MINUTES
UAF STAFF COUNCIL #235
Wednesday, January 23, 2013
8:45-11:00AM
Wood Center, Carol Brown Ballroom

1. CALL TO ORDER AND ROLL CALL
   − The meeting was called to order by President Juella Sparks.
   − Today was the first meeting for Staff Council members elected during the fall 2012 election. New and returning members were welcomed. Staff Council members introduced themselves prior to roll call. Orientation for new members will be held in February. Members should feel free to ask questions and ask for background information at any time during the meeting.

A. Roll Call

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<th>Present:</th>
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<td>Juella Sparks</td>
<td>Richard Machida</td>
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<td>Claudia Koch</td>
<td>Jarkko Toivanen</td>
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<td>Adam Kane</td>
<td>Chris Beks</td>
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<td>Kirsten Bey</td>
<td>Tom Langdon (Alt)</td>
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<td>Evelyn Pensgard (Alt)</td>
<td>Toni Abbey (Alt)</td>
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<td>Celena Brown (Alt)</td>
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<td>Deb Jeppsen</td>
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<td>MaryAlice Short</td>
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<td>Lesli Walls</td>
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<td>Nichole Kloeper</td>
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<td>Debbie Coxon</td>
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<td>Jesse Atencio</td>
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<td>Erin Albertson</td>
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<td>Gary Newman</td>
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<td>Kim Eames</td>
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<td>Debbie Blevins</td>
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<td>Robin Weinant</td>
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<td>Trish Winners</td>
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<td>John Clendenin</td>
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<td>Brad Krick</td>
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<td>Jeannette Altman</td>
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   − Quorum was met
   − Roll call is by unit. Please pay attention to the people from your unit. If you are a representative and will be absent for a meeting, contact an alternate form your unit to attend and vote on your behalf.

B. Approval of Agenda for Staff Council Meeting #235
   − The agenda was approved as amended.

C. Approval of Minutes for Staff Council Meeting #234
   − Tabled until February

2. PUBLIC COMMENT (No public comment participants present)

3. OFFICER REPORTS
   A. Juella Sparks, President
   − Juella serves a dual-roll. She is here today as President of UAF Staff Council. She also serves as chair of UA Staff Alliance. UA Staff Alliance is made up of eight members, two officers from the staff groups at each of the three MAUs and two from the Statewide Staff Assembly. Staff Alliance has direct contact with the Board of Regents and President Gamble to discuss statewide issues.
Juella met with President Gamble on Jan. 3. The Strategic Direction Initiative (SDI) was the president’s focus during the meeting. There have been meetings regarding SDI at many levels including meetings with the board of regents, the chancellors, and listening sessions across the state. President Gamble is ready to bring SDI to the staff level. The goal is for staff members to understand what SDI is, how it affects their work, and how they can contribute to the success of SDI.

SDI is another form of a strategic plan. Based on listening session feedback, five themes were identified:

- Student Achievement and Attainment
- Productive Partnerships with Alaska’s Schools
- Productive Partnerships with Alaska’s Public and Private Industries
- Research and Development to Sustain Alaska’s Communities and Economic Growth
- Accountability to the People of Alaska

These themes are the president’s focus and the focus of his funding request to the legislature this year. If you are seeking funding for any initiative, you must tie your initiative to one of the five themes in order to be successful.

Campus leadership will meet prior to the Feb. board of regents meeting to examine the status of SDI, finalize the five themes, and discuss metrics for measuring the success of these themes.

B. Claudia Koch, Vice President

Staff Alliance

Staff Alliance met on Jan. 15. At this meeting, they were addressed by Vice President, Dana Thomas who discussed SDI metrics. Input on SDI is being sought from various groups. They are looking to get the metrics presented to the board of regents by this spring.

PreStaff

PreStaff was held yesterday. Chancellor Rogers is not available in Feb. to host the annual face-to-face breakfast with Staff Council members. He is looking into the possibility of sponsoring lunch on that day. Chancellor Rogers is working on a centennial project that includes documenting all memorial scholarships. He is also collecting feedback on the new supervisor training program. Feedback can be emailed directly to Claudia or Juella and they will forward it to Chancellor Rogers.

4. REMARKS BY CHANCELLOR ROGERS

Chancellor Rogers joined the meeting by phone from Anchorage where he was attending the Board of Regents Retreat. The chancellors will be attending the retreat today. The chancellor welcomed new representatives to Staff Council and encouraged all members to take advantage of the leadership opportunities available through the organization.

Chancellor Rogers relies on Staff Council as a line of communication for getting information distributed to our community. He encouraged council to bring staff issues to the administration so that they may be addressed.

Budget Update:

There is no new information regarding the budget from Juneau. President Gamble briefed the House Finance Committee yesterday on the status of our budget request.

The governor requested only 50% of pay raise funding. He did not request funding any new programs. This will have a big impact on UAF. This is in light of only a 2% tuition increase, which is the lowest tuition increase in a decade. We also face challenges with federal funds. They are trying to address budget related issues early, if there are affected units to give early notice. There were a couple of layoffs in the School of Fisheries and Ocean Sciences in December. Everyone at HR and the units have been trying to reinforce the administration’s position that we keep people on where possible. Second, if this cannot happen they try to provide the earliest possible notice. Third, and most importantly, university policy provides for the opportunity of rehire. Chancellor Rogers has stressed to HR that he does not consider this HR’s opportunity he considers this their mandate. We hold on to people. Even if the job changes, the experience people gain at UAF is something that we do not want to lose.
The chancellor expects some impact from cuts in FY14, but he does not expect the full impact to be felt until FY15.

A new supervisory training program has been implemented. Chancellor Rogers is interested in receiving feedback from those who have participated. All employees are also encouraged to complete safety training if they have not already done so.

For the Strategic Directions Initiative, UAF is focused on how we can play a significant role in carrying out the president’s message in line with the five core themes. The administration will soon announce a new suggestion box for UAF staff and faculty to submit ideas that will help UAF advance SDI. Suggestions will be evaluated on three criteria: does the suggestion strengthen and simplify our services to students, does it save money, and does it achieve the objectives of SDI.

5. GOVERNANCE REPORTS
- There were no governance reports. Faculty Senate and ASUAF have not met due to the holiday break.

6. UNFINISHED BUSINESS
A. Carolyn Sampson Memorial Scholarship
-Deadline for Applications: Feb. 15
-Applications are submitted through UAOnline using the standard scholarship application.
- The purpose of the scholarship was read aloud:
  - The UAF Staff Council named the scholarship in memory of Carolyn Sampson, former executive secretary in the Governance Office. Carolyn was instrumental in obtaining support services for the Staff Council and provided support for the Faculty Senate and Academic Council while employed at UAF
  - The intent of the scholarship is to provide new career paths or retraining to applicants wishing to re-enter the job market or whose work activity may be threatened by economic, health, or other factors.
- In years past, every spring Staff Council held a raffle as part of Staff Appreciation Day. Funds raised through this raffle went towards establishing this scholarship. Raffles are no longer needed since the fund has reached a level where it is self-sustaining.
- The scholarship is awarded each year. The number of scholarships awarded in a particular year is dependent upon the available amount in the fund. The scholarship deadline is Feb. 15. To apply for this scholarship, fill out the general UAF scholarship application through UAOnline or contact the Financial Aid Office prior to Feb. 15.
- The scholarship is one of hundreds at UAF. It is not handled by Staff Council. Council can choose to think about this or take some type of action. Council was asked if it wanted to become more active in the process of awarding this scholarship. There was no immediate response.

Chancellor Rogers joined the meeting by phone. See agenda item 4, above, for the chancellor’s remarks.

Discussion of the memorial scholarship continued following the chancellor’s remarks.

- The question regarding Staff Council’s role in the scholarship process will be taken to University Advocacy for further discussion to if there is interest in Staff Council becoming more active in the award process. This item will remain on the Feb. agenda. If council takes no action at that time, it will be removed from our future agendas.

B. Health Care Benefit Update
- Staff Alliance raised concerns about the nine motions from the Joint Health Care Committee (JHCC). These motions have been well documented and are available online. President Gamble acknowledged staff concerns, and as a result, he has called for JHCC to hold forums at each of the three main campuses and at statewide. The forums are designed to collect feedback on the nine motions from JHCC. Last week there were two forums at UAF on lower campus and one in Butrovich. The following day there were forums in Anchorage and today there is a forum at UAS. There were approximately thirty present for the first UAF meeting and approximately twenty at the second. Many also called in for these meetings. The motions that were most discussed were the motion that would remove employee ability to opt-out of health care coverage, the motion to add a spousal surcharge, and the motion regarding the WIN program. Through Staff Alliance, Juella learned that questions and concerns were similar at the town halls held at UAA.

- JHCC will meet again on Feb. 1, at which time they will discuss the town hall feedback. They will make their next recommendations to the Chief HR Officer and President Gamble. After this meeting, we will know more about the status of the nine motions.

