action. Gabrielle will do some specific research on percentages.

IV New Business
A. BOR probation policy review-Draft changes to probation policy to include a 4-month period for employees who move to new jobs within the Unit were sent out via email on April 16, with comments to be received by May 3. There was some discussion of why protect current employees like new employees with a 6-month period. Send comments to Rory ASAP.
   http://www.alaska.edu/bor/agendas/2004/040414hr.doc

V Next Meeting – May 24 at 9:00 am in Chancellor’s Conference Room.
Reyne is excused.

VI Adjourn

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Attachment 153/Attachment #2
UAF Staff Council #153
Friday, 14 May 2004

UAF Staff Council
Election Membership and Rules Committee
Meeting Report May 3, 2004

Present:
Gary Newman, Acting Chair                Linda Harriger
Joan Fiorenzi                              Michelle Dondanville
Gabrielle Hazelton

Absent:
Lillian Anderson-Misel              DeShana York
Jeanette Skrob                        Sue Sharpton
Josh Steadman

We discussed the process for election of the President Elect at the May 14, 2004 meeting. Paper ballots will be printed in advance with the names of nominees and a space for write-in. Opportunity for nominations will be offered from the floor. All representatives present and any alternates with proxy for reps will be given ballots. Ballots will be counted by EMR committee members and the results announced at the meeting.

We also discussed the possibility of electronic balloting for the Fall 2004 Staff Council elections Odd Units. The effort through UA Statewide seems to be stalled. Gary will be talking with Josh Kugler, IT for ASUA to see if we can adapt their system.

We will be requesting a staff list/unit count update from P.A.I.R. office during the summer/early fall for determination of representation for fall Odd Unit elections.

Everyone reading this is charged with soliciting for full representation on Staff Council for their units.

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Annex 153/Attachment #3
UAF Staff Council #153
Friday, 14 May 2004

Advocacy Committee
May Meeting Summary
Compiled by Angela Linn, Chair

The Advocacy Committee met on Monday, May 10, 2004 from noon-1:00 at the Wood Center Cafeteria. Members present were Joe Hayes, Angela Linn, Diane Leavy, and Maya Salganek. Scott McCrea was excused and submitted a written report on the UAF Day at North Pole event. He has received positive feedback so far from event participants, and will submit a final report once all are in.

The committee will assist with Staff Appreciation Ice Cream social on Friday May 14.

The committee will continue to meet over the summer to discuss plans for fall semester and upcoming issues.

Fall semester events will include: Fall tour, Get out and Vote campaign, and another Legislative Training session.

The committee will continue to meet the 2nd Monday of each month, over the noon hour. Default location will be the Wood Center cafeteria, with alternate locations TBA. Next regular meeting will be Monday June 14, noon-1:00.

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Annex 153/Attachment #4
UAF Staff Council #153
Friday, 14 May 2004

Staff Council Ad Hoc Committee of Workplace Ethics
Committee Report 5/5/04

Last Meeting held 4/27/04

In reviewing the process for creating a Workshop on Workplace Ethics, the committee expressed the need to have ideas of positive models. It was suggested that we look at the five colleges that UAF compares itself most readily to. "Typically we now use the College and University Personnel Administration Association data for comparisons but the old rules was:
University of Oklahoma
University of Washington
University of Oregon
University of Utah
University of Northern Colorado"(according to correspondence between Annette Chism an Carolyn Chapman). The Committee is now examining each of these schools as a source for identifying alternative solutions to our perceived problems on campus.

Prior to Chancellor Lind leaving his position, this committee wishes to speak with him in regards to recommendations he may have for strengthening these areas of weakness in regards to conflict resolution, grievance, performance appraisal, supervisor inconsistencies, and other areas of staff concern.
In speaking with Maria Reyes from GCC, the Permanent Committee on Diversity and Tolerance will seek areas of concern to bring to the Workshop table from faculty and students.

Next Meeting: May 18, Kayak room, 12-1 p.m.

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Attachment 153/Attachment #5
UAF Staff Council #153
Friday, 14 May 2004

**Reports on various UA committees for May 14, 2004 Staff Council Meeting**

**UAF Master Plan Committee (MPC)**
www.uaf.edu/mastplan
Report by Gary Newman, ad-hoc attendee

The UAF Master Plan Committee has been meeting weekly to review and approve for forwarding to the Chancellor for his final approval both the Campus Landscape Plan and the North Campus Plan.

