AGENDA
UAF STAFF COUNCIL #272
Monday, June 6, 2016
8:45 - 11:15 AM
Gruening Building, Room 412
Google Hangout

I. 8:45 - 8:50 CALL TO ORDER & ROLL CALL
   A. Call to Order
   B. Roll Call
   C. Approval of Staff Council Meeting #272 Agenda
   D. Approval of Consent Agenda
      i. Approval of Staff Council Meeting #271 Minutes (May 2016) - Draft
      ii. Approval of Resolution 2016-272-1: Resolution in Appreciation of Michael Powers
          a) Attachment 272-1: Resolution 2016-272-1 - Draft
      iii. Approval of Resolution 2016-272-2: Resolution of Recognition and Appreciation of Faye Gallant
          a) Attachment 272-13: Resolution 2016-272-2 - Draft
   E. Green Dot Minute

II. 8:50 - 9:00 STATUS OF PENDING ACTIONS
   A. Staff Council Resolution 2016-269-Proposed Changes to UA Reg. ‘R.04.07.110.I. Review of Layoff or Recall Decision’
   B. UAF Emergency Action Plan Policy Review
   C. Proposed Revisions to UA Regulation R04.07.115 Employee Furlough - New Emergency Revisions
      i. Attachment 272-9: Legislative Update Message from President Johnsen (email RE Emergency Furlough Changes, May 26, 2016)
      ii. Attachment 272-10: Memo from President Johnsen RE Emergency Regulation Revision - Furlough During State Budget Impasse (with Rationale and new Regulation (May 25, 2016)
   D. Proposed Revisions to UA Regulation ‘R04.06.130 Sick Leave’
   E. Proposed Revisions to UA Regulation R04.01.050 Types of Employment
III. 9:00 - 9:05 PUBLIC COMMENT

IV. 9:05 - 9:20 OFFICERS REPORTS
   A. Faye Gallant, President
   B. Nate Bauer, Vice President

V. 9:20 - 9:30 GOVERNANCE REPORTS
   A. ASUAF Report
   B. Faculty Senate Report, Chris Fallen, President Elect, Faculty Senate

VI. 9:30 - 10:10 UNFINISHED BUSINESS
   A. Univ. Advocacy’s Staff Mentoring Interest Survey
   B. Chancellor Search Update
      i. Attachment 272-6: Message from President Johnsen: UAF Interim Chancellor
         (May 17, 2016)
   C. UA Strategic Pathways
      i. Attachment 272-5: Budget, Strategic Pathways, and UAF Chancellor Search
         Updates - Email Message from President Johnsen (May 12, 2016)
   D. Budget Update
      i. Attachment 272-8: UA Capitol Report (May 31, 2016)
   E. Staff Volunteer Day Proposal Discussion
   F. Statewide Transformation Team update
   G. Committee Representatives (none)

VII. 10:10 - 10:15 STAFF ACHIEVEMENTS AND HIGHLIGHTS
    A. 2016 Outstanding Staff Council Achievement Award Presentation

VIII. 10:15 - 10:30 CHANCELLOR’S REMARKS

IX. 10:30 - 10:50 NEW BUSINESS
    A. Motion to Transfer Staff Council’s Authority to its Executive Board for
       Summer 2016
       i. Attachment 272-4: Motion 2016-272-1 - DRAFT
    B. System Governance Council (SGC) Resolution 2016-1: Regarding Off-Site
Public Testimony

i. Attachment 272-2: SGC Resolution 2016-1

C. Employee Giving Initiative

D. Single Accreditation


X. 10:50 - 11:00  INTERNAL COMMITTEE REPORTS

A. Elections - Brandi Marrero, Chair - Did not meet

B. Membership and Rules - Trish Winners, Chair

i. Attachment 272-3: Committee Report

C. Rural Affairs - Chris Brooks, Chair - Did not meet

D. Staff Affairs - Jane Groseclose, Co-Chair & Samara Taber, Co-Chair - Did not meet

i. Communications Subcommittee - Samara Taber, Chair

E. University Advocacy - Jami Warrick, Co-Chair, Phil Jacobs, Co-Chair

XI. INTERNAL AD HOC COMMITTEE REPORTS (none)

XII. EXTERNAL STATEWIDE COMMITTEE REPORTS (written only)

A. Staff Alliance- Staff Health Care Committee - Lesli Walls, Rep; Stacey Howdeshell, Rep; David Bantz, Alt; Sue Mitchell, Alt

