MINUTES
UAF STAFF COUNCIL #244
Tuesday, November 19, 2013
8:45-11:00AM
Wood Center Ballroom

I. CALL TO ORDER AND ROLL CALL
A. Call to Order
   - President Brad Krick called the meeting to order at 8:49 AM.
B. Roll Call

   Present
   - Jeannette Altman
   - Jesse Atencio
   - Chris Beks
   - Kirsten Bey (phone)
   - Celena Brown (phone)
   - Cindy Collins (phone)
   - Adam Kane (phone)
   - Brad Krick
   - Richard Machida
   - Ashley Munro
   - Evelyn Pensgard (phone)
   - MaryAlice Short (phone)
   - Lesli Walls (phone)
   - Jami Warrick (phone)

   Present (cont.)
   - Robin Weinant
   - Trish Winners
   - Jennifer Youngberg
   - Hope Bickmeier, Proxy (J. Goula)
   - Warren Dunken, Proxy (T. Langdon)
   - Earl Voorhis, Proxy for J. Toivanen

   Excused (Designated Proxy):
   - Juan Goula (H. Bickmeier)
   - Tom Langdon (W. Dunken)
   - Jarkko Toivanen (E. Voorhis)

   Excused:
   - Juella Sparks
   - Debbie Coxon

   - Debbie Gonzalez

   Absent:
   - Travis Brinzow
   - Sara Battiest
   - Deb Jeppsen
   - Erin Albertson
   - Kim Eames
   - Toni Abbey

   Guests & Others Present:
   - Kari Burrell, Executive Officer
   - David Valentine, Faculty Senate President
   - Nicole Dufour, Staff Council Exec. Secretary.

   - Quorum was met

C. Approval of Agenda for Staff Council Meeting #244
   - The agenda was approved as amended.

D. Approval of Minutes – Staff Council Meeting #242
   - Minutes for Meeting #242 were tabled until the Dec. 2014 Staff Council meeting.

III. STATUS OF PENDING ACTIONS (none)

IV. PUBLIC COMMENT (none)

V. OFFICER REPORTS
A. Brad Krick, President

   - Handout 244-1: Officers’ Report for Meeting #244

   Officers’ Report
   - Beginning with this meeting, the officers plan to compile their notes into written reports.

   Proxies
   - Brad thanked the proxies in attendance.
- Please notify the Staff Council Office prior to the meeting if you plan to designate a proxy, as the eligibility of all proxies must be verified prior to the meeting.
  - If you are a Unit Rep, the proxy must be a staff member from your unit and eligible to serve on council.
  - If you are an At-Large Representative, your proxy must be eligible to serve on Staff Council.
- You may designate another representative as your proxy. That person would have two votes, but would count only once towards quorum. Quorum will need to be calculated differently. Therefore, please notify the Staff Council Office, prior to the meeting, if you plan to designate another representative your proxy.
- Brad thanked all even unit representatives who were not seeking reelection and asked that they encouraged other staff in their unit to run as a write in, or consider joining Staff Council in the future.

**Student Diversity Task Force**
- A memo from the task force has been composed and should be distributed by Vice Chancellor Mike Sfraga in the near future.

**Future Meeting Guest Ideas**
- Send the names of people that you would like to invite as guest speakers in the future to the officers.
- Possible guests include:
  - A representative from Green Dot
  - Chaz St. George, Strategic Direction Coordinator for the UA Office of Academic Affairs,
  - Mae Marsh, Director of Diversity and Equal Opportunity
  - Brad Lobland, Interim Director of UAF Human Resources
  - Eric Seastad, UA CHRO
  - Susan Heinrichs, Provost - UAF

**Budget**
- There is general concern about the university budget. President Gamble indicated that the legislature will be taking a harder than normal look at our operational budget. The fixed budget includes operational costs, compensation, and benefits.
- At the June and November Board of Regents (BOR) meetings, President Gamble indicated that the university can find savings through employee cuts.
- During PreStaff, Chancellor Rogers explained that cuts are not the same as reductions. We can find savings in other ways. Some possibilities for locating such savings include, not necessarily cutting staff, but by possibly not rehiring some positions. Reallocating some people is also a possibility.
- In addition to concerns about the tuition waiver, we need to continue to watch the budget going forward.
- President Gamble indicated that a worst-case scenario would be a 20% reduction in funding; the current situation is not this dire.
- The university put forward a flat budget for FY15.

**B. Ashley Munro, Vice President**

**Employee Education Benefit**
- At the Nov. BOR meeting, a motion was made to reduce the employee education benefit to only 50% of tuition. It was voted on and resulted in a tie vote of 5 for, 5 against.
- Dec. 12 & 13, the BOR will hold their Dec. meeting, here in Fairbanks. The tuition waiver will likely be discussed at this meeting. The agenda should be available on Dec. 2; we will distribute it when it becomes available. Everyone was highly encouraged to attend the Dec. BOR meeting. Staff Council Representatives were further encouraged to speak during public comment.
- A petition from Unit 11, Facilities’ Services, was recently submitted to Staff Council regarding the tuition benefit. This will be discussed further under ‘New Business.’
- Erik Seastad, CHRO, plans to release a survey to collect input on the tuition waiver.

**Bullying Training**

- Staff Alliance recently approved and forwarded a resolution to President Gamble, in support of holding bullying training at all campuses and making it required for all employees.
- Chancellor Rogers is waiting for the training materials to be completed. Once ready, they will begin working on the structure of the program, including determining how to track it, how to make it required, etc. This training will be rolling out soon.

**Emergency Planning for Weather Events**

- During PreStaff, yesterday, emergency planning was discussed in terms of recent weather events. Ice storms have now occurred multiple years in a row. A better emergency plan is needed, including improvements on the process of notifying people.
- The number of employees helping fellow employees during the difficult weather of last week was impressive.
- Some indicated that they did not receive alert notifications through the Blackboard system
- Representative Chris Bekts, who is responsible for this technology, explained how the system works.
  - **Blackboard Connect powers UA Alerts.**
  - **Blackboard Connect is a separate system from the Blackboard Learn academic system used for courses.**
  - **You must sign up in Blackboard Connect in order to receive emergency notifications.**
- Through Blackboard Connect, you have to sign up for UA Alerts in order to receive emergency notifications such as text messages, phone calls, or messages in other formats. It is up to you if and how you opt in for this service. You select how you want to be notified.
- Caller ID for phone calls from UA Alerts appears as the UAF Help Desk phone number.
- The university will likely need to improve communication with employees about the UA Alerts system and Blackboard Connect. Information should include how the system works and what steps employees need to take in order to receive alert notices.
- Chancellor Rogers reiterated during PreStaff that improving communication with employees is a top priority.
- Brad recently attended a Safety Committee meeting. Vice Chancellor Pat Pitney runs this committee. At the meeting, Marketing and Communications indicated that communication was one of their top priorities and that they learned more about how the university communicates through recent weather events.