- The Staff Health Care Committee (SHCC) is in the process of planning their next meeting. They hope to meet before JHCC in order to be able to provide feedback to JHCC on these motions.
For those new to council:

- Staff Alliance, the statewide staff group mentioned earlier, appointed a Staff Health Care Committee (SHCC) that gives staff input on the health care benefit to the president and to the two staff members on the Joint Health Care Committee.
- The Joint Health Care Committee (JHCC) is the formal advisory body to the Chief Human Resources Officer and the president on the health care benefit. It was established based on the collective bargaining agreements between the groups and the university. JHCC is a sixteen member committee composed of individuals from three groups:
  - Union representatives (11)
  - Administration (3)
  - Staff Representatives (2)
- Joint Health Care Committee meetings are closed; they are not open to the public. We rely on the two staff members on JHCC for information.
- Once the two staff members serving on JHCC forward the information from the Feb. 1 JHCC meeting to Staff Alliance it will be posted on the Staff Alliance blog: uastaffalliance.wordpress.com
- This information will also be posted on the UAF Staff Council blog at: uafstaffcouncilinfo.blogspot.com
- Staff Council members will receive notice from the Staff Council Office that this information has been posted and we will request that you send this information to the constituents in your units.
- JHCC will decide about the opt-out. Juella has already provided feedback to President Gamble about staff opposition to removing the opt-out provision.
- At the December board of regents meeting, the board questions the fiscal sense of the motions that included the opt-out and the spousal surcharge.
- You are also encouraged to pay attention to the motion containing the ‘wellness initiative.’ This is a tiered approach to using biometrics to determine how much you pay for your health care benefit. Many questions remain about this issue. This is a phased three-year approach.

C. Employee Tuition Benefit Update

- The employee tuition benefit or tuition waiver has changed, effective Jan. 1. President Gamble signed this on Dec. 6 and provided a copy to Staff Alliance the following week. It was effective immediately, which is problematic and there remains confusion on the matter. It significantly changed the criteria for the waiver. This information did not make it to our business offices in a clear and concise manner. You are encouraged to question the application of these changes this semester. This semester if you have a staff person or a student dependent who has a problem with the waiver, recommend that they contact Juella or Amanda Wall in the Business Office. Amanda is aware of the matter and can help with the amnesty period for this semester. Everything should be worked out by the fall semester.
- Employees hired prior to Jan. 1, 2013 are not subject to the six-month waiting period for the tuition waiver. They are grandfathered in based on the previous policy.
- Staff Alliance has been discussing this benefit change with the president for some time. They have requested the changes to the plan for the last five months. This change arrived suddenly with no warning. Staff Alliance had requested that the administration wait until the beginning of a new school year before making these changes effective. This did not happen.
- A document containing clarifications on this policy has gone out. A copy is available on the Staff Alliance blog.

D. Grievance Process Review / Mediation Program Update

- The current grievance policy and regulation is ambiguous and challenging for staff to know what the policy and procedure are. Staff Alliance is reviewing this process as part of President Gamble’s request, last year, for feedback on current policies and regulations. Staff Alliance has an ad hoc group working with the statewide lead on this. They have put together a flow chart for the process. They are currently identifying flaws in the process. The goal is to clarify the process and make it fairer to staff. They also want to look at tools that help you navigate the process.
- There has been no action on the mediation program; this item will be removed from our future agendas.

E. Reorganization Working Group

- Please email feedback to adevaeyz@alaska.edu
- There has been a sense, primarily by Staff Council leadership that the existing form of governmental body is not working. A group of past and present Staff Council members has formed a group. The group is putting together proposals to reorganize Staff Council in a way that increases our effectiveness and efficiency. There will be a full presentation on their proposals at the February meeting and possibly at orientation.
BREAK

7. NEW BUSINESS

A. Staff Council Orientation and February Face-to-Face Meeting
   - On Tuesday, Feb. 19, we will hold a daylong meeting that will include both the Feb. Staff Council meeting and Staff Council orientation.
   - We currently have two representatives travelling to Fairbanks for the February face-to-face meeting and orientation. If you are a representative from a rural site and you have not contacted us about travel, contact the Staff Council Office this week if you would like to travel to Fairbanks for the Feb. meeting.
   - Location Change – Both the February meeting, and orientation will be held in IARC 501.
   - New members are expected to attend orientation; all members are welcome to attend.

B. Chancellor’s Cornerstone Award - Ad Hoc Committee
   - Nominations are now being accepted. The deadline for submitting nominations is Feb. 20. The award will be handed out on Staff Appreciation Day.
   - An ad hoc Chancellor’s Cornerstone Award Committee was officially established.
   - Brad Krick agreed to chair the committee. Additional members are: MaryAlice Short, Deb Jeppsen, Claudia Koch, and Robin Weinant

C. Staff Make Students Count Award - Ad Hoc Committee
   - This is an award given out by statewide, with one award for each MAU. Staff Alliance is working to reorganize the process. An announcement will be made next month regarding the nomination period. A Staff Council ad hoc committee will review the nominations and make a recommendation for the nominee they select. This decision is forwarded to Staff Alliance. The winner of the award receives a cash award, airline tickets, meets with the president, and is presented the award at a board of regents meeting.
   - An ad hoc Staff Make Students Count Award Committee was established.
   - Richard Machida agreed to chair the ad hoc committee. Contact Juella or Richard Machida if you are interested in serving on this ad hoc committee.

8. GUEST SPEAKERS

A. Derek Miller and Julie Larweth, UAF FY14 Budget
   - Handout235-1: FY14 Budget information handout and pocket guide
   - Julie and Derek provided a FY14 budget update and to provide information on the new Office of Management and Budget with UAF Financial Services.

FY14 Budget Information
   - OM&B was created this past year as part of Administrative Services, Financial Services to help UAF to focus more on budgets and plans in a more forward-looking manner. These positions were carved out of existing positions within Financial Services. Julie and Derek are currently the two staff members in this office. Julie is the Director of OM&B and Derek is the Senior Business Analyst. OM&B is the central point of contact for forwarding fiscal information to statewide or to the board of regents. The office also serves as the liaison to statewide budget and planning, and Michelle Rizk’s office.
   - This year, OM&B will be assisting the Provost’s Office with the Planning and Budget Committee. This group will be putting together requests for the FY15 budget. This will be kicking off sometime in February.
   - OM&B is also working on process improvement initiatives. UAF has begun to look at its administrative business processes to simplify and improve them. A group of facilitators under OM&B is working to map current processes, assess the process in ideal terms, and from there, build a plan that allows us to improve some of the more complex processes. The group is currently looking at processes associated with recruitment and grant setup and management.
   - The printed handout, distributed earlier, is from the Chancellor’s State of the University Address presented to the Fairbanks Chamber of Commerce yesterday. This will be posted online. Due to the current fiscal environment, the governor has introduced a very conservative budget. The legislature is likely to follow. The effects of sequestration and budget deficits make our typical sources of funding challenging. The low tuition increase is also a factor.
   - Heat and Power Plant: The aging heat and power plant is also a significant challenge. There are many risks associated with the current power plant. The interior delegation toured the current heat and power plant prior to heading to Juneau this month. They are aware of the problem. There is a 22 million FY14 planning and design
request in the current budget to get us to the next phase in the process of building a new heat and power plant. The ballpark figure for the entire combined heat and power plant is 225-250 million.

- **Deferred maintenance**: The governor’s budget included 37.5 million dollars to address some of the backlog of differed maintenance at the university. This is year four of a five-year commitment the governor made to address differed maintenance. The 37.5 million is based on the university’s share of public facilities in the state of Alaska, with the university owning approximately 37.5% of public facilities in the state.

- Not included in the governor’s budget is an additional 75 million dollars requested by the board of regents. We are hopeful that we will receive a portion of this. Partially funded facilities are in reference to the engineering facilities at UAF and UAA, which are only half-funded by the roughly 50-60 million dollars secured in last year’s budget. This is enough to complete only the outer shell of the engineering building. We need the other half of the funding to complete the facility. We are breaking ground on this facility in March of this year. More information will be posted on the OM&B website. There are many opportunities for you to provide input on budget issues.

**COMMITTEE REPORTS**

9. **INTERNAL COMMITTEE REPORTS**

- In addition to the Administrative Committee, which is composed of officers and internal committee chairs, Staff Council has four permanent internal committees: University Advocacy; Elections, Membership, and Rules; Rural Affairs; and Staff Affairs. All Staff Council representatives are required to serve on a permanent committee (internal or external). More information on committee membership will be provided at orientation in February.

**A. University Advocacy Committee – Nichole Kloepfer**

- Has not met

- University Advocacy will meet on Jan. 30. Items on the agenda are Staff Council onboarding, orientation, and fundraising for the Staff Council Travel Support Fund. Nichole is looking into guidelines for this process.

**B. Elections, Membership, and Rules – Richard Machida**

- Has not met

- Richard is the new chair of EMR. He is replacing Walker Wheeler. Richard recently met with Walker to get an idea of what the committee was working on. Richard will be organizing an EMR meeting in the coming days.

