1. **CALL TO ORDER AND ROLL CALL**
   A. Roll Call
   - **Present:**
     Pips Veazey
     Juella Sparks
     Deb Jeppsen (phone)
     MaryAlice Short
     Debbie Gonzalez (phone)
     Shawn Houston
     Carolyn Simmons
     Debbie Coxon
     Gary Newman
     Jennifer Elhard (phone)
     Jennifer Ward (phone)
     Claudia Koch
     Robin Weinant
     Jennifer Youngberg (phone)
     Walker Wheeler (phone)
     Brad Krick
     Jeannette Altman
     Travis Brinzow
     Gary Bender
     Britton Anderson
   - **Excused:**
     Robert Mackey
     Evelyn Pensgard
     Sara Battiest
     Mary Sue Dates
   - **Absent:**
     Maria Russell
     Stacey Howdeshell
     Kala Hansen
     Kim Eames
     Heather Leavengood
     John Clendenin
     Richard Machida
   - **Guests:**
     Chancellor Brian Rogers
     Carla Browning
   - Quorum was met

   B. Approval of Agenda for Staff Council Meeting #224
   - Agenda approved as presented

   C. Approval of Minutes of Staff Council Meeting #222 – November 2011
   - Minutes approved as presented

   D. Approval of Minutes of Staff Council Meeting #223 – December 2011
   - Postponed until February meeting

2. **STATUS OF PENDING ACTIONS** (No pending actions)
   A. Actions Approved
   B. Actions Denied
   C. Actions Pending

3. **PUBLIC COMMENT**
   A. Anne Ringsted, Director of Community Advocacy
- Ann updated Staff Council on the current legislative session by phone from Juneau. During the current 90-day session, bills up for discussion included one on student loan interest reduction and two bills on military training credits for education and for licensing.
- Chris Christensen, the new university statewide lobbyist, will be testifying on this and he is in Juneau for the entire session on behalf of the university.
- Budget: The regents’ budget was presented to the governor on Dec. 15. The governor chose the items in the budget that he would like to have funded. This then moves on to the House, which now has possession of the operating budget. This week they are dividing into subcommittees for each agency, the university, and the court system to examine each piece of the budget. The governor chose to fund the pay raises in the bill, but little else. Some vital programs we wanted were not included in the governor’s budget. The one thing that was included was the one hundred thousand dollars to put the UAF and the UAA honors programs in the base.
- President Gamble will be in Juneau next week for his ‘State of the University’ overview with the House finance committee, which is in our case, the full committee. This is strictly the president reporting to the Legislature and does not include public input. This is typically when the president goes over the whole university budget and what we have asked for in the operating portion. This exercise will occur again on capital. President Gamble’s address may or may not be televised.
- Right now, we are asking for everything that was in the regents’ request. The House finance committee is working just from the governor’s request, but everything in the regents’ request is fair game for advocacy.
- Ann will be working with the UAF Alumni Association to send out a short newsletter to update everyone on what is happening in Juneau. This information will also be posted on the UAF Alumni website. More information on this will be sent to Pips and the Staff Council Office and it will be dispersed from there.
- There will be opportunities for public participation, but not at this time since this is just the beginning of the process. Ann will keep Council up to date on any opportunities for public input.

4. 9:05-9:15 OFFICER REPORTS

A. Pips Veazey, President
- Pips welcomed new members and provided an overview of February’s face-to-face meeting schedule. On February 17, we will begin the day at the Chancellor’s house for breakfast; this will be followed by our February meeting. That afternoon we will hold orientation. Today and the February meeting should assist new members in figuring out how Staff Council works.
- System Governance Council (SGC) Meeting: During yesterday’s SGC meeting, prior to the president arriving, the tuition waiver and staff benefits were discussed. The Staff Alliance ‘Tuition Waiver Resolution,’ requesting no changes to the current benefit, was rejected by President Gamble who indicated that the resolution needed to go through SGC. SGC supported our position and forwarded our recommendation on to the president.
  - While President Gamble was in attendance at the meeting, he addressed SGC, providing a detailed update of the status of the university as well as his expectations for the future, including the Strategic Direction plan. They are attempting to break information from listening sessions down into themes and from these themes develop outcomes. From there, they want to discuss barriers the university faces in attempting to reach these outcomes. They will be working on these over the next year.
- External listening sessions are nearing completion. Internal listening sessions have already started. UAF’s internal Listening Sessions will be on Feb. 14. Please encourage your
constituents to attend these meetings. This is an important place for staff to have their voices heard. Scheduling details should become available soon.