VI. **CHANCELLOR’S REMARKS**

Presented by Kari Burrell, Executive Officer

- **Handout 244-2: FY13 Revenue by Source**
  - Executive Officer Burrell was in attendance on behalf of Chancellor Rogers, who was visiting rural campuses. Kari is new to the campus, having been employed as the Executive Officer to Chancellor Rogers for approximately one month. She is originally from Fairbanks and attended UAF. Her father was a UAF faculty member and her mother was a UAF staff member. She worked in human services, here in Fairbanks, and later left the state for graduate school. For the last twelve years, Executive Officer Burrell worked in the Washington State, Governor’s Office as Policy Director. She is excited to be back in Fairbanks
  - Her role in the Chancellor’s Office is to be of assistance to Chancellor Rogers with administration, special projects. She also fills in for him when he is unable to attend meetings.

**Budget**

- We are concerned about the budget, with state revenues flattening out. There has been a lot of discussion at the state level about reducing the state operating budget. The universities are a discretionary part of the state budget. We are, therefore, more vulnerable to being trimmed back than other areas, such as health care.
- We have seen this situation in this year’s budget in that we have had to trim some things. We are managing this year, in part, by holding some non-critical staff vacancies open for 90 days before filling them. This has allowed us to get by without having to cut other areas in the budget.
- We are somewhat concerned about what the legislature will do next year. We are pleased that President Gamble and the BOR both agreed to only requesting a 2% increase in funding, which would cover increases in fixed costs. We are waiting to see if what the legislature will provide. The BOR approved a slight tuition increase for next year. This will not give the university more spending money. It will hold things constant.
- We are also concerned about the federal budget. The federal government is also looking at trimming back. Sequestration is in place until they reach a decision. UAF receives a significant amount of money from the federal government for research grants. If we see fewer grant opportunities, or we become less competitive, this will have a major impact on our budget. Currently federal funds comprise only about 30% of UAF’s budget. (See Handout 244-2: FY13 Revenue by Source, for more information).
- Governor Parnell’s budget proposal is scheduled to come out on Dec. 15. At this point, we will see how closely the governor’s budget proposal resembles the BOR’s budget request.

**Combined Heat and Power Plant**
- Replacement of the combined heat and power plant is one of the chancellor’s top priorities at this time.
- Our power plant was originally built in 1962. It had a fifty-year life span that was up in 2012. Since 1962, there has been some maintenance. However, two original coal boilers need to be replaced.
- We are seeking one hundred ninety five million in the capital budget to replace the plant. UAF would also bond fifty million to make up the total remaining project costs of two hundred forty five million. This is an enormous capital budget request. For instance, last year, we requested thirty million for the engineering building. We realize that obtaining this amount of funding will be difficult. Work is underway to educate people about the importance of this project.
- We can purchase electricity from GVEA; this would be expensive. Our buildings and operations rely on heat. We really do not have any options to purchase heat. We are trying to inform key stakeholders including the borough and chamber of commerce of this.

**Winter Storm and Emergency Closure Policy**
- Yesterday, the Chancellor’s Cabinet debriefed on last week’s winter storm.
- As a reminder, the university has an emergency closure policy, which was adopted in 2011.
- The default is that the university is open unless a specific announcement goes out saying that the university is closed. If there is no announcement, the university is open.
- During the debriefing, communication was identified as a major problem. This was complicated by the loss of power and subsequent internet loss. People were also unable to recharge cell phones.
- Cabinet met last week at 6 AM to make a decision regarding whether UAF would be closed for the day. They will move this up to 5 AM, in order to get the decision out to people at the same time as the school district...
- This does not mean that we will make the same decision as the school district. Rather, this means that the information will be presented to the public at the same time as the information from the school district.
- Blackboard Connect was discussed during the debriefing. The hope is to shift to Blackboard Connect as a primary notification system. There were some problems with Blackboard Connect last week.
- Blackboard Connect is different from the Blackboard academic system. Blackboard Connect pulls contact information from Banner. You can override the Banner information in Blackboard Connect to change the email address to the address through which you wish to receive alerts.
- We do need to get information out to people about the need to sign up for Blackboard Connect and UA Alerts. This would include informing people that even if they are signed up for Blackboards academic system,
they still need to sign up for Blackboard Connect in order to receive alerts. Blackboard’s course software and Blackboard Connect are two different systems.
- A suggestion was made to have a limited closure, with the understanding that we are a residential campus. This could include using departmental emergency action plans to identify essential functions and staff. Then, in the event of a weather emergency, only those essential positions would need to be staffed.
- During the debriefing, tiers of closure were discussed. One level may be to cancel all extra events, another to cancel classes but keep campus open. A third could be for cases when it is so dangerous that only essential staff members are asked to come in.
- Cabinet is considering looking more specifically at delineating the specific circumstances that would trigger each tier of closure.
- Executive Officer Burrell thanked Facilities Services for their exceptional work during the ice storm.

Make UAF a Better Place to Work Committee
- When Kari began working here, she asked Chancellor Rogers about his priorities. He listed the Better Place to Work Committee as one of these priorities. Chancellor Rogers wants UAF to be a community where we can recruit and maintain the best faculty and staff. He wants it to be a place where people want to work. Chancellor Rogers asked Kari to begin looking into a process to determine what people would like to see included in working towards making this a better place to work. He also asked that action items associated with this process be identified. Kari will likely be convening a committee for this purpose in the future.
- Brad explained to Kari that this was of interest to Staff Council.

VII. GOVERNANCE REPORTS
A. David Valentine, President – Faculty Senate (no representative present)

B. Cordero Reid, Senator – ASUAF (no representative present)
   (Brix Hahn presented the ASUAF report immediately following agenda item X.A.i.)
- ASUAF is currently working on a resolution regarding Residential Life. They are concerned about the unpopular view of Residence Life held by many students. They are attempting to get two thousand student signatures in support of this resolution. Once signatures are collected, showing support of the resolution, Chancellor Rogers will help ASUAF form a third party evaluation committee.
- ASUAF recently sponsored an aerial silks club in the Wood Center.
- ASUAF elections begin Monday. Those taking three or more credit hours are encouraged to vote.
- There will be a question on the ballot regarding the tuition waiver. This question is designed to gather information on student’s perception of the Employee Education Benefit.