**C. Rural Affairs – Jeannette Altman**

- Attachment 235-1: January Committee Report

- Rural Affairs met Jan. 8. Jeannette was elected chair of Rural Affairs at their last meeting. She is replacing Brad Krick. Jeannette attended the CRCD Director’s meeting, which was very productive. The committee is happy to have new rural representatives on Staff Council. Other topics discussed included rural travel to face-to-face Staff Council meetings, identifying and addressing the concerns of rural staff. Jeannette extended an invitation to new rural representatives to attend future Rural Affairs Committee meetings.

**D. Staff Affairs – MaryAlice Short**

- Has not met

- Staff Affairs needs more members. MaryAlice will be working with Juella to identifying agenda items for the committee. The committee will try to move their set meeting date prior to the Staff Council meeting as this would allow for the committee to work more productively.

10. **EXTERNAL STATEWIDE COMMITTEE REPORTS**

**A. Staff Alliance’s Staff Health Care Committee – Gary Newman, Debbie Coxon, Mary Sue Dates (Alt), Debbie Gonzalez (Alt)**

- Attachment 235-5: January Committee Report

- You are encouraged to read the attached information and submit your feedback. University employees currently have the right to opt-out of the university’s health care plan. The administration and JHCC are proposing eliminating this option, forcing people who have opted out back onto the plan. Approximately 570 employees have opted out. About one hundred of these have spouses that also work at the university. In the end, this means that eliminating the right to opt of the university health care plan would affect around 470 employees. There are many options for submitting feedback on this issue.

- People resigning from the university due to health care costs were discussed.
An advisory vote to the Staff Council representatives on SHCC was taken regarding council’s general position on eliminating the opt-out provision. Council was opposed to eliminating the opt-out provision.

An advisory vote to the Staff Council representatives on SHCC was taken regarding council’s general position on the addition of a working spousal surcharge. Council was opposed to the addition of a working spousal surcharge.

B. Staff Alliance’s Compensation Committee – Juella Sparks – Chair, Brad Krick, MaryAlice Short

Attachment 235-4: January Committee Report

As Staff Alliance chair, Juella has asked members to bring forth proposals for alternative improvements to compensation. The proposals approved by the Compensation Committee will be forwarded to Staff Alliance. From there, Staff Alliance intends to send out a survey to all employees requesting that employees rank the suggestions and provide comments. Once this is completed, the information will be compiled and forwarded to President Gamble for consideration. The committee has already approved the option for alternative work schedules and telecommuting, this proposal will be forwarded to President Gamble. These ideas may be brought to council through Staff Affairs for consideration.

11. EXTERNAL UAF COMMITTEE REPORTS (In Written Format)

Each spring you will receive a table listing all of the committees and the dates that terms end for our current representatives on each committee. It will also list the length of a term on each committee. When someone’s term expires, the seat will become available to others interested in serving on that committee. We will also give weight to individuals who have served on the committee if they are interested in remaining on the committee. You are welcome to step down from a committee at any time if you are interested in serving on a different committee.

A. Master Planning Committee (MPC) – Gary Newman (Rep), Richard Machida (Alt)

Attachment 235-3: January Committee Report

B. Parking Advisory Committee (PAC)

(1) Representative needed

Juella will contact individuals interested in serving on the committee and from there she will appoint a representative.

C. Chancellor’s Diversity Action Committee (CDAC) – ON HIATUS

i. Student Diversity Task Force – Claudia Koch

Attachment 235-6: January Committee Report

ii. Women’s Center Advisory Board

D. Chancellor’s Planning and Budget Committee – Nichole Kloepfer

Has not met

E. Chancellor’s Advisory Committee for the Naming of Campus Facilities – Debbie Coxon

Has not met

F. Accreditation Steering Committee – Nichole Kloepfer

Has not met

G. Meritorious Service Awards Committee – Claudia Koch

Has not met

H. Technology Advisory Board Committee (TAB)

(1) Representative Needed

We are currently clarifying the number of seats Staff Council has on this committee. We know that we have one vacancy, but we may have two. If you are interested in serving on this committee, contact either Juella or the Staff Council Office in the next few days. Following this, each person who is interested in serving on TAB will be contacted and a decision will be made.

I. Work-Life Balance Committee → INACTIVE

J. Intercollegiate Athletic Council – Debbie Coxon

(1) Representative Needed
– Has not met
– Send your name and statement of interest to the Staff Council if you are interested in filling the open representative seat on this committee.

K. People’s Endowment Committee – Debbie Gonzalez
– Has not met

L. RISE Board – Ian Olson
– No report

12. AD HOC COMMITTEE REPORTS

A. Staff Council 2013 Calendar Committee – Brad Krick
   – Attachment 235-2: January Committee Report
   – There is currently no estimated delivery date for the 2013 printed calendar. A digital version of the calendar will be posted online.

B. Staff Appreciation Day Committee – Ashley Munro
   – Has not met

13. ROUND TABLE DISCUSSION

14. ADJOURN
    The meeting was adjourned by President Juella Sparks at 11:10AM.
Meeting Report – Rural Affairs
January 2013
Tuesday, January 8, 2013
10:00-11:00am

Attending: Brad Krick, Chair, Ashley Munro, Juella Sparks, Richard Machida, Jeannette Altman

Excused: Ben Tucker, Travis Brinzow, Evelyn Pensgard, Sara Battiest

Jeannette Altman was nominated and voted in as incoming Chair of Rural Affairs; the committee along with Jeannette thanked Brad Krick for his service as Chair for the past two years as well as his continuing service as committee member.

On January 10, Jeannette will make a brief presentation to the Directors of CRCD at their monthly meeting. Our goal is to encourage participation and representation from other campuses. We are asking specifically for ways to reach out to our rural staff and notify them of upcoming Staff Council and Rural Affairs meetings, as well as find ways to identify and discuss top concerns of rural employees.

Additionally, a discussion has begun regarding different ways to identify these concerns; surveys, face-to-face meetings, and identifying natural leaders on each campus as conduits for this information were all suggested. A proposal to fund a trip to remote campuses for a Rural Affairs committee member is expected this spring.

Staff Council has a transportation budget for rural representatives; Jeannette has contacted Nicole for the status of that budget in order to get new representatives of Unit 1 to Fairbanks for Orientation this February.

Next Meeting (tentative): Tuesday, February 5, 10:00 am
Calendar Committee Report for January 2013 Staff Council Meeting

Members: Brad Krick (chair), Sara Battiest, Gary Newman, MarySue Dates

The 2013 calendar proof was sent to Printing Services on January 7. Exact printing time will depend on Printing’s workload – we should have an estimate of printing time in one to two weeks. Thus, we do not yet know when staff can expect calendars.

Last year’s calendar was submitted to Printing Services just before hard closure (Thu, Dec 23, 2011). We had calendars in hand by Jan 19, 2012, but printing and distribution continued for at least some time after that.

For comparison, we finished this year’s calendar just before the hard closure, but were not able to submit it until after the holiday closure period (Jan 7). It may be that Printing has more jobs this year, or that our earlier submission last year gave us higher priority, but that’s only a guess.

In the meantime, we will try to get a digital copy of the calendar available on the Staff Council website.
UAF Master Plan Committee (MPC) Report

January 17, 2013

By Gary Newman

The MPC met for the first time in a while.

Terrain Park

The Terrain Park to the east of Butrovich on the hillside should be opening soon, operated by DRAW (Department of Recreation and Welfare (I think I have this right). It will be open during daylight hours Th-Sun. Free for those who pay an SRC. More upcoming on their website in the next week.

Eielson-Bunnell renovation storage Summer 2013

Substantive renovations in areas of Bunnell and Eielson will require 4 connex units for storage of office contents during the summer. The suggestion to us was to put these 40’ connex units in Cornerstone Plaza. We suggested they investigate filling the connex units and taking them somewhere else for storage, such as Facilities Services or Aurora Central Receiving as the campus will be torn up enough with Wood Center and adjacent utilidor renovations, Engineering Building and other projects.

Trails Planning

Draft vision, goals and objective presented, more work to be done. This plan was at the request of the Chancellor though some elements of this plan had been done by several groups in the recent past. Part of this plan is to address connectivity with FNSB trails. Noted that there are different goals for UAF vs. the FNSB as UAF is non-motorized and FNSB trails are often multi-use, at least seasonally. See attached.

North Campus Subcommittee

The archery range being developed for use this summer will have maintenance. There is some discussion about how and whether to find a way to have co-use of some of the walking trails for bikes as well. There is some discussion how to have a better connection and road for the ski trail coming from the overlook at the far end of West Ridge to SRC.

Facilities Update

Lots of projects on-going. Attached is a summary sheet on projects being completed or set to start. The most impactful on the core of campus will be the Wood Center project and the Engineering Building addition, both set for ground breaking in March. Note that the Music Wing vapor barrier project probably won’t happen this construction year. We hope to have presentations on these two at the next MPC meeting scheduled for Thu. Jan. 31, 2013. There will be some action on how to route traffic and shuttle service for the Engineering Bldg. 2 year closure of Tanana Loop at the SE corner of the campus.

This concludes my MPC report.
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The archery range being developed for use this summer will have maintenance. There is some discussion about how and whether to find a way to have co-use of some of the walking trails for bikes as well. There is some discussion how to have a better connection and road for the ski trail coming from the overlook at the far end of West Ridge to SRC.