B. Juella Sparks, Vice President
- Staff had the opportunity to provide input on the questions that will be used at these listening sessions. Staff members are asked to attend, to ask tough questions, and make tough comments. Encourage those that you represent to take advantage of this opportunity. We will get scheduling information for these sessions out to everyone. There will be separate sessions for faculty, staff, and students. If you belong to more than one group, you are encouraged to multiple sessions.

5. 9:15-9:25 REMARKS BY CHANCELLOR ROGERS
- Chancellor Rogers looks forward to hearing the results of our governance discussion.
- The Chancellor’s forum is scheduled for Feb 10. This is an opportunity open to all staff. If there are particular issues you would like address, please email those to him and he will address these in his opening remarks.
- Staff Council members are invited to breakfast at the Chancellor’s house before the next meeting on February 17.
- A new legislative session began last week. We are hoping the Legislature will treat our budget even better than the governor did. We are looking at addressing some of the operating and capital budget issues that were not included in the governor’s budget.
- Chancellor Rogers will be kicking off, possibly in early February, a new employee of the month award. They have not determined what the application process for this award will be yet. In a conversation with Bernie Karl about ways to recognize people who do remarkable things, Bernie Karl generously offered to provide a night at Chena Hot Springs, an energy tour, and a hot springs pass for the Chancellor to give out every month for the next twelve months.
- Chancellor Rogers addressed the ongoing concern pertaining to nonexempt staff serving as adjunct faculty. We have managed to avoid an absolute prohibition on this. There are challenges in how we address this in association with the Fair Labor Standards Act as well as budget impacts. We can continue to hire nonexempt staff as adjunct faculty with special provision.
- Chancellor Rogers will not be traveling to Juneau for the president’s ‘State of the University’ address to the Legislature. He thinks it is too early in the session to try to predict what the Legislature will do on the budget. If invited, the chancellors will make a presentation. Last year there was an opportunity for all three chancellors to present, it is not clear if this will happen again this year. It is really up to the Legislature as to how they want to schedule their process and their hearings.
- Top issues this spring include the combined heat and power plant, primarily in terms of the permitting process. No legislative action is needed. With the Board, the public-private partnership for dining and housing will be a significant focus between now and June when they will be ready to make a decision on which package to proceed with. For the addition to the west side of the Wood Center and housing in the Copper Lane and/or Chandalar area, they have received two proposals from private teams (including design, construction, finance, and ownership teams). They are in the process of evaluating these proposals. If everything works, they expect the housing to be online in fall of 2014 and the dining portion online for spring of 2014. They would then convert Lolla Tilly to a bookstore and welcome center. This is somewhat of a challenge, as we have not done a public-private partnership for facilities since we built the existing heat and power plant in the 1960’s.
- We also kicked off a project for the revitalization of the West Ridge. We had five projects on the differed maintenance list. This included rehabilitation and differed maintenance on Elvey, Irving I & II, O’Neill, and completion of the Arctic Health. These were rolled into a single project that is about the same scale as the combined heat and power plant. The challenge was to rehabilitate these
buildings without interfering with the research that was taking place in these buildings. There are many logistical and some programmatic issues that have to be dealt with.

- Based on what we get from the Northwest Commission on our accreditation letter next week, there could be additional activity. We met with the commission a week and a half ago. We are quite sure we will be reaccredited. They may ask for additional work on student learning outcomes: how we assess them and how we use them for curriculum. We are really kicking off the next round of the seven-year accreditation cycle with a review of mission, core themes and objectives, and the associated strategic planning.

6. 9:25-9:35 GOVERNANCE REPORTS
   A. Cathy Cahill, President – Faculty Senate
      - Faculty Senate is hosting a presentation by Dr. Claudia Lampman on Feb. 6 from 3:30-5 p.m. in the Wood Center Ballroom. Her presentation is entitled “Student Incivility, Bullying, and Aggression.” Staff participation is encouraged.
      - Faculty Senate is also working on policy and regulations as well as the new mission statement and core themes.
      - Additionally, they had an e-learning task force assessing how distance labs should be conducted. A preliminary draft of this report is being circulated among some of the science faculty here at UAF.