VIII. UNFINISHED BUSINESS
A. Smoke-Free / Tobacco-Free Campus
   - Resolution 2013-244-1: Resolution Requesting the President Delegate Smoke Free Decisions to Chancellors and Campus Directors – Approved as presented
   - Attachment: Resolution 2013-244-1 - Approved
   - At the October System Governance Council (SGC) meeting, President Gamble explained that the Board of Regents (BOR) requested a response from him regarding the recent presentation made to the BOR, regarding the idea of having smoke-free campuses. President Gamble indicated that he would be amenable to the idea of placing the decision regarding smoke-free campuses in the hands of the individual chancellors and campus directors, if this was something System Governance wanted.
- System Governance agreed with this and they composed a document that could be sent to the individual governance groups represented by SGC. This language appears in the draft motion on today’s agenda.
- SGC met again yesterday, at which time they passed a resolution supporting the idea that decisions regarding smoke-free campusues should be delegated to the chancellors and campus directors.
- If Staff Council agrees with this position, then it is still worthwhile approving the action. No campus or committee has taken any specific action on this issue.
- Staff Affairs recently discussed a possible resolution that would support enforcement and raising awareness of the ‘no-smoking within 50 ft. of buildings’ rule. This has not been written yet, but this may be something that we bring back to council.
- MaryAlice indicated that Staff Affairs recently moved ahead with their work on the current tuition waiver benefit as a priority. The committee plans to address the possibility of composing a motion in support of enforcement of the fifty foot no smoking policy.
- Kim E. suggested that someone with institutional knowledge might want to look into what has and has not worked on campus in the past with similar smoking issues. She noted that in the 1980’s, there was a “smoking hut” between Gruening Bldg. and Turtle Circle, but she was not aware of why it was removed.
- Trish W. suggested that we look at what other schools were doing for this issue.
- This draft resolution does not say that we approve of, or are opposed to making UAF a smoke-free campus. Rather, it states that the authority to make such decisions should go to chancellors and campus directors.

Resolution 2013-244-1 – Approved as Presented
- A motion and second were made to approve a resolution requesting that the UA President delegate smoke free decisions to chancellors and campus directors. There was no further discussion. The resolution was unanimously approved.
- This resolution, in support of SGC’s position, will be forwarded to Staff Alliance and cc’d to the chancellor.

IX. BREAK   -9:40 - 9:51 AM
(Additional remarks from agenda item V., Officers Reports’ were presented immediately after the break. ‘New Business’ resumed following the additional remarks. See section V., above, for more information.)

Smoke-Free Campus Initiative
- UAA is planning to hold a smoke-free day on campus in the near future. There is currently confusion regarding whether or not UAA supports moving towards a smoke-free campus.
- At yesterday’s PreStaff meeting, possible failure of the combined heat and power plant was discussed.
  a. The chance of catastrophic failure is low
  b. In the next twelve months, there is a 90% chance that there could be a short-term failure lasting 5-6 days if one of the boilers fails. This would cost twenty five thousand dollars a day, which would have to come from budget cuts.

Compensation
- At the Sept. Faculty Senate meeting, the Chancellor indicated that UAF would be seeking a 2% market increase for faculty.
- They discussed this at PreStaff. This is still something that they are pursuing. Their concern is that if faculty with large grants were to leave the university, they could take that funding with them.
- The chancellor did not have details on this, since most of the contracts associated with this are currently being negotiated.
Brad pointed out that staff is still interested in a market survey, given that we know that, the BOR is planning on lower compensation increases. Additionally, President Gamble has said that employee cuts are the way to go, and the inquiry by a regent regarding reducing the tuition benefit.

X. NEW BUSINESS
A. Employee Education Benefit (Tuition Waiver)
   i. Resolution 2013-244-2: Resolution in Support of Employee Education Benefit
      · Attachment: Resolution 2013-244-2 – Approved as amended
         · This resolution results from an attempted motion by a Regent Fisher, at the last BOR meeting to reduce the Employee Education Benefit.
         · Representative Trish Winners, Unit 12, presented, to council, a signed petition from Design and Construction staff in support of the current education benefit.
         · Both President Gamble and Eric Seasadart, CHRO for UA, have indicated that the administration does not want this change the benefit.
         · During PreStaff, Chancellor Rogers noted the value of the Education Benefit to UAF.
         · Staff is encouraged to provide public comment at the next BoR meeting. A suggestion was made to include personal stories in public comment presentations.
   a. Resolution 2013-244-2 – Amendment A - Approved
      · A motion and second were made to amend the main motion by adding the following wording as the fifth statement on the resolution:

      WHEREAS any change to the current Employee Education Benefit - Tuition Waiver as it currently exists would only affect non-represented staff and not current union employees.

      · The amendment was unanimously approved by a vote of 12 For, 0 Against, and 0 Abstentions
   b. Resolution 2013-244-2-Amendment B - Approved
      · A motion and second were made to amend the main motion by adding the following wording as the tenth statement on the resolution:

      WHEREAS, the Tuition Waiver supports President Gamble’s goal in Shaping Alaska’s Future of retaining Alaska’s students by encouraging employees, and their spouses, and dependents to attend the University of Alaska; and

      · The amendment to the main motion was unanimously approved by a vote of 13 For, 0 Against, and 0 Abstentions.
   c. Resolution 2013-244-2 – Amendment C
      · A motion and second were made to amend the main motion to include the following text as the twelfth statement on the draft resolution:

      WHEREAS, the University of Alaska System is already facing competition from outside distance education providers, the reduction of the Employee Education Benefit, would reduce the incentive for rural employees, and their spouses and dependents, to attend University of Alaska distance courses; and
The amendment was unanimously approved by a vote of 14 For, 0 Against, and 0 Abstentions.

- Following these amendments, the floor was reopened for discussion of the main motion on the floor – Resolution 2013-244-2. Following this, the resolution was unanimously approved by a vote of 15 For, 0 Against, 0 Abstentions.

(Brix Hahn presented the ASUAF Governance Report immediately following passage of Resolution 2013-244-2. See agenda item VII.B., above, for more information).

**Tuition Waiver and Upcoming Board of Regents Meeting**

- The Board of Regents will meet on Dec. 12 and 13. Public comment will be taken at this meeting. Each person will have three minutes to speak. The agenda is not available at this time. However, public comment is usually held at 9AM. The meeting will be held in the Board of Regents Conference Room in the Butrovich Building, here at UAF.
- It is important that staff attend the meeting to testify in support of the waiver.
- Additional meeting information, including time and location will be distributed once available. Representatives are encouraged to share this information with constituents.
- If other units wish to sign petitions in support of the tuition waiver, these may be submitted as written comment.
- Trish W. requested that the wording of Unit 11, Design and Construction, petition be shared with others.
- You can also submit comments on both the UAF Staff Council Blog (uafstaffcouncilinfo.blogspot.com) and the UA Staff Alliance Blog (uastaffalliance.wordpress.com).
- The Board of Regents does not take comments over the phone, only in person during the meeting. Written comments are also accepted and distributed after the meetings.
- Our next Staff Council meeting is Dec. 11; the day before the BOR meeting. At this meeting, we will finalize our plan for attending the meeting and public comment.
- The Staff Council Office will attempt to finalize the tuition waiver resolution, approved earlier in the meeting either today or tomorrow. It will then be distributed to representatives so that they may share the resolution with their constituents as part of the petitions being signed.
- Written comments are distributed to the board and to President Gamble after the meeting. Therefore, submitting written comments will not be helpful if the regents were to vote on changes to the Employee Education Benefit at this meeting.
- Contact Ashley if you are interested in spreading the word about this meeting.