Facilities Update

Lots of projects on-going. Attached is a summary sheet on projects being completed or set to start. The most impactful on the core of campus will be the Wood Center project and the Engineering Building addition, both set for ground breaking in March. Note that the Music Wing vapor barrier project probably won’t happen this construction year. We hope to have presentations on these two at the next MPC meeting scheduled for Thu. Jan. 31, 2013.

This concludes my MPC report.
UAF COMPLETE SIDEWALK AND TRAILS PLAN

Definition
The University of Alaska Fairbanks’ (UAF) Complete Sidewalk and Trails Plan focuses on non-motorized users. Sidewalks are portions of roads, streets, or pathways connecting buildings that are intended for pedestrians. Trails are pathways for recreation and/or travel within natural environment, parks, greenways or designated corridors that are not designated as roads or streets. This include sidewalks, recreational activity trails, and specialty trails both on and connection to campus. The intended users are: runners, walkers, strollers, bicyclists, hikers, snowshoers, roller skiers, skier, and wheelchair users.

Vision Statement
The UAF sidewalk and trails network system will strive to provide a comprehensive, well connected and sustainable outdoor experience that promotes non-motorized ease of travel, safe and healthy physical activities that are consistent with the University's mission and encourages alternative modes of commuting.

Goals and Objectives
The following goals and objectives will support the vision statement:
1. Accessibility: Improve and provide greater access to existing and future sidewalks and trails for all ages and abilities.
2. Connectivity: Promote integration and connectivity of new and existing sidewalks and trails to both UAF and adjacent Fairbanks North Star Borough’s network.
3. Recreation and Fitness: Promote health/fitness benefits of physical activity.
4. Safety: Design and maintained existing and future sidewalks and trails to promote overall safety, security and ease of use.
5. Best Practice: Promote sustainable and balanced best practices development and maintenance to protect and preserve the open spaces and natural environment.
6. Maintenance and Stewardship: Sidewalks and Trails will be properly managed and regularly maintained to increase user safety and to enhance the quality of amenities and infrastructure.
7. Sustained Funding: Identify sustained funding sources for planning, construction and maintenance.
8. Commuting: Promote alternative modes of commuting to work using non-motorized methods.
9. Athletics: Continue to facilitate a high quality outdoor varsity and intramural athletic training, conditioning and competition venue.
Antenna Installation Alaska Satellite Facility AS311 Phase 1

Project Description
Phase One of the project involves site work on an area of approximately 150 feet by 150 feet, foundation and construction of a 20-foot high concrete base. The construction of the concrete base will be expedited as much as the coming winter season will reasonably allow. The site preparation includes clearing brush and trees, excavation and trenching, grading and improvements to the existing service road. This work will also realign the adjacent existing ski trail and expand the training/ski head area.

Schedule:
Planning & Design: June—August 2012
Advertising & Award: August 2012
Construction: Phase 1: August—October 2012

Total Project Cost:
$6,000,000
Phase 1 $1,000,000

Funding Source:
NASA and ITT Exelis

Architect/Engineer: PDC, Inc.
General Contractor: GHEMM Company

Board of Regents Approval & Motions:
Preliminary Administrative Approval Phase 1: August 15, 2012
Formal Project Approval Phase 1: August 20, 2012
Schematic Design Approval Phase 1: August 20, 2012

Status Update:
Contractor has completed the initial site work and foundations and the balance of the work will be completed July, 2013.
Atkinson Power Plant Renewal Phase 2

**Project Description**
Phase 2 work consists of four primary items; *De-aerator Replacement:* It is proposed to provide a redundant de-aerator that can be put into service with a short plant shut down in lieu of replacing the existing equipment. *Feed-water Heater Replacement:* It is proposed to replace the existing heater with new equipment at a time of low steam load. This plan will not require a complete plant shutdown. *Eliminate Single Points of Failure in Critical Piping:* The proposed scope of work includes installation of 12 new valves and some bypass piping. These valves will allow boilers to be isolated and sections of the high pressure piping can be bypassed during a boiler failure. *Replace Variable Frequency Drives:* The allocation of FY12 funds does not allow the replacement of all VFD’s in the plant, but key VFD’s that power fans and pumps for Boilers 3 and 4, as well as condenser fans for Turbine No. 3 will be replaced in this phase.

**Schedule Phase 2:**
- **Planning & Design:** October 2006—May 2012
- **Advertising & Award:** May-June 2012
- **Construction:** July 2012—July 2013

**Architect/Engineer:** Design Alaska, Inc. and Evergreen Engineering

**General Contractor:** Kiewit Building Group, Inc.

**Board of Regents Approval & Motions:**
- **Formal Project Approval** June 03, 2011
- **Schematic Design Approval** February 10, 2012

**Status Update:**
The completion date has been changed to February, 2013. A delay was encountered in obtaining control valves for the tank.
**Project Description:**
Design and build a new student dining facility adjacent to the Wood Center through a public-private partnership.

**Schedule:**
<table>
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<th>Task</th>
<th>Dates</th>
<th>Total Project Cost:</th>
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<td>Construction</td>
<td>May 1, 2013-July 16, 2014</td>
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**Architect/Engineer:** Perkins & Will
**General Contractor:** Ghemm Company

**Board of Regents Approval & Motions:**
- Formal Project Approval: June 2, 2011
- Schematic Design Approval: September 28, 2012

**Status Update:**
The bonds were sold for the project in December. Design is progressing with final documents to be ready February 18th. Construction is set to begin the first of May, 2013; with construction complete in July 2014.
Critical Electrical Distribution Renewal Phase 1C

**Project Description**
Phase 1C scope will install all the major electrical equipment in the building constructed in Phase 1B, including switchgear, transformers, switches, and cable for two new electrical feeders. Additional feeders will be installed as funds are available.

**Schedule Phase 1C:**
- Planning & Design: January 2009 - June 2009
- Advertising & Award: May-July 2011
- Construction: July 2011 - August 2012

**Architect/Engineer:** PDC Inc. Engineers
**General Contractor:** Kiewit Building Group, Inc.

**Board of Regents Approval & Motions:**
- Formal Project Approval: April 8, 2011
- Schematic Design Approval: June 2, 2011

**Total Project Cost:** $10,000,000
**Funding Source:** FY12 R&R Funding

**Status Update:**
Work in this phase is complete. Work on this CM@R contract was done under budget and the savings was returned to UAF. Phase 2 work will start in March, 2013.
Fine Arts Complex Vapor Barrier Design and Installation

Project Description
This project will correct building envelope deficiencies by application of spray foam and vapor barrier to the inside of exterior walls to the music wing.

Schedule:

| Planning & Design:          | October 2012-February 2013 |
| Construction:               | March 2013-September 2013  |

Total Project Cost: $5,600,000

Architect/Engineer: USKH
CM@R: Watterson

Board of Regents Approval & Motions:

- Preliminary Administrative Approval October 18, 2011
- Formal Project Approval September 28, 2012
- Schematic Design Approval Submitted to BoR February 2013

Status Update:
65% design review submittal scheduled for Jan. 15, 2013.
Fine Arts Salisbury Theater Renovation

Project Description
Phase I: Analysis of existing conditions and program/user group needs, followed by options and recommendations for renovation.
Phase II: Design and construction documents for the renovation of Salisbury Theater.

Schedule:
Planning & Design: September 2012
Advertising & Award: TBD
Construction: TBD
Architect/Engineer: Bezek Durst Seiser
General Contractor: TBD

Board of Regents Approval & Motions:
Preliminary Administrative Approval January 10, 2012
Formal Project Approval TBD
Schematic Design Approval TBD

Status Update:
Planning and programming phase is complete

Total Project Cost: $750,000
Funding Source:
FY12 General Fund
UAF Q Series Bond
UAF CTC Aviation Hangar Renovation

Project Description
This project will provide enough program space for the Aviation programs to move a portion of their teaching operations into the new facility. The project construction includes minor modifications to the existing hangar and offices, inclusion of new battery and sand blasting rooms, conditioning the unfinished 8,000 sf area, addition of public restrooms, and new head bolt outlets for winter time parking. Conditioning the 8,000 sf of currently unfinished space includes exterior wall insulation, vapor barrier, under slab utilities, a concrete floor slab and installation of new mechanical and electrical rooms.

Schedule:
Planning & Design: May—August 2012
Advertising & Award: September 2012
Construction: October 2012—February 2013

Total Project Cost: $1,725,000
Funding Source: UAF and CTC Operating Funds

Architect/Engineer: USKH, Inc.
General Contractor: TBI Construction Company

Board of Regents Approval & Motions:
Preliminary Administrative Approval August 17, 2012
Formal Project Approval August 27, 2012
Schematic Design Approval August 27, 2012

Status Update:
Construction is 60% complete. The exterior is insulated and the concrete slab has been poured. Construction continues with interior framing and mechanical and electrical rough-in complete. Interior finishes including paint, ceilings, lighting, and mechanical fixtures are underway. Project completion is on schedule for February 2013.
UAF Cutler Apartment Retaining Wall

Project Description
This project will construct a new concrete retaining wall, stairs, sidewalks, ADA accessible ramp and head bolt heater outlets to comply with building codes and improve safety throughout the Cutler Apartment complex.