   B. Mari Freitag, President – ASUAF
      - No ASUAF representative was present.

7. 9:35-9:45 UNFINISHED BUSINESS
   A. Staff Council Strategic Planning
      - For some time, Pips and Juella have been discussing the possible need to reorganize Staff Council in order to make it more effective. They are open to suggestions. There are 34 seats, many of which are unfilled, leading them to questions whether or not we are organized in an appropriate manner. Discussions in some of the committee meetings have indicated that others within Staff Council are also ready for a change.
      - We have not spoken directly about electing at-large members instead of by unit, but this is one possibility.
      - Members were asked how they felt they benefited from representing a unit and how their unit benefited from having a representative as opposed to having people elected at-large who serve all staff.
      - There was discussion of both the pros and cons of having units. Some expressed preference for having units with the reasoning that people like having someone they can speak to directly. There was also discussion about the possibility that at-large elections would not prevent this from happening, that people from those units could still be elected outside of the unit framework. An additional position against maintaining units was that many of our units are spread across campus making personal interaction not possible even within the current structure.
      - Some from larger units expressed the import of having personal contact with constituents from their units, but felt that it may also be feasible to have both types of representation with larger units having their own personal reps and smaller units being elected at large. Discussion indicated that this might be a natural progression with at-large elections.
      - There was also a large amount of discussion about the number of seats currently available. Some felt they were not enough and that we were limiting ourselves due to this. Others felt that the group should be a smaller working body while allowing more people to get involved through committees. It was noted that having a smaller group doesn’t mean that we cannot ask people from outside of council to serve on committees, we already have a number of non-Staff Council individuals serving on external committees. It is also possible that with a smaller group of people being the core team we
can invite other staff members to come and work on committees. We do not necessarily need 34 people.

- It was also explained that not all current Staff Council members are actively involved in committee work with the same people serving on multiple committees. Concern was expressed that committee participation was dwindling, in some cases, due to the amount of work.

- Some expressed the need for more communication, yet Pips explained that at this point, communication is not working. When we have something to go out to staff members, we have to send it out to staff directly through the listserv, this way we know the information is getting out. The modes of communication that we have established are not working.

- We also have to take into account rural representation. We want to make sure that rural representation is available.

- Pips explained that she would like us to think about an at-large, a smaller group, possibly a few seats set aside for specific groups that need representation. She would like to elevate Staff Council to the status of an organization on campus that people look to and say – I want to get involved. We are not at this point right now. As staff members right now, we run because we want to affect change. We are not represented by a collective bargaining unit. We are the people that are getting things done for staff members right now, but she questions how effective we are being and how we can be doing things better.

- Juella suggested the possibility of having a board of 15 people with membership proportional to rural staff numbers, research staff numbers, and other employees of the university.

- There was also discussion of having a person whose role is communications. It is the individual representatives’ responsibilities to communicate with their members, but we are finding out that this is not happening consistently. We would also have to look at the committee structure as well.

- It may be more viable for us to consider the fact that different people have different amounts of time or effort. We may be better served by defining different roles with varying levels of commitment.

- Carolyn S. asked that Pips set out a directive asking everyone to describe two things that they think Staff Council is doing well and two things that Staff Council could do better. Pips approved of this idea and asked all members to provide this information to the officers.

- Pips proposed that the outcome for our group is to develop the most effective means for organizing Staff Council. Next month everyone should come with two pros and two cons. Through this conversation, we may be able to get to some of the barriers that we are facing.

- Walker W. also suggested that we come up with clear goals in terms of what we want to accomplish since different people may have different goals in being here.

- Another suggestion involved having several officers who would each represent the committee they chair. Once elected to such a position, that person would be responsible for that committee for a certain length of time.

9:45-9:50 BREAK

8. 9:50-10:05 NEW BUSINESS

9. 10:05-10:15 GUEST SPEAKERS

A. Carla Browning, Marketing and Communications
- Carla followed up on Michelle Renfrew’s presentation on branding last month. She also addressed some of the other projects Marketing and Communications is currently working on including UAF’s marketing strategy. They had 4,700 people respond to the survey, they are using this feedback to help design UAF’s brand. UAF has always had a brand, but this will give us some direction and focus in going forwarding the future. Developing the UAF brand is the responsibility of the entire campus. We are looking at identifying our strengths and what we can focus on that differentiates us from our competition. Outside of our logo, we really have not had a brand that we
could follow. They are looking for feedback in developing UAF’s brand strategy and staff members are encouraged to provide feedback throughout the process.

COMMITEE REPORTS

10. 10:15-10:30 INTERNAL COMMITTEE REPORTS

A. Staff Affairs
- Chair needed
- We need a chair of Staff Affairs and it is very important that we fill this position. No one volunteered to fill this seat.

B. Rural Affairs – Brad Krick
- Rural Affairs did not meet this month. The next meeting is scheduled for Tues., Feb. 7.

C. Elections, Membership, and Rules – Walker Wheeler
- EMR has not met. Their next meeting is on Monday, Feb. 6

D. Advocacy Committee – Debbie Gonzalez
- Advocacy has not met. There are currently only three people on this committee.
- People are encouraged to attend the staff Q&A forum with the Chancellor on Friday, Feb. 10 from 12:30-2 p.m. in the Wood Center Ballroom. This is a great opportunity to get your voice heard and ask questions. Debbie is preparing a poster for this event; the poster should go out this afternoon.
- It is also important for people to attend the Listening Session on Feb. 14.