**B. Communications Discussion**

- The communications discussion was omitted due to time constraints.

**C. New RISE Board Governance Agreement**

- Staff Council must approve changes to the RISE Board governance agreement since council is a signatory on the RISE Board.
  
  i. Attachment 244-11: New RISE Board Governance Agreement 11/2013
  
  ii. Attachment 244-12: Original RISE Board Governance Agreement 3/2011
  
  iii. Attachment 244-13: Overview of RISE Changes
- As part of the proposed changes, the board added an additional student member and an additional voting member from the community.
- They increased terms 1-2 years and changed the term limit from four terms to one term.

iv. **Motion 2013-244-1: Motion to Approve New RISE Board Agreement**
- Attachment: **Motion 2013-244-1 - Motion to Approve New RISE Board Agreement - Approved**
  - A motion and second were made to approve the new RISE Board Governance Agreement. The motion was unanimously approved.

X. **GUEST SPEAKER (none)**

**COMMITTEE REPORTS**

XI. **INTERNAL COMMITTEE REPORTS**

A. **Elections – Richard Machida, Chair**
- Attachment 244-6: November Committee Minutes
  - At this time, only 56 people have voted. All even unit representatives are encouraged to send an email directly to the staff in their units to encourage constituents to vote or run as a write-in candidate.
  - September 11 is the deadline for voting.
  - Brad and Ashley are currently discussing approval of the fall election results. They will suggest a very short meeting the week before Christmas. This meeting would have only one action item to ratify the election. Additional information will be emailed to representatives.

B. **Membership and Rules – Kirsten Bey, Acting Chair**
- Attachment 244-2: November Committee Report
  - Additional committee members are needed.
  - If you are interested in learning more about the committee or joining the committee, you can attend the next M&R meeting. The committee meets the first Monday of the month from 3-4 PM.
  - Membership & Rules will be composing a short presentation on parliamentary procedure for orientation in February. If you have any questions or issues tied to parliamentary procedure that you would like explained during this presentation, contact Kristen directly.

C. **Rural Affairs – Jeannette Altman, Chair**
- Attachment 244-7: November Committee Report
  - The committee is looking for people who are interested in serving on an ad hoc committee that would report to Rural Affairs, which will look into composing a proposal for a university ombudsman. Contact Jeannette if you are interested in possibly serving on this ad hoc.

D. **Staff Affairs – MaryAlice Short, Chair**
- The recent work of Staff Affairs was discussed earlier in the meeting.
- Jennifer Youngberg will serve as acting chair for the Dec. Staff Affairs meeting, in MaryAlice’s absence.

E. **University Advocacy – Lesli Walls, Chair**
- University Advocacy met on Oct. 28, when they discussed possible topics for Advocacy to address.
- Jennifer Youngberg looked into having someone assist with the selection process for the Carolyn Sampson Memorial Scholarship.
- In terms of a proposed workday of volunteer leave, a suggestion was made to have a 50-50 split which would show that the volunteer was committed to working within the community. This will need more discussion.
- A committee member is interested in leading the charge on staff mentoring.
- Lesli is working with the foundation to identify a way to setup a foundation fund to help cover those fees not covered by the education benefit, or travel costs for staff educational advancement.
- If you have any ideas of other things that Advocacy could work on, send them to Lesli.
- Advocacy will likely meet again on Nov. 25. She will send invitations via email.

XII. EXTERNAL STATEWIDE COMMITTEE REPORTS
A. Staff Alliance- Staff Health Care Committee (SHCC) – Debbie Coxon, Lesli Walls, Chris Bekst (Alt), David Bantz (Alt)
   - Attachment 244-5: November Committee Report
   - Minutes from the last SHCC meeting are attached.
   - Attempts will be made to obtain additional information about what procedures are covered under the new travel benefit. These will be forwarded to Staff Council once available. The information is currently difficult to find and understand.

B. Staff Alliance Compensation Working Group – MaryAlice Short & Mike Cox
   - Brad will be chairing this Staff Alliance committee.
   - He appointed MaryAlice and Mike Cox, from Facilities Services, who has been interested in geographical differentials and has been in contact with Staff Council for some time regarding this issue. Both have agreed to serve. They are still waiting on representatives from the other groups. A meeting will be held once these are appointed.
   - This group will be looking at the previous compensation proposals; they will answer questions from statewide, and look for new compensation proposals that can provide improved compensation without costing a significant amount.

XIII. EXTERNAL UAF COMMITTEE REPORTS - Written Format
A. Accreditation Steering Committee – Vacant
   - Representative Needed

B. Chancellor’s Advisory Committee for the Naming of Campus Facilities – Debbie Coxon
   - Attachment 244-4: November Committee Report

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

D. Chancellor’s Planning and Budget Committee – INACTIVE (Active only in spring)

E. Food for Thought Committee - Tom Langdon

F. Intercollegiate Athletic Council – Debbie Coxon & Jesse Atencio
   - Has not met

G. Master Planning Committee (MPC) – Richard Machida, Brad Krick, Alt
   - Attachment 244-8: November Committee Report
   - The most recent MPC meeting was cancelled.
H. Meritorious Service Awards Committee – INACTIVE (Active only in spring)

I. Parking Advisory Committee (PAC) – Tom Langdon (INACTIVE)

J. People’s Endowment Committee – Debbie Gonzalez
   - Attachment 244-1: November Committee Report

K. RISE Board – Ian Olson

L. Staff Day Planning Group – Ashley Munro and Maria Russell

M. Technology Advisory Board Committee (TAB) – Adam Kane & Chris Beks
   - TAB met last Friday. A report will be submitted for the December Staff Council agenda.

XIV. AD HOC COMMITTEE REPORTS

   A. 2014 Staff Council Calendar Ad Hoc Committee
      - Attachment 244-3: November Committee Report

XV. ROUND TABLE DISCUSSION

XVI. ADJOURN

   - The meeting was adjourned by President Brad Krick at approximately 11:15 AM.
People's Endowment Board – Nov. 2013 Report
Submitted by: Debbie Gonzalez, Staff Council Representative

The People's Endowment Board will meet November 14, 2013 to consider 23 proposals submitted during the Fall 2013 cycle. Award announcements are expected to be made the week of November 18.
TO:    Staff Council

FROM: Kirsten Bey, Acting Chair of Membership & Rules Committee

DATE:  11-13-13

RE: Membership & Rules Committee Report for Nov Staff Council Mtg

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Current committee members continue to be Kirsten Bey (acting chair), Chris Beks & Toni Abbey. We would welcome additional members.