Schedule:
Planning & Design: April 2012—June 2012
Advertising & Award: May 2012—June 2012
Construction: June 2012—August 2012

Architect/Engineer: PDC Inc. Engineers
General Contractor: Alcan Builders, Inc.

Board of Regents Approval & Motions:
Formal Project Approval April 26, 2012
Schematic Design Approval June 06, 2012

Status Update:
Approximately 500 feet of failing wood retaining wall has been replaced with concrete walls. New ADA compliant ramp and stairs have been installed and provide access to Cutler Apartments. Deteriorated wooden steps have been replaced and handrails were installed at all front entries. Installation of headbolt heaters is near completion. Paint and hydroseeding will be completed in Spring 2013.
UAF Engineering Facility

Project Description
The Engineering Facility project will building 117,000 gsf of new space and renovate about 23,000gsf of existing space in the Duckering Building in support of the UAF College of Engineering and Mines. The six story building will provide space for engineering learning and discovery and will feature open lab concepts and a high-bay area for practical application of engineering know how.

Designer: ECI Hyer, NBBJ, PDC Inc, AMC
CM@Risk: Davis Constructors

Board of Regents Approval & Motions:
Preliminary Project Approval September 9, 2006
Formal Project Approval June 4, 2010
Amended Formal Project Approval September 23, 2011
Schematic Design Approval June 8, 2012

Occupancy Date: Fall 2015

Schedule Bar Chart:
- Design: 0% - 100%
- Construction: 0% - 100%
Groundbreaking Mar-2013
Occupancy Sept-2015

Status Update:
The design firm, UAF, and the CMAR have completed design review of the Design Development set of drawings and the various comments are being incorporated. Structural and Civil design are expediting to allow for ground breaking to occur in April. A glazier contractor has been selected and the exterior façade detailed design has begun.
UAF Margaret Murie Building
UAF Life Sciences Research and Teaching Facility

Project Description
The Murie Building will provide multiuse teaching and research labs, classrooms, and office space for life science research and academic purposes. The research portion will provide nearly 60,000 gsf of lab space for biology research. The teaching portion will provide 40,000 gsf of academic classroom and lab space for biology and wildlife degree programs. The project also includes expansion of the West Ridge utilidor steam line, and a greenhouse replacement.

Budget vs Actual

For actual values refer to attached budget sheet

Schedule Bar Chart:

Status Update:
The project has progressed into the next phase of construction: finishes. Building completion is well underway with lighting, ceilings, final casework, and controls installations fully underway. Contractors have completed most of the wiring and plumbing and the permanent power has been turned on to the facility. The exterior of the building is 95% complete. Overall the project remains on schedule for occupancy in the summer of 2013.
Utilities West Ridge Steam Capacity Expansion

Project Description
This project installs a 10-inch steam line and a 6-inch condensate line from the Atkinson Power Plant to the West Ridge in the vicinity of the Arctic Health Research Building to increase the steam capacity for West Ridge and the new Life Sciences Facility. A new utilidor will also be constructed to house the steam piping and other utilities from the utilidor near the Lola Tilly Building to the utilidor west of the Student Recreation Center.

Schedule:
- Planning & Design: February - May 2011
- Advertising & Award: April - July 2011
- Construction: August 2011 - October 2012

Architect/Engineer: PDC Inc. Engineers
DB Contractor: Kiewit Building Group
Design Alaska

Board of Regents Approval & Motions:
- Formal Project Approval: November 9, 2011
- Schematic Design Approval: April 8, 2011

Status Update:
Substantial completion was on November 8, 2012. Landscaping will be completed in June 2013. There has been a significant increase in steam capacity at the west ridge which will serve the Life Sciences building as well as future buildings.

Total Project Cost: $15,000,000
Funding Source:
- UA Revenue Bond
- GO Bond (Life Sciences)
Utilities Wood Center Vault

**Project Description**
This project will build new utility infrastructure in the area of the Wood Center and Chapman buildings. The new infrastructure will support the new dining facility and continue the effort to upgrade the utilities campus wide.

**Schedule:**
- **Planning & Design:** September 2012—February 2013
- **Advertising & Award:** April 2013
- **Construction:** April 2013

**Total Project Cost:** $2,800,000

**Architect/Engineer:** Design Alaska

**General Contractor:** TBD

**Board of Regents Approval & Motions:**
- **Preliminary Admin Approval:** July 1, 2012
- **Formal Project Approval:** September 27, 2012
- **Schematic Design Approval:** Submitted Feb. 2013 BoR

**Status Update:**
Design Alaska is progressing with the design. Design is 95% complete.
West Ridge Deferred Renewal Master Plan

Project Description
The intent of the project is to create a master plan for the renewal of the facilities on the West Ridge and develop logical phasing, budgetary estimates, and program space allocation. The first task will update the current facilities audit and provide a true reflection of the quantity of code corrections, the amount of deferred maintenance, and the extent of space renewal pertaining to functional obsolescence. Upon completion, an analysis of logical adjacencies will occur and the plan will make suggestions for relocation of programs, including major changes to various spaces to create these adjacencies. Finally, the plan will create logical phasing plans with recommended funding levels to become the basis for future capital budget requests.

Schedule:
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<td>Construction:</td>
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Total Project Cost: $700,000

Funding Source: FY12 Capital Appropriation

Board of Regents Approval & Motions:
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<tbody>
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<td>Schematic Design Approval</td>
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Status Update:
The project team is working on a master plan for the renewal of the facilities on the West Ridge that will address and develop logical phasing, budgetary estimates, and program space allocation. The team has completed facilities condition analyses and established a condition index that has helped guide the master planning efforts. The design team and executive committee have also completed advance programming of the space on West Ridge as it relates to the deficit of teaching and research space noted in the 2010 UAF Master Plan. The next steps are to work on an analysis of logical program adjacencies and the plan for relocation of programs, including major changes to various spaces to create these adjacencies. At the same time, the team will create logical phasing plans with recommended funding levels to become the basis for future capital budget requests. Additional specific planning for relocation of functions in the Geophysical Institutes and creating better suited space for the Irving 1 Animal Quarters is underway as well. Phase 2 planning will take over the remaining efforts of the master plan.

West Ridge Deferred Renewal Master Plan (WRDM)
February 2013 CIP Update
Voice Over Internet Protocol (VoIP)

Project Description
This project will deploy a campus-wide VoIP telephone system. In parallel with the VoIP implementation, over 50 buildings will be brought to modern network standards and approximately 2,780 VoIP telephone handsets will be delivered to UAF and Statewide (SW) customers over the next three to four years.

Schedule:

| Construction | June 2010—December 2012 |
| Architect/Engineer | Design Alaska, Inc. |
| General Contractor | World Wide Technology, Inc. |

Board of Regents Approval & Motions: None

Contract with World Wide Technology Inc. through UAF Procurement and Contracting Services

Total Project Cost: $8,000,000

Funding Source:
- OIT Telephone Recharge
- UAF Capital Fund

Status Update:
All of the network infrastructure remediation slated for Phase 2 was completed at the end of March 2012. Phase 3 is currently in progress. Eight buildings have been completed and there are five more scheduled to be completed May 2013.
Staff Alliance Compensation Working Group

Report for January 2013 Staff Council Meeting

UAF Members on the Working Group: Juella Sparks (chair), Bradley Krick, MaryAlice Short

The Staff Compensation Working Group met on January 10. Members of the group have drafted proposals for changes to UA’s compensation. At this meeting, we discussed Proposal 1, Flexible Work Schedules, and Proposal 2, Sick Leave Restructuring. Both proposals were approved to send to Staff Alliance.

The Flexible Work Schedule Proposal would encourage supervisors to allow employees to flex their hours within the work week and allow for telecommuting. Tara Ferguson did not see a problem with flexible schedules since many offices already do this. UA does have a policy for telecommuting, but it applies to out of state employees. She had some questions about the telecommuting proposal and whether the task force was talking about short-term or long-term work from home.

John Moore of UAA drafted several sick leave options, including applying accumulated sick leave to early retirement, converting sick to annual leave, allowing for a sick leave cash-out, or combing annual & sick leave.

Our next meeting is January 24. We will discuss Geographic Differentials and Hard Closure Options. Other proposals being drafted include: Leave Accrual, Bonus System, & Community Service.
Staff Health Care Committee (SHCC)

Report to UAF Staff Council

By Gary Newman, Debbie Coxon

January 17, 2013

The SHCC has not met since our last Staff Council meeting. However a number of Health Care Forums were hosted by the Joint Health Care Committee (representative of all UA bargaining groups plus management and unrepresented staff. One was held for statewide employees and two for UAF employees.

**Morning UAF forum** (Debbie Coxon): moderated by Abel Bult-Ito, JHCC chair and Erika Van Flein, HR Benefits Director.

There was moderate attendance. Some attendees from UAF Staff council had staff questions, while other attendees had their personal questions.