*Committee Chairs: Please forward your reports to nmdufour@alaska.edu

11. 10:30-10:40 EXTERNAL STATEWIDE COMMITTEE REPORTS

A. Staff Alliance’s Staff Health Care Committee – Maria Russell, Carolyn Simmons, & Cat Williams
- Alternate needed – Debbie Gonzalez volunteered to serve on this committee however, it was later determined that we did not in fact need an additional alternate at this time.
- SHCC has been rather quite over the last few months but will become active again very soon since vendor contracts are expiring in the near future.
- In March, they expect to receive information on the actual impact that increases in health care costs will have on our paychecks as of July 1. This includes the amount of the increase to the university’s total health care costs as well as how much of that will be transferred to the employee.
- At the last JHCC meeting, statewide announced that the ‘Tobacco Surcharge’ will not be implemented. They are proposing that at some point in the future, they will not hire new employees that admit to being tobacco users. We do not know a start date for this yet.

B. Staff Alliance’s Compensation Committee – Maria Russell (Co-Chair), Robert Mackey
- Alternate needed
- Brad Krick volunteered to serve as an alternate on this committee.

*Committee Representatives: Please forward your reports to nmdufour@alaska.edu

12. 10:40-10:45 EXTERNAL UAF COMMITTEE REPORTS

A. Master Planning Committee (MPC) – Gary Newman

B. Parking Advisory Committee (PAC) – Shawn Houston

C. Chancellor's Diversity Action Committee (CDAC) – Mary Sue Dates and Ross Imbler
D. Student Recreation Center Board (SRCB)  
- Representative needed

E. Chancellor’s Planning and Budget Committee – Shawn Houston

F. Chancellor’s Advisory Committee for the Naming of Campus Facilities  
- Representative needed  
- Debbie Coxon volunteered to serve on this committee.

G. Accreditation Steering Committee – Claudia Koch-Goddard

H. Meritorious Award Committee – Claudia Koch-Goddard

I. Technology Advisory Board Committee (TAB) – Walker Wheeler


K. Intercollegiate Athletic Council – Pips Veazey and Heather Leavengood

L. Review of Infrastructure and Sustainability Energy Board (RISE) – Mayanna Bean  
- Report available at: www.uaf.edu/sustainability/riase/

M. People’s Endowment Fund Committee  
- Representative needed  
- Claudia Koch volunteered to serve on this committee.

*Committee Representatives: Please forward your reports to nmdufour@alaska.edu

13. 10:45-10:50 AD HOC COMMITTEE REPORTS

A. Calendar Committee – Gary Bender, Brad Krick, Sara Battiest  
- The Calendar Committee has finished work for this year. Calendars are being distributed from the Staff Council Office. If representatives wish to distribute their unit’s calendars themselves, contact the office by this afternoon to make arrangements. Otherwise, calendars will be distributed through campus mail.

B. Administrative Review Committee

C. Awards Committee

D. Staff Appreciation Day Committee – Maria Russell and Ashley Munro

E. Communication Committee – John Clendenin, Jr.

*Committee Chairs: Please forward your reports to nmdufour@alaska.edu

14. 10:50-11:00 ROUND TABLE DISCUSSION

15. 11:00  ADJOURN
Master Plan Committee Report - January 2012

The UAF Master Plan Committee has met a couple of times since the last Staff Council meeting and exclusively dedicated the agenda to review of the architectural programming of the Engineering Bldg. addition with the site selected as the parking lot between Bunnell and Duckering buildings. We have had presentations by ECI/Hyer and NBBJ and been able to offer comments and suggestions.

The effort is in the schematic design phase, to be followed by the design development and construction document efforts.

http://www.uaf.edu/files/fs/UAFEFPomogramming090811.pdf

This building was approved for design by the Board of Regents, but there is no funding yet acquired for construction. The justification for the building is contained within this document:  http://www.alaska.edu/facilities/Engineering/FINAL_UAEngineeringPlan.pdf

Feel free to contact me for further information.

Gary Newman, gary@alaska.edu, 474-1991
Student Incivility, Bullying, & Aggression
UAF Faculty Senate Special Seminar and Discussion

Moderator and Presenter:
Dr. Claudia Lampman
Professor of Psychology
University of Alaska Anchorage

Seminar Abstract and Speaker Bio:
www.uaf.edu/uafgov/faculty-senate

For More Information:
UAF Faculty Senate Office
474-7964

Date: Feb. 6, 2012    Time: 3:30—5:00 PM
Location: Wood Center Carol Brown Ballroom
Audio: 1-800-893-8850 PIN: 1109306

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