Our action items continue to be the same as last report:

- Review the Parliamentary Procedure materials to prepare a brief presentation/training to staff council members
- Bone up on particular parliamentary procedures so that the committee is able to answer parliamentary procedure questions that may arise during meetings
- Review the bylaws to make sure the language accurately reflects the changes that were recently enacted and to see if there are any inconsistencies, outdated provisions, or other things that need changing.

Next meeting is Monday, Dec 2\textsuperscript{nd} at 3:00 PM.
2014 Staff Council Calendar Ad Hoc Committee

Submitted by: Greg Simpson, Chair

Committee report for Staff Council Calendar committee.

Committee members met on Oct. 22. Present were Greg Simpson and Juan Goula. Prior to meeting all three members (Richard Machida also member) were instructed to rank submitted photos. At meeting Greg and Juan discussed several photos and arrived at a short list. We sent photos to Wood Center graphics and met with graphics student on Oct. 24th. We viewed mock ups/ draft designs, and discussed different design options. Student drafted revised designs and committee members were sent drafts. Juan and Greg discussed options and shortened list to two candidates. Out of those two choices, some design changes/edits were added and all three committee members agreed on top choice, as of 11/04/13. As of this report, some minor edits of design are expected; text and calendar details will be incorporated, at a later date, and final proofing expected after that.

submitted by chair, Greg Simpson 11/05/13

- Discussion included a general review of the Facilities Naming Guidelines.
  - Martin will publish these Guidelines on the Facilities website.
  - Committee will develop a list of naming opportunities with UAF Development.
- Campus road names and addresses are being reviewed by the emergency response departments. There are new roads that need to be named.
- Any requests prior to the next meeting will be addressed by meeting or email.
- The next CAC meeting will be held in February 2014.
Staff Health Care Committee  
October 15, 2013  

Melodee Monson  
Linda Hall  
Monique Musick  
Tamah Hayes  
Lesli Walls  
Erika VanFlein  
Timothy Armbruster  

Benefits Overview  
The overview of benefits focused only on our health benefits since that is what SHCC works on.  

Premera is the provider of our medical, pharmacy and dental plans.  
They have a 24-hour nurse line for answering a whole range of questions.  
A voluntary disease management program offers personal health support to individuals with particular conditions such as asthma or diabetes.  

A new travel benefit has been offered- aka Medical Tourism.  
If pre-approved for particular operations, travel for yourself and a care-provider companion to locations in the Northwest is covered. You must apply first using a simple application process.  

VSP is the vision provider.  

Wage works manages the flexible spending account. It has a $2500 annual limit and is a “use it or lose it” account.  

Bank of America is the vendor for the new Health Savings Account. The HSA must be used in conjunction with the consumer-driven high deductible health plan (CDHP) in order to satisfy pharmacy requirements. The HSA has a $3250 annual contribution limit, but this account can build up and roll over annually and transfer with you if you change jobs.  

Best Doctors is a referral program that offers a professional second opinion on treatment recommendations. Persons concerned about the necessity of a proposed operation may use this service.  

Compsych is the employee assistance program. This is a personal counseling service for a whole variety of needs from legal advice to help coping with personal relationship struggles, loss or stress. Up to six sessions are free. There is web-based assistance too.  

Epic provides a discount hearing program.
Quit For Life is a robust tobacco cessation service that provides a personal quit coach and medications to aid in ending tobacco use.

When the pharmacy plan moved to Premera there were some changes to how specific medications were ranked that affected some people’s co-pay amounts. UA has no control over the tier placement of individual medications. The overall goal is to drive generic use as much as possible.

**Update on RFPs**

There is an RFP for a consumer advocacy service (such as Patient Care, a vendor many heard about before) to provide assistance to individuals trying to choose a health provider for particular operations or other medical needs. They help reduce first dollar costs by assisting with price comparisons—they also rate the health providers, so not the entire recommendation is based on cost.

**Wellness Vendor**

An intent to award went to Healthy Roads, but WIN for Alaska filed an injunction. Nothing is happening with either vendor until the legal process has taken its course.

**Rates vs. Actuals review**

Timothy and Erika explained the plan costs and recoveries for the past year.

In FY12 there were high claims and an under-recovery. Part of the under-recovery was because there was no tobacco surcharge, which didn’t go into effect but was included in the plan cost projections. The goal for FY13 was to recoup 80% of that under-recovery. In actuality it was completely recovered with some surplus. Rates for FY14 are slightly decreased as a result.

Timothy and Erika also presented the 4th Quarter Utilization report as presented to the Joint Health Care Committee. There was a 10-11 percent enrollment in the new CDHP, a higher than expected rate for the new plan.

Use of generics is up to 75%, continuing an upward trend of utilization that started under Caremark, our former pharmacy provider. On the other end, specialty medicines drive up the cost. Just .09% of the pharmacy claims make up 21.3% of the cost.

**Affordable Care Act Impacts**

All of the UA plans are up to the standards of the ACA to date. There may be some administrative changes to the plan to help alleviate the impacts of the excise tax in the future, such as making our vision and dental plans an additional accepted benefit instead of an embedded benefit. (Something we could “opt-in to” for little or no additional cost, but would reduce the cost value of the base plan.)
Wellness Incentives
July 1 we will begin the first phase of wellness incentive program by gathering baseline biometric data on all plan participants. JHCC will work closely with the vendor to oversee this process.

Comparisons and Alternatives
The SHCC has been asked to review other university plans, or other institutional plans, to seek out potential cost-saving measures, potential wellness incentives or programs, or other fresh ideas for keeping plan rates as low as possible.
Election Committee Meeting Minutes – November 2013

Present: Richard Machida, Jeannette Altman

Monday, November 4, 2013 9:00 am

We decided to meet on the first Monday of the month at 9:00 in the morning. Unfortunately, there was insufficient notice for Nicole to post the meeting date and time. This was the first meeting of the Elections Committee after the joint meeting with Membership and Rules last month.

We discussed the status of the elections database running on the virtual machine hosted by the Rasmuson Library. The database has been loaded and with only a few glitches and as of Monday afternoon, nominations are being taken using the software. Since there are no At Large representatives being elected this year, no changes needed to be made on the software.

There was some discussion on how it could be re-written to use near real-time data from the unified directory instead of a data feed which is outdated as soon as we get it.

We talked about the general election procedures.

Meeting adjourned at 9:35am

Respectfully submitted by Richard Machida
Staff Council Rural Affairs
November Meeting Report

Present:
Brad Krick, Nicole Dufour, Jeannette Altman (Chair), Christian Bekes, Kirsten Bey, Travis Brinzow, Adam Kane, Evelyn Pensgard, Greg Simpson, Trish Winners

Excused:
Ashley Munro, Sara Battiest, Richard Machida, Benjamin Tucker, Deb Jeppsen

A. Geographic Differentials
   Discussion was opened on renewing our open proposal (currently at the Staff Alliance level) for adopting the same Geographic Differential rate as that adopted by State of Alaska. Potential impacts, such as the risk that some communities might experience loss or lowering of current rates were explored, as well as an overall cost/benefit analysis. Brad Krick plans to inquire as to the status of the proposal at the next Staff Alliance meeting, held 12 November 2013.