The forum opened with a Powerpoint presentation. [https://www.alaska.edu/files/benefits/FY14ProposedPlanChanges.pdf](https://www.alaska.edu/files/benefits/FY14ProposedPlanChanges.pdf)

It included a list of the membership of the JHCC and a brief outline of each of the 9 recommendations for plan changes for FY 13 (July 1, 2013). Erika requested staff to email her directly with any personal questions regarding their coverage.

Questions regarding the spousal surcharge were addressed by Erika. Erika stated that spouses accounted for 25% of the dependents; while spouses were 40% of the claims. Spousal surcharge has been recommended to be approximately $1200 per year, dependent upon you are a 9 or 12 month employee.

Discussion regarding the dependent count. Erika explained that the higher percentage of employees had 3 children dependents or less. Only 10% had more than 3 dependent children. Some one asked if working adult dependent children could be charged a similar charge like the spousal surcharge. Due to federal regulations, children cannot be charged any additional costs.

The proposed 3 year Wellness Plan was positive and attendees understood how creating healthier employees would create less claims in the future. The vendor is yet to be determined for this plan. The current WIN for Alaska campaign would continue through FY13 at FY12 prize rates.

The Opt-Out proposal was discussed and attendees opposed strongly. Employees feel forced to pay for health insurance they don’t need. Other comments that the University could no longer call health insurance a benefit, when it became an unneeded employee’s expense.

Discussion of affordability of the Opt Out or the Spousal Surcharge for those employees at the lower end of the pay scale.
Afternoon UAF forum (Gary Newman): moderated by Abel Bult-Ito, JHCC chair and Erika Van Flein, HR Benefits director.

The forum opened with a Powerpoint presentation.

https://www.alaska.edu/files/benefits/FY14ProposedPlanChanges.pdf

It included a list of the membership of the JHCC and a brief outline of each of the 9 recommendations for plan changes for FY 13 (July 1, 2013).

There were questions about the effectiveness of the Wellness Program, the response being that the future plan might be a 3 year effort to better measure results.

There were questions about charging by dependent rather than by up to 3. The response was that 10% of covered members had greater than 3 dependents and more than defining further wouldn’t be worth the extra administrative effort.

The spousal surcharge was pretty solidly opposed, requiring employees to pay for essentially double coverage and be on different plans.

The Opt-Out proposal earned even more disapproval of those in attendance. What seems odd is the administration advocating strongly for eliminating Opt-Out when the employees object and when the impact will be likely to cost the university over $2 million in extra medical costs by those spouses. The answer that they would just request the Legislature to give the University more seems wishful thinking.

The deadline for comments on the proposed changes is Jan. 28, 2013. Send an email to ervanflein@alaska.edu

This concludes our report on SHCC activity.
The Student Diversity Task Force began holding weekly meetings in October, 2012. Participating members are Hassab Ali, Lydia Anderson, Murial Berg, Juan Cruz, Alexandra Fitts, Mari Freitag, Claudia Koch, Jenny Liu, and Anjela Wong.

The task force has begun to study the range of student services provided at UAF; issues of student recruitment, retention and achievement; staffing necessary or desirable to support diverse students; physical space requirements and desirable locations. We began by inviting representatives from the Office of International Programs and Rural Student Services to meet with us and discuss the services they provide and any gaps or additional needs that they have identified. In the spring, we will continue to meet with other groups that work with diverse students to identify the resources that already exist. It is clear that UAF has a number of offices and organizations that provide services to students of diverse backgrounds, and one of our goals is to think about how these groups can coordinate and communicate more effectively. Early in the Spring semester, we will be holding an information session or focus group with students to gather input on what students used the Office of Multicultural Affairs for, what they thought OMAD was not able to provide, and what additional needs they would like to see met by a diversity office.

While we do not yet have any specific recommendations, the task force agrees about certain key issues:

- OMAD was filling a clear need for students: not merely the services and programs that it provided, but also the easily identified "safe space" where students from diverse backgrounds felt comfortable.
- This safe space needs to be centrally located and at minimum, be large enough for student groups to meet.
- RSS is an admirable model as an office that provides multi-faceted services to students: academic, social, and cultural activities make students feel welcomed and supported.
- Diversity needs to extend beyond one office: one of the missions of the Diversity Office should be to work on infusing the campus (including academic programs) with the message of diversity.
- Outreach should start before students set foot on campus, through recruiting, admissions, and pre-arrival contacts.
- Staff in the Diversity Office should serve as advocates for the students they serve and act as facilitators in navigating the academic environment.
- While we aren't yet prepared to make recommendations about staffing, it seems that one person is not sufficient to accomplish these goals.
Thank you for the opportunity to work on this important project, and we will provide you with a complete report and recommendations by the end of the spring semester.
UAF challenges

- State and federal budgets
- Low tuition increase
- Aging heat and power plant
- Deferred maintenance
- Partially-funded facilities
- New higher education models

UAF opportunities

- Research
- Instruction
- Service
- Facilities transformation
- Online strengths
- Our brand
Executive Summary

Higher education institutions in the U.S. are facing increased scrutiny from the multiple constituencies they serve including federal and state policy makers, parents, students and the general public. Learning outcomes and college affordability are among the many issues being carefully reviewed. Attention to college affordability in particular has resulted in an uncertain budget environment for higher education institutions as pressure builds to moderate tuition increases, while also reducing reliance on state and federal funds. This reality has resulted in somewhat of a dilemma for administrators in higher education as utilities, health care, deferred maintenance and facility needs, and other administrative costs continue to increase. The message from Juneau and Washington D.C. is the same: “moderate your primary self-generating revenue (tuition) and anticipate less from state and federal coffers.”

UAF is not exempt from the conditions that make up this operating environment. Understanding this fiscal climate, UAF must effectively manage its resources and demonstrate excellent stewardship of state and federal (external) as well as internal funds. Examples of this prudent fiscal management include, but are not limited to:

1) Streamlining existing processes in an effort to hold down costs,
2) Finding ways to generate additional revenue from non-general fund resources,
3) Pursuing new models for resource management including public-private partnerships (P3) to address housing, dining, and other student facility and service functions, and
4) Strategically reinvest internal resources to high priority programs that align with UAF’s strategic plan, accreditation core themes, and the UA Strategic Direction Initiatives (SDI).

UAF addressed each of these areas in FY12 through:

1) The Process Improvement initiatives led by the Administrative Services division,
2) Exploration of new funding mechanisms and models, such as use of Debt Service to address facility needs, as well as new initiatives to expand commercialization of research efforts and intellectual property,
3) Initial investments made in a large-scale giving campaign in preparation for UAF’s Centennial Anniversary celebrations that will take place from 2015-2017,
4) Productive partnerships that will bring new opportunities to UAF such as the Public/Private Partnership (P3) Wood Center Dining addition (Phase 1) schematic design approved by the Board of Regents for Student Life Revitalization, Sustainable Village partnerships with the Cold Climate Housing Research Center and UAF student designers/innovators for sustainable student housing, and new partnerships with the State for Unmanned Aerial Vehicle (UAV) research endeavors,
5) Incorporation of the UAF accreditation core themes into UAF’s internal strategic reinvestment process to better ensure alignment of plans and missions, and
6) Regular ongoing academic planning and program review led by the Office of the Provost.

University of Alaska Fairbanks

The Governor’s strategy over the past few fiscal years, which continues in FY14, has been to “hold-the-line” on budget requests from state agencies including the University. UAF ended the fiscal year with stability and will continue efforts to align public service, conduct outreach, increase development and pursue engagement efforts.

Total revenue increased in FY12 over FY11, primarily as a result of one-time funds from the American Reinvestment and Recovery Act (ARRA). UAF received approximately $68 million in ARRA stimulus funds
in FY12 and $33.5 million in FY11. In total, since 2010, UAF has received almost $108 million in ARRA funds, with 85% of those funds supporting the School of Fisheries and Ocean Sciences with the construction of the arctic research vessel Sikuliaq. The 261-foot Arctic research vessel was christened and launched on October 13, 2012 and is expected to arrive in its homeport of Seward, Alaska by January 2014.

As ARRA stimulus funds are one-time federal funds, this source will likely not be an available source of funds in the future. For that reason, ARRA funds are excluded in many of the charts and graphs throughout the 2012 Fall Financial Review that aim to compare revenue trends across years.

Deferred Maintenance and Facility Needs

Several initiatives continued as a work-in-progress during FY12 including the construction of the new 100,000 square foot Life Sciences Building which is estimated to be completed by summer 2013 and the Utilities West Ridge Steam Capacity Expansion Project which will provide additional steam distribution capacity to the West Ridge.

UAF relies on tuition and indirect cost recovery from grants and contracts, primarily federal, to cover portions of its annual fixed increases. In recent years, UAF has had to rely on debt service and revenue bonds to fund deferred maintenance needs and facility upgrades. Use of debt service puts additional pressure on UAF resources, as historically investments of this nature were funded through direct State support. This approach is a fundamental shift in facility improvement and investment in order to manage required maintenance and infrastructural needs. The lack of comparable growth in revenue streams within the control of UAF makes managing these additional pressures difficult.