The first was the work of a recently created committee, as it was felt by the Master Plan Committee that landscaping usually takes a backseat to other campus facilities development. Examples of impacts this plan will have is on the campus quad, which was recently reclaimed from the Rasmusson Library remodel, the area surrounding the serpentine drive resulting from last summer’s utilidor construction on West Ridge. [http://www.uaf.edu/mastplan/landscape](http://www.uaf.edu/mastplan/landscape) for further info.

The North Campus Plan covers the area generally north of the campus residential and West Ridge developed areas, bounded by Sheep Creek, Miller Hill and Yankovich Roads. There are well-established and sometimes competing uses of research, education and recreation. As campus development pressures continue, both the North Campus Subcommittee, composed mostly of stakeholders, and the Master Plan Committee saw the need to formalize the approval of continued and new uses. This plan will establish the framework by which future activities will occur. [http://www.uaf.edu/mastplan/northcampus](http://www.uaf.edu/mastplan/northcampus) for further info.

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Attachment 153/Attachment #6
UAF Staff Council #153
Friday, 14 May 2004

**Circulation and Parking Subcommittee (CPS)**
Report by Gary Newman, ad-hoc attendee

This is a sub-committee of the Master Plan Committee. As staff council members may recall, the CPS developed and passed onto the MPC a Circulation and Parking Plan in March 2004. The MPC revised this plan and passed it onto Chancellor Lind for his approval. To this date, it has yet to be approved. There is to be a May 12 meeting of the MPC, so this written report may be verbally updated at the May 14 Staff Council meeting. More info at [http://www.uaf.edu/mastplan/circulation](http://www.uaf.edu/mastplan/circulation). There are substantive changes recommended to address issues such as gold decal, finding adequate parking, removing parking from the core area. This subcommittee will hopefully soon have a Staff Council representative appointed who will report to us issues of concern.
As a member of Staff Council and on behalf of staff, I have been lobbying hard to have the campus administration recognize and be willing to commit funds to increasing plug-in parking on West Ridge, as there is a known lack of these spots but without any commitment to addressing it before the next winter. If anyone else wishes to get involved, your company would be welcome in this lonely effort.

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Attachment 153/Attachment #7
UAF Staff Council #153
Friday, 14 May 2004

UA Staff Compensation Task Force
Report by Gary Newman, alternate

This task force was initiated by Staff Alliance President Rory O’Neill, in an effort to address the lack of a comparative compensation study being done on behalf of staff. This committee is chaired by UA HR VP Jim Johnsen and has been meeting monthly, typically the last Friday of each month. A good deal of documentation has been obtained and issues of compensation are being discussed. Examples are cost of living grid increases, pension flexibility, continued attention to health care benefits, flex time and telecommuting, merging sick-annual into personal leave. This information is not available on the web, but folks can contact me if they are interested in more details. No decisions have been made, no budget source for any increases have been identified. We are referring to the UA Strategic Plan as the underlying guide and that is available at: http://www.alaska.edu/bor/2009Plan/2009.html

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Attachment 153/Attachment #8
UAF Staff Council #153
Friday, 14 May 2004

RESOLUTION:
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BE IT RESOLVED, That the UAF Staff Council ratifies the election of the President-Elect on the basis of the following ballot.

BALLOT
PRESIDENT-ELECT UAF STAFF COUNCIL

Please vote for ONE individual to serve as the President-elect of the UAF Staff Council 2004-2005.

----- ____________, Staff Council representative,

----- ----------------------------------------------
Write-in candidate

----- ----------------------------------------------
Write-in candidate

President, UAF Staff Council __________________________ Date __________________________
**SUPERVISOR APPROVAL**

In order for the election to be accepted the electee's supervisor must indicate their approval that they are prepared to release the electee as needed to fulfill the duties of this voluntary role for a one-year term and then for a one-year term as Staff Council President. The commitment represents at least three hours per month during the academic year.

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<tr>
<th>Electee's Supervisor Name</th>
<th>Supervisor's Signature</th>
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