B. Kay L. Thomas Pathfinder Award
   Have not heard from DANSRD as to whether nominations have opened; Jeannette checked their web page prior to meeting but there is no new information. Jeannette will follow up with DANSRD.

C. Ombudsman
   Jeannette will remind Staff Council at 19 November meeting that we are actively seeking membership for ad hoc committee to form proposal for University Ombudsman. Background reviewed on how Rural Affairs arrived at this decision.

D. Discussion – Travel Proposal to Rural Campuses
   Rural Affairs member should travel in conjunction with EEO office staff member, as this is something that has not happened in recent years, and an EEO staff member will be able to advise rural staff where Rural Affairs member could only listen and take information back to Staff Council.

   Length and logistics of the event discussed; reiterated that at least two hours should be given to an HR/EEO “goodwill” meeting to reach out to rural staff.

Next Meeting:
December 3, 2013 10:00 am
In Fairbanks: Kayak Room
Online in Google Hangout (see calendar invite)
Dial in at 1-800-893-8850, PIN: 8244236
Master Planning Committee
Report for Staff Council Meeting #244
from Brad Krick, Alternate

MPC meeting took place on Thursday, October 24. I attended on Richard’s behalf.

1) UAF Trails & Greenways Plan from BDS (Bezek Durst Seiser, Inc): BDS presented a plan to improve trails and walkways, focusing on Butrovich/West Ridge east to the Wood Center. They suggested Nov 18 - 22 as a week to gather input and feedback from the campus, MPC agreed.

http://www.uaf.edu/files/mastplan/UAF-Trails-Discovery-Week---DRAFT2.pdf

2) UAF Exterior Lighting Master Plan from BDS:

PDF downloadable from: http://webshare.alaska.edu/jshambare/

3) Troth Yeddha/Native Cultural Center Update: There are currently two different plans to build a Native Cultural Center in Troth Yeddha. The plans differ in the size of the building. Work is currently on-going to start fundraising. However, the first priority is to build the park; a building would come later.

4) ADA Parking Redistribution: UAF is currently adjusting ADA parking to comply with 2010 standards. They’ll be removing or adding spots at each parking lot. They’re currently running the numbers to determine how many.
Preamble
In order to promote investment in energy efficiency programs and renewable energy projects, to develop opportunities for students in sustainability projects, and to provide direction to the decision-making authority for the use of Student Initiative for Renewable Energy Now (SIREN) fees, hereafter known as the Sustainability fee, we do hereby establish the ASUAF Review of Infrastructure, Sustainability and Energy board, at the University of Alaska Fairbanks, hereinafter known as “the RISE Board.” The board is responsible for ensuring that funds collected for the Sustainability fee forward projects for the betterment of UAF students. These projects are to be sustainable in nature and a preference will be given to projects or programs that reduce UAF’s non-renewable energy consumption.

Article I
Purpose and Authority
The purpose of the RISE Board is to represent the students’ interests and protect their investment in the Sustainability fees. The ASUAF and the RISE Board recognizes that the Chancellor is the Chief Executive Officer of UAF and has ultimate responsibility for the implementation of Regent’s Policies and in meeting the financial obligations of the institution.

A. Staff
The RISE Board shall advise the Director for the Office of Sustainability, who implements policies and provides management of the SIREN funds.

B. Policy
The RISE Board shall review and recommend any and all policies affecting uses of the Sustainability fee funds, including but not limited to:

1. Hiring of students
2. Annual budget
3. Proposal reviews

C. Finances
The RISE Board is responsible for reviewing and recommending a budget for use of Sustainability funds each fiscal year and making financial information available to ASUAF and the UAF community.
Article II
The RISE Board

A. Membership
The 13 members (10 voting) of the RISE Board shall include:

- Seats A-C: Three students at large, appointed by the ASUAF President;
- Seats D-F: Three students at large, appointed by ASUAF Senate;
- Seat G: One faculty member approved by Faculty Senate;
- Seat H: One staff member approved by Staff Council;
- Seat I: One additional UAF Community member approved by the RISE Board;
- Seat J: The Chancellor's designee;
- Seat K: The ASUAF President (or designee);
- Seat L: The ASUAF Office Manager (ex-officio);
- Seat M: The Sustainability Director (ex-officio).

Seats A-I shall serve 2-year terms beginning September 1st, and ending on the second August 31st. Members in seats A-I may only serve 1 full term. Nominations to fill vacancies for seat A-I shall be solicited by the Office of Sustainability as vacancies occur and shall be subject to initial review and recommendation by the RISE Board Selection Committee.

In the event that no qualified candidate can be found, a member who has already served one term may serve an additional year.

Seats A-I shall be considered active until approved or disapproved by their appropriate Governing body.

Seats A-H shall be staggered in the following manner:

- Seats A, C, E & G shall begin their terms in the Fall of odd numbered years.
- Seats B, D, F & H shall begin their terms in the Fall of even numbered years.*

*for the Academic year 2013-2014, seats B, D, F & H shall be appointed in the fall and their terms shall last one year.

The individual members shall serve on the RISE Board at the will of their respective governing bodies. Appointed RISE Board members are subject to removal and replacement on the authority of their governing body or the Chancellor.

B. The Selection Committee

The RISE Board Selection Committee shall consist of:

- The ASUAF President or designee who sits on the RISE Board;
- The ASUAF Office Manager;
- The Director of Sustainability;
- A RISE Board member not seeking reappointment; and
- An ASUAF senator not currently seated on the RISE board.

Non-voting Selection Committee attendees may include the RISE board chair or designee and an Office of Sustainability student worker. No applicant to the RISE Board may be present at the Selection Committee meetings in which their applications are being considered.
C. The Chair

The Chair of the RISE Board shall be a student, subject to the approval of the ASUAF President. The Chair shall not be a voting member. The term of the RISE Board Chair shall be one year. The Chair shall coordinate with the Sustainability Director on agendas and communication with ASUAF.

D. Meetings

The RISE Board shall meet a minimum of two times per semester. Quorum for a meeting of the RISE Board shall be defined as the majority of its voting members.

E. Summer Board

Prior to the end of the spring semester, the Board shall appoint an Executive Committee to act on their behalf during the summer. The committee shall consist of at least three Board members composed of one student, one faculty, and one staff member.

F. Parliamentary Authority

The parliamentary authority for the RISE Board shall be Robert’s Rules of Order.

Article III
The Sustainability Director

A. Duties and Responsibilities

The Director of the Office of Sustainability is an employee of the University of Alaska. The Sustainability Director shall work with the RISE Board to facilitate sustainable projects funded by the Student Initiative for Renewable Energy Now (SIREN) fee. The Sustainability Director shall cooperate with the ASUAF President and staff of ASUAF. The Sustainability Director shall be responsible for the day-to-day management of the SIREN funds and Office of Sustainability. Furthermore the Sustainability Director shall facilitate dialogue and campus-wide programs that build upon UAF’s commitment to sustainability and be a liaison to the larger community outside the university.