Projects addressed via this models include but are not limited to funding for Life Sciences ($20.6 million of the $108.6 million total project cost) and Deferred Maintenance ($22.5 million), critical electrical maintenance, Cogeneration Heating Plant maintenance, Voice Over IP telecommunication upgrades, the West Ridge Research Revitalization project, campus wide energy solutions and roof replacement in critical areas. An additional $23.25M for Deferred Maintenance is anticipated in FY13, however it should be noted that the total Deferred Maintenance backlog exceeds this request.

Revenue bond refinancing will also be used in the Spring of 2013 for additional deferred maintenance projects that contribute to an enriched student experience and life on campus. The UAF Public/Private Partnership (P3) for the Dining/Housing facility upgrades issued bonds to fund the student dining/facility revitalization. The bond proceeds for the project were $26.0M. UAF annual lease payments will be $1.45M.

New construction items include the Engineering Building completion (partially funded in FY13) and receipt authority for the Sustainable Village Phase II. UAF will prepare for the Energy Technology Facility, a University Fire Department/CTC Fire Station Replacement and Training Center, the Kuskokwim Campus Consortium Learning Center, and the Public/Private Partnership Housing (and Dining) Fairbanks Student Life renovation in the FY15-FY16 request.

Federal Climate

The federal government continues to craft a plan to address financial pressures driven by national deficit levels. A reduction in expenditures is expected, which may impact agency funds that are a key component of the UAF fiscal makeup. While there is general support to invest in higher education at a federal level, UAF understands the expectation that the institution must maintain a strategic and relevant research agenda in order to remain competitive in this environment. Federal funding for higher education is expected to be more targeted and UAF will prepare for this shift as applicable.
Policy makers, both federal and state, face budget deficits. Institutions of higher education are under tremendous pressure from elected officials to reduce reliance on federal and state funds. Meanwhile, the cost of providing higher education continues to go up. The President of the United States, in his 2012 State of the Union address, had this to say about federal funding of higher education:

"...let me put colleges and universities on notice: if you can't stop tuition from going up, the funding you get from taxpayers will go down."

Absent action by the U.S. congress, there is a likelihood there will be some level of Federal Sequestration. This is likely to impact Federal agency funding for FY13 and beyond. However, the full impact of any sequestration cannot be reasonably determined at this time.

**State Climate and Budget Requests**

State support for higher education across the U.S. has been greatly impacted by the recession. According to the College Board Advocacy and Policy Center Analysis Brief - "Trends in Higher Education Series" published in July 2012, state support for the entire U.S. public higher education system has declined by an average of -3.8% since 2006-07. The state of Alaska has been more resilient to this economic impact and has been strategic about maintaining its reserves. The publication notes, since 2006-07, Alaska state appropriations have increased by 24.2%.

Alaska’s primary source of general fund revenue is the natural resource wealth attributed to oil production on the North Slope. However, oil production is declining. In 2001, Trans Alaska Pipeline System (TAPS) oil throughput averaged just below 1 million barrels per day. In 2011, TAPS throughput averaged 603 thousand barrels per day. This trend is expected to continue in the near future.

Of equal importance, is the state’s reliance on high oil prices to support current state spending levels. The breakeven price of oil to support current spending is roughly $100/barrel. In FY10, the state budget required $64/barrel to support state expenditures. The increase in the breakeven price of oil for the state budget to balance may be cause for concern without additional diversity in state revenues. If expenditure levels continue to rapidly increase, the break-even price may exceed the market price, leading Alaska into budget deficits.

State general fund support increased by 2.2% between FY11-12 and another 3.8% between FY12-13. Overall, earned revenue went up. UAF is poised for growth in a few identified strategic areas in FY13 and beyond.

UAF was funded via the State of Alaska in the following program areas in FY13 ($ State Funds/$ Receipt Authority, units in thousands unless noted otherwise):

- Honors Program: $100K
- Advising Students for Performance Success: $600K/$273K
- Support for Increased Engineering Retention & Graduation: $400K/$400K
- Vet Med Program: $200K/$200K
- Early Childhood Program Support: $144K
- Indigenous Students PhD & Alaska Native Knowledge Network: $250K/$46.6
- Resilience and Climate Adaptations Program (RAP) in Graduate Studies: $300K/$472.6K
- Sikuliaq On-Off Support (receipt authority only): $547.2
- FFA and 4-H: $250K/$750K
- Alaska Air National Guard Scholarship Program: $80K
UAF was funded via the State of Alaska in the following capital and facility areas in FY13:

- UAF Engineering Facility (partial funding): $46.3M
- Ocean Acidification Research: $2.7M
- Unmanned Aerial Vehicle R&D: $5M
- Georgeson Botanical Garden: $100K
- Kuskokwim Campus R&R: $450K

UA’s FY14 budget request approved by the UA Board of Regents and submitted to the Governor includes the following programmatic requests for UAF:

- Mandatory Comprehensive Student Advising (CRCD): $302.4/$14.0
- UAF STEM Capacity in General Chemistry: $200.0/$53.0
- E-Learning (Instructional Design and Equipment): $250.0/$100.0
- Alaska Young Fisherman’s Summit: $43.9/$5.0
- Alaska Seafood Processors Leadership Institute (ASPLI): $56.5/$75.0
- UAF Nursing Program at Bristol Bay: $55.0/$55.0
- Alaska Veterinary Medicine 2+2 Program w/Colorado State: $200.0/$243.0
- UAF/UAA Joint Doctoral Program in Psychology: $300.0
- Mineral Research and Development Initiative: $100.0/$90.0
- Workforce Development in Construction Trades and Tribal Management: $140.0/$90.0
- Response to Statewide Business Pressure for Accountants (Controllship): $195.0/$30.0
- Sustaining the UA Press: $200.0
- Intellectual Property for Business Development: $200.0/$50.0
- Ship Time for Alaska Specific Research (Sikuliaq): $500.0
- High Performance Computing: $100.0/$100.0

UA’s FY14 Capital Budget request includes the following UAF-specific items:

- Annual requirement for maintenance (Est. 62% of $37,500.0): $23,131.0
- Cogeneration Heating Plant Replacement Design: $22,000.0
- Engineering Building Completion: $48,300.0/$10,000.0
- Cold Climate Housing Research Center Sustainable Village Phase II: $0.0/$1,300.0

UAF FY14 Capital Research to Sustain Alaska’s Economy:

- Partnership to Develop Statewide Energy Solutions: $5,500.0/$3,000.0 (phased)
- Improving Arctic Oil Spill Response through Dedicated Science and Technology Center: $1,500.0/$2,000.0
- Enhance Base Maps for Alaska: $1,900.0
- Research Alaska’s Chinook Salmon Production & Decline: $3,100.0/$6,200.0

**Strategic Reinvestment**

The challenging federal and state fiscal climates will make management of UAF’s internal resources all the more important. UAF regularly reallocates internal resources to support priority areas. For FY13, UAF invested in the office of Undergraduate Research and Scholarly Activity, the Honors Program, the Center for Alaska Native Health Research, a UAF branding and marketing campaign, International student recruitment strategies, and research initiatives, among other investments. Factors that contribute to funding are the
requests' alignment with the UAF mission, strategic plan, and accreditation core themes. Additionally, funded efforts typically have alignment with performance outcomes such as increasing the number of UAF graduates, graduating students in high demand job areas that meet the needs of the Alaskan economy (Engineering, Fisheries, Mining, Teacher Education, Health/Biomedical, Workforce Development, and Research), contributions to competitive research, and other student attainment and achievement areas.

The UAF Office of Management and Budget (OMB) was also established in 2012. OMB focuses on budget analysis and planning, process improvement and efficiencies, and financial projections and forecasting. OMB will also play a significant supporting role in future strategic budgeting and reallocation processes at UAF.

**FY13 Investment and FY14 Outlook: Planning for the Future (units in thousands)**

There is clear alignment between UAF accreditation core themes, strategic planning goals and the UA Strategic Direction Initiative (SDI). The UA system SDIs also represent the broad themes UAF and UA will be used in budget and planning discussions with the State for FY14 requests.