Article IV
Agreements

A. Use of the SIREN funds

The priority use of the SIREN funds will always be for investing in energy efficiency programs and renewable energy projects.
Article V
Amendments and Termination

A. Amendments
This document may be amended at any regular meeting of the RISE Board by a simple majority of the full Board, provided that final action shall not be taken before the amendment is approved by a simple majority of the ASUAF Senate and signed by the following individuals:

RISE Board Chair
ASUAF President
ASUAF Senate Chair
Director of the Office of Sustainability
UAF Chancellor
Vice Chancellor for University and Student Advancement
UAF Faculty Senate President
UAF Staff Council President

B. Termination
This document shall be terminated upon the dissolution of the RISE Board. The RISE Board shall dissolve one (1) year after the automatic repeal of the SIREN fund (Pursuant to P05.10.070,) unless additional funds or investments are identified.

We, the undersigned, hereby officially accept this Governance Agreement, approved October 2013, at the University of Alaska Fairbanks. With our signatures, we duly recognize the aforementioned powers and authority of said Board, as established by this Governance Agreement.

Brian Rogers, Chancellor  
University of Alaska Fairbanks

Mike Straga, Vice Chancellor  
University & Student Advancement

Ayla O’Scannell, President  
Associated Students of UAF

Daniel Strigle, Senate Chair  
Associated Students of UAF

Michelle Herbert, Director  
UAF Office of Sustainability

Wyatt Lurlbut, Chair  
UAF RISE Board

Brad Krick, President  
UAF Staff Council

David Valentine, President  
UAF Faculty Senate
GOVERNANCE AGREEMENT
for the
Review of Infrastructure, Sustainability and Energy Board

Between the Associated Students of the University of Alaska Fairbanks (ASUAF), UAF Administration, Office of Student Services, Office of Sustainability, Faculty Senate, and Staff Council
March 2011

Preamble
In order to promote investment in energy efficiency programs and renewable energy projects, to develop opportunities for students in sustainability projects, and to provide direction to the decision-making authority for the use of Student Initiative for Renewable Energy Now (SIREN) fees, we do hereby establish the ASUAF Review of Infrastructure, Sustainability and Energy board, at the University of Alaska Fairbanks, hereinafter known as “the RISE Board.” The board is responsible for ensuring that funds collected for the SIREN fee forward projects for the betterment of UAF students. These projects are to be sustainable in nature and a preference will be given to projects or programs that reduce UAF’s non-renewable energy consumption.

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Purpose and Authority

The purpose of the RISE Board is to represent the students’ interests and protect their investment in the SIREN fees. The ASUAF and the RISE Board recognizes that the Chancellor is the Chief Executive Officer of UAF and has ultimate responsibility for the implementation of Regent’s Policies and in meeting the financial obligations of the institution.

A. Staff
The RISE Board shall advise the Director for the Office of Sustainability, who implements policies and provides management of the SIREN funds.

B. Policy
The RISE Board shall review and recommend any and all policies affecting uses of the SIREN fee funds, including but not limited to:

1. Hiring of students
2. Annual budget
3. Proposal reviews

C. Finances
The RISE Board is responsible for reviewing and recommending a budget for use of SIREN funds each fiscal year and making financial information available to ASUAF and the UAF community.
Article II
The RISE Board

A. Membership
The 11 members (8 voting) of the RISE Board shall include: (5 voting students, other voting members include one faculty, one staff, and one appointed by the Chancellor)

- Two students at large, appointed by the ASUAF President;
- The ASUAF President (or designee);
- Three appointed by ASUAF Senate;
- One faculty member approved by Faculty Senate;
- One staff member approved by Staff Council;
- The Chancellor’s designee;
- The ASUAF Executive Officer (ex-officio);
- The Sustainability Director (ex-officio).

The individuals appointed to the RISE Board shall serve a full year term beginning in the fall semester and ending the following fall semester. A member can only serve 4 terms. In the event no qualified candidate can be found a representative who has already served 4 terms can serve an additional term. The individual appointees shall serve on the RISE Board at the will of their respective governing bodies. Appointed RISE Board members are subject to removal and replacement on the authority of their governing board or Chancellor.

B. The Chair
The Chair of the RISE Board shall be a student and approved by the ASUAF President. The Chair will not be a voting member. The term of the RISE Board Student Chair shall be one year. The Student Chair shall work closely with the Sustainability Director on agendas and communication with ASUAF.

C. Meetings
Meeting schedule – The RISE Board shall meet a minimum of two times per semester. Quorum for a meeting of the RISE Board shall be defined as the majority of its voting members.

D. Summer Board
The Board shall appoint prior to the end of the spring semester an Executive Committee to act on their behalf. The committee shall consist of at least three board members and include a student, faculty, and staff member.

E. Parliamentary Authority
The parliamentary authority for the RISE Board shall be Robert’s Rules of Order.

Article III
The Sustainability Director

A. Duties and Responsibilities
The duties and responsibilities of the Sustainability Director shall be to work with the ASUAF RISE Board to facilitate sustainable projects funded by the Student Initiative for Renewable Energy Now (SIREN) fee. The Sustainability Director shall cooperate with the ASUAF president and staff of ASUAF in enforcing the recommendations of the RISE Board. The Sustainability Director will be responsible for the day-to-day management of the SIREN funds and Office of Sustainability. Furthermore the
Sustainability Director will facilitate dialogue and campus-wide programs that build upon UAF’s commitment to sustainability and be a liaison to the larger community outside the university.

Article IV
Agreements

A. Use of the SIREN funds
The priority use of the SIREN funds will always be for investing in energy efficiency programs and renewable energy projects.

We, the undersigned, hereby officially approve this Governance Agreement, approved November 2010, at the University of Alaska Fairbanks. With our signatures, we duly recognize the aforementioned powers and authority of said Board, as established by this Governance Agreement.

Brian Rogers, Chancellor
University of Alaska Fairbanks

Nicole Carvajal
ASUAF President

Michele Hebert, Sustainability Director
Office of Sustainability

Maria Russell
Staff Council President

Mike Sfraga, Vice Chancellor for Students

Ryan Duffy
Chair for the ASUAF Senate

Jonathan Dehn
Faculty Senate President
Summary of changes to the RISE Board Governance Agreement

October, 2013

*Formatting and grammatical changes are not recorded here*

<table>
<thead>
<tr>
<th>Section</th>
<th>Old Agreement</th>
<th>New Agreement</th>
<th>NOTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preamble, Article I</td>
<td>“SIREN Fee”</td>
<td>Changed to “Sustainability Fee”</td>
<td>Preference of the current Board</td>
</tr>
<tr>
<td>Article II A - Membership</td>
<td>11 members (8 voting)</td>
<td>13 members (10 voting)</td>
<td></td>
</tr>
<tr>
<td>Two (2) Students appointed by ASUAF President</td>
<td>Three (3) students appointed by ASUAF President</td>
<td>New: One UAF community member approved by RISE Board</td>
<td></td>
</tr>
<tr>
<td>Terms are one (1) year for appointees</td>
<td>Terms are two (2) years for appointees</td>
<td>This is to allow some retention of institutional knowledge</td>
<td></td>
</tr>
<tr>
<td>Term limit is four (4) terms</td>
<td>Term limit is one (1) term</td>
<td>This is to allow more students to participate overall.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>New: Nominations to fill vacancies are solicited by the office of Sustainability and reviewed by the Selection Committee</td>
<td>This is a new process, essentially allowing a selection committee to vet all potential members.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>New: Implementation of a staggered schedule for Board seats</td>
<td>Due to the amount of seats, staggering seemed best.</td>
<td></td>
</tr>
<tr>
<td>Article II B</td>
<td></td>
<td>New section: The Selection Committee, includes the composition of the committee and the application process</td>
<td>Defines the selection committee, which is not solely RISE Board Members.</td>
</tr>
<tr>
<td>Article III A – Duties &amp; Responsibilities</td>
<td></td>
<td>Added “the Director… is an employee of the [UAF]”</td>
<td></td>
</tr>
<tr>
<td>Article V</td>
<td></td>
<td>New: Clauses A &amp; B Amendments &amp; Termination</td>
<td>These really should have been there to begin with.</td>
</tr>
</tbody>
</table>
Motion 2013-244-1
Motion to Approve New RISE Board Governance Agreement

The University of Alaska Fairbanks Staff Council unanimously approved the following motion, Motion 2013-244-4, at Staff Council Meeting #244, on November 19, 2013:

MOTION

UAF Staff Council moves to approve the new RISE Board Governance Agreement dated October 2013.

Effective: Immediately
Rationale: Staff Council is a signatory for the UAF RISE Board. This action is needed in order for the RISE Board to proceed with changes to their governance agreement.

Brad Krick, UAF Staff Council President

[Signature]

Date

Attachments:
Attachment 244-11: RISE Board Governance Agreement (10/2013)
Attachment 244-12: Original RISE Board Governance Agreement (3/2011)
Attachment 244-13: Overview of RISE Board Changes (10/2013)
University of Alaska Fairbanks
Staff Council
Resolution 2013-244-1

UAF Staff Council unanimously approved the following action, Resolution 2013-244-1, at Staff Council Meeting #244, on November 19, 2013.

Resolution Requesting the President Delegate Smoke Free Decisions to Chancellors and Campus Directors

WHEREAS, students from the University of Alaska Anchorage have asked the University of Alaska Board of Regents to review the smoking policies for the University system; and

WHEREAS, the Board has asked for input from faculty, staff, and student governance groups; and

WHEREAS, the University of Alaska Fairbanks Staff Council believes that this issue should be decided by the Chancellors and their respective MAUs; and

WHEREAS, both UAA and UAF are forming committees to review smoking and tobacco use policies on their campuses respectively; now

THEREFORE BE IT RESOLVED, that the UAF Staff Council requests the Board of Regents and President Gamble delegate the authority to the three MAU chancellors and their campus directors to decide tobacco policy pertinent to their specific communities.

Brad Krick, UAF Staff Council President
Date 12/6/13
University of Alaska Fairbanks  
Staff Council  

UAF Staff Council unanimously approved Resolution 2013-244-2, at Staff Council Meeting #244, on November 19, 2013.

Resolution 2013-244-2: Resolution in Support of the Employee Education Benefit - the Tuition Waiver

WHEREAS, the tuition waiver is an important benefit to employees that differentiates the university from other employers; and

WHEREAS, many public institutions provide tuition waivers for employees and almost half provide tuition waivers for dependents; and

WHEREAS, the waiver keeps us competitive with peer institutions; and

WHEREAS, the waiver is a mechanism for increasing the value and performance of its employees and provides “continuing opportunities for training and development” as per Regents’ Policy 04.01.010; and

WHEREAS, any change to the current Employee Education Benefit (tuition waiver) as it currently exists would only affect non-represented staff and not current union employees; and

WHEREAS, the tuition waiver is a valuable recruitment tool for the University of Alaska; and

WHEREAS, employees taking classes are thus closer to the classroom and more in touch with students and student concerns; and

WHEREAS, employees utilizing the waiver allow the university to offer more classes and not cancel classes due to low enrollment; and

WHEREAS, the tuition waiver brings more students to the classroom and thus increases the efficiency and effectiveness of faculty and facilities; and

WHEREAS, the tuition waiver supports President Gamble’s goal in Shaping Alaska’s Future of retaining Alaska’s students by encouraging employees, and their spouses and dependents to attend the University of Alaska; and

WHEREAS, the tuition waiver brings more traditional and nontraditional Alaskan students to the university; and

Resolution 2013-244-2 – Approved  
Page 1 of 2
WHEREAS, the University of Alaska System is already facing competition from outside distance education providers, the reduction of the Employee Education Benefit would reduce the incentive for rural employees, and their spouses and dependents, to attend University of Alaska distance courses; and

WHEREAS, the tuition waiver increases the fees received by the university in addition to the other non-tuition expenditures by these students; and

NOW, THEREFORE, BE IT RESOLVED that the UAF Staff Council supports the tuition waiver and opposes any change to 04.06.010 Employee Education Benefits that would limit education benefits; and

BE IT FURTHER RESOLVED that the UAF Staff Council requests that proposed changes to the education benefits be brought to governance groups for consideration and feedback; and

BE IT FINALLY RESOLVED that the UAF Staff Council requests that the University of Alaska Board of Regents reject any changes to Regents’ policy 04.06.010 at this time.

Brad Krick, UAF Staff Council President

[Signature]

11/20/2013

Date
Officer’s Report for Staff Council Meeting #244

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

Nov 6, Board of Regents Meeting-

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

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

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

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

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

Operating and Capital Budget passed.

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

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

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

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

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

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

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

**Nov 18, Pre Staff**

**Emergency Plans**

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

**Employee Education Benefits**

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

**Capital Projects**

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

**Faculty Increase**

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

**Nov 18, System Governance Council**

SGC passed a resolution to ask the President delegate authority on smoke-free, tobacco-free decisions to the Chancellors and campus directors. SGC also plans to create a resolution to oppose changes to the tuition waiver (draft and vote will be done via email).
FY13 Actual Operating Revenue

UAF FY13 Revenue by Source
Total $474M - All Sources - All Funds

- State General Funds: 37%
- Federal Receipts: 19%
- Tuition & Fees: 9%
- Indirect Cost Recovery: 5%
- UA Receipts: 9%
- Other: 13%
- ARRA: 8%

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