<table>
<thead>
<tr>
<th>UAF Accreditation Core Themes</th>
<th>UAF Strategic Plan</th>
<th>UA Strategic Direction Initiatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Educate: Undergraduate and graduate students and lifelong learners</td>
<td>Educate students to be informed, responsible, active citizens by incorporating real-world experiences and applications into the undergraduate curriculum.</td>
<td>Student achievement and attainment</td>
</tr>
<tr>
<td>Research: To create and disseminate new knowledge, insight, technology, artistic and scholarly works</td>
<td>Promote UAF as Alaska’s premier research enterprise in partnership with state agencies, industry, and civic organizations.</td>
<td>Research and development to help build and sustain Alaska’s economic growth and productive partnerships</td>
</tr>
<tr>
<td>Prepare: Alaska’s career, technical and professional workforce</td>
<td>Enhance UAF’s competitive advantage by attracting and keeping the best and brightest students and faculty.</td>
<td>Productive partnerships with schools, public entities and private industry</td>
</tr>
<tr>
<td>Connect: Alaska Native, rural, and urban communicates by sharing knowledge and ways of knowing</td>
<td>Expand graduate programs in targeted areas of identified need and existing strengths.</td>
<td>Accountability to the people of Alaska</td>
</tr>
<tr>
<td>Engage: Alaskans through outreach for continuing education and community and economic development</td>
<td>Improve assistance to students in making transitions across all phases of the education continuum.</td>
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<tr>
<td></td>
<td>Serve Alaska’s diverse communities in ways that are more responsive and accessible and enhance the social, economic, and environmental well-being of individuals and communities.</td>
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**Student Achievement and Attainment**

A common theme in UAF’s student achievement package is to remove barriers for student success. In FY13, the State of Alaska put $600.0 toward UAF “Advising Students for Performance Success” and $400.0 toward “Support for Increased Engineering Retention and Graduation” initiatives. Data has shown the six-year graduation rate for students with comprehensive advising support is nearly 19% higher than those without. Expanding the TRIO program last year with this funding (from 160 students to nearly 400) contributed to improvements in student retention and degree completion. In FY14, UAF requests to expand advising support
to include community campuses, specifically Bristol Bay, Kuskokwim Campus, and CTC, and will target non-completing degree seeking students. UAF STEM capacity in General Chemistry is also a bottleneck, as this course is an entry-level requirement for future engineering and life sciences (high demand) graduates. UAF hopes to remove this bottleneck with funding for a Chemistry Learning Center, additional capacity for labs, and dedicated mentoring for students.

Additional investments in E-Learning are expected to increase both enrollment and degree completion. The ability to increase course offerings via online instruction will leverage technology in an effort to increase urban and rural student capacity.

**Productive Partnerships with Alaska’s Public and Private Industries**

There are several key areas UAF will focus on in the FY14 budget request related to productive partnerships: Fisheries, Health/Biomedical, Mining, and Workforce Development. The University of Alaska Fisheries, Seafood and Maritime Initiative will engage with fisheries, seafood and maritime sectors and community partners. The goal of the initiative is to assess, develop and deliver programs, training and research that prepare Alaskans to meet current and emerging workforce, economic and scientific needs. Related to these efforts, UAF is exploring opportunities to partner with the Alaska Department of Fish and Game for fisheries research and development efforts.

Specific to Health/Biomedical, UAF received $200.0 in FY13 for Veterinary Medicine, which was half of the requirement for full program expansion. In FY14, UAF will request the remaining $200.0 investment to build this joint “2+2” accredited program with the College of Veterinary Medicine and Biomedical Sciences at Colorado State University. Additionally, UAF plans to expand the Nursing program at Bristol Bay in an effort to reduce the wait list for nursing students and increase clinical lab space. This will ensure a high quality learning environment and fill the increasing statewide demand for nurses in rural Alaska. Similarly, UAF and UAA will partner to expand the Joint Psychology PhD program, as well as undergraduate programs in Psychology, expanding the ability for graduates to become licensed for clinical practice in Community-Clinical Psychology.

Other investments in Mining and Workforce Development also serve to grow effective partnerships and meet Alaska’s high demand job needs. The Mineral Resources Research Laboratory will offer vocational training relevant to the field and will expand the ability for UA to capitalize on private sector research for mining exploration developments. Additionally, the Interior Aleutians Campus is developing an alternative energy emphasis that includes Construction Trades Technology training and education in alternative energy technology. A focus on energy efficient building practices will also contribute to rural communities. Finally, the School of Management intends to grow its Accounting program by five courses, with an emphasis in chief accountants and controllers to meet Alaska’s job demands for skilled accountants in small and medium sized organizations.

**Fostering Knowledge of Alaska Issues, Culture and History**

UA Press is the only book publisher operating in Alaska that focuses on scholarly and educational books and e-books. UA Press publishes an average of 20 books per year on topics ranging from politics, history, Alaska Native languages and cultures, to science and natural history. Sales exceed 30,000 books annually; however, UAF will request support for this strategic operation as current book revenues are not sufficient to maintain existing publication levels.

**Research and Development to Help Sustain Alaska’s Economic Growth**

In FY13, UAF put forward requests for “Commercialization of University Intellectual Property for Business Development” and “High Performance Computing for Alaskan Research”, with little success. These initiatives remain a priority in FY14, and have been reevaluated and improved to leverage partnerships across
the State. As part of strategic planning efforts at UAF and the UA System, it is clear research partnerships and the ability to capitalize on research products and intellectual property may enable UAF to bring results to private business, fuel economic development, and create Alaskan jobs. UAF exceeds $120 million in research annually. If research products can be licensed and sold to business entities; this investment would fund UA’s commercialization efforts. This request may be packaged with a similar request from UAA, and remains a common goal for the UA System. Additionally, High Performance Computing (HPC) investments enable a wide variety of stakeholders to more easily engage in computational modeling, have access to large data sets, and allow for data visualization, education and outreach opportunities. UAF must sustain modern technology services via HPC in order to remain competitive and receive research awards.

In FY13, UAF included university generated funding for on-shore staff support for the Sikuliaq research ship, which becomes operational in 2013 for testing, and moves to scientific operations in 2013-2014. UAF’s FY14 budget includes a state-funding request for Alaska issue-specific ship time. This provides UAF the ability to direct ship-time for Alaska based-research, student engagement, and community outreach.

**Capital Research Priorities**

In FY13, UAF garnered legislative support for research initiatives that contribute to Alaska’s economy. UAF received $2,700.0/$750.0 for studying the “Impacts of Ocean Acidification” and $5,000.0 was added by the Legislature for research and development of “Unmanned Aerial Vehicle Systems”. In FY14, UAF takes a similar approach and plans to put forward four capital research projects of importance to the State.

UAF has significant capabilities to assist the State and Alaska communities in making informed decisions about in-state energy development. Funding for a UAF hosted integrated in-state energy policy center will allow UAF the ability to objectively and critically analyze energy alternatives. UAF will leverage the energy technology testing and development success of the Alaska Center for Energy and Power (ACEP) to advance research in target areas of energy analysis and fossil fuel research. Assessments for natural gas development, proposed coal-to-liquids and gas-to-liquids projects, hydropower, carbon sequestration and other strategies can be conducted to inform Alaska’s leaders and help ensure Alaska’s resources are developed in a prudent and economically beneficial manner. UAF is also uniquely situated to create a center focused on oil spill prevention and preparedness. This Arctic Oil Spill Response Science Technology Center will allow UAF to partner with State and Federal agencies, industry and other academic institutions to support wise decision-making regarding oil spill prevention and response.

Management of Alaska’s salmon populations is of great importance to Alaska’s subsistence, personal use, commercial and recreational fisheries in Alaska. Specifically, Alaska’s Chinook salmon populations particularly in the Yukon-Kuskokwim river drainages are on the decline. To date, there is limited reliable data because Chinook salmon populations vary and are impacted by several factors. As a result, biologists and stakeholders seek to better understand the factors affecting the Chinook salmon returns to Alaskan waters. Improved data is needed in order to find solutions for the Alaskan industries and communities dependent on this food source.

Finally, Alaska’s Statewide Digital Mapping Initiative (SDMI) is an interagency program that produces updated high-resolution imagery and elevation model data for the entire state. The base imagery and elevation mapping program is underway with a new high resolution satellite image of Alaska to be complete in 2014; however, increased capability to monitor and document land-surface conditions will improve the ability to detect and respond to the changing environment, assess resources, and plan new development. UAF will submit a request to enhance Alaska’s Base Maps in order to improve monitoring in regions of rapid change including areas changed by wildfires, along coast lines, near glaciers, and in zones of degrading permafrost.
Capital Facility Priorities
In FY13, UAF received $46,300.0 for the first phase of the Engineering Facility, $450.0 for Kuskokwim Campus Renewal and Renovation (R&R), and $100.0 for survivability research in the Geogeson Botanical Gardens.

In FY14, the major priorities are deferred maintenance, planning for the Cogen Heating Plant replacement, and the next phase of the Engineering Facility. UAF is generally distributed a percentage of the UA System Deferred Maintenance funds based on a formula using the adjusted value of the facility multiplied by the weighted average age of the facility. As the UAF campus is approaching its centennial anniversary (2015-2017), the aging facility needs are generally the highest in the UA System.

New priorities include planning for the Cogen Heating Plant replacement. This significant project is expected to cost in upwards of $175,000.0, and will be a part of the FY15-FY17 UAF Capital Budget Request as design and planning is completed.

New construction items include the Engineering Building completion and receipt authority for the Sustainable Village Phase II. As UAA also has an engineering building in progress, the engineering completion request is a joint request for UAF and UAA totaling over $108,900.0 for the UA System.

UAF will additionally prepare for the Energy Technology Facility, a University Fire Department/CTC Fire Station Replacement and Training Center, the Kuskokwim Campus Consortium Learning Center, and a Public/Private Partnership Housing (and Dining) Fairbanks Student Life renovation in the FY15-FY16 request.