B. Staff Alliance Compensation Working Group - Brad Krick, Chair; Faye Gallant; Janine Smith; Mike Cox

i. Attachment 272-12 - June Committee Report

C. Staff Alliance Morale Committee - Lesli Walls, Rep; Jami Warrick, Rep

XIII. EXTERNAL UAF COMMITTEE REPORTS (written only)

A. Accreditation Steering Committee - On Hiatus

B. Chancellor’s Advisory Committee for the Naming of Campus Facilities - Jesse Atencio, Rep

C. Chancellor’s Diversity Action Committee (CDAC) - On Hiatus

D. Chancellor’s Planning and Budget Committee - Nate Bauer, Rep; Trish Winners, Alt - On Hiatus
E. Chancellor Search Committee - Faye Gallant, Rep
F. Employee Engagement Subcommittee - Kara Axx, Carrie Santoro, Christina Thompson, Lesli Walls, Jami Warrick
G. Fresh Air Campus Challenge Committee - Brad Krick, Rep; Sue Miller, Alt - On Hiatus
H. Master Planning Committee (MPC) - Brad Krick, Rep
   i. Attachment 272-11: Committee Report for June 2016
I. Meritorious Service Award Committee - Connie Huizenga, Rep
J. Parking Appeals Committee (PAC) - Brad Krick, Rep - Did not meet
K. People’s Endowment Committee - Jessica MacCallum, Rep
L. RISE Board - Ian Olson, Rep
M. Sustainability in Dining Committee - Mathew Mund, Rep - Did not meet

XIV. UAF AD HOC COMMITTEE REPORTS (none)

XV. 11:00 - 11:15 ROUND TABLE DISCUSSION

XVI. 11:15 ADJOURN
Resolution of Recognition and Appreciation of Michael Powers

WHEREAS, Michael Powers, an UAF alumnus, served as Interim Chancellor of the University of Alaska Fairbanks from August 2015 - Fall 2016; and

WHEREAS, Michael Powers has long served the University of Alaska. This includes his service as a regent of the University of Alaska Board of Regents and as a UA Foundation Trustee; and

WHEREAS, Michael Powers regularly attended Staff Council meetings, as interim chancellor, where he updated staff on important university issues and answered questions; and

WHEREAS, Michael Powers helped support and promote a safe environment for all working and learning on all UAF Campuses thru his involvement with Title IX and the Green Dot Program; and

WHEREAS, Michael Powers met regularly with Staff Council Officers prior to Staff Council meetings to discuss relevant issues; and

WHEREAS, Michael Powers advanced shared governance at UAF through his inclusion of governance leaders on the Chancellor’s Cabinet; and

WHEREAS, Michael Powers served as a strong leader of UAF during a time of economic uncertainty; now

THEREFORE, BE IT RESOLVED that Staff Council extends its appreciation and gratitude to Michael Powers for his service to the University of Alaska Fairbanks.

_______________________________  ______________
Faye Gallant, President, UAF Staff Council  Date
System Governance Council

Resolution 2016-01
Regarding Offsite Public Testimony at BOR Meetings

Whereas, the University of Alaska has constituents across the entire state, totaling over 650,000 square miles and 355 incorporated cities, towns, and villages; and

Whereas, all Board of Regents’ meetings are open to the public; and

Whereas, many constituents are unable to travel to a Board meeting to provide in-person testimony; and

Whereas, travel in Alaska is known to be prohibitively expensive; and

Whereas, the University System is subject to Alaska Governor Bill Walker’s freeze on all non-essential employee travel;

Therefore be it hereby resolved, the System Governance Council supports the option to give offsite public testimony by alternative means and asks the University of Alaska Board of Regents to make this option available to members of the public.

Adopted by the System Governance Council the 9th DAY OF MAY 2016.

Monique Musick, Chair

Voting members’ results as attested by Morgan Dufseth, Executive Officer:
Yes: 7
No: 0
Absent: 2
Abstained: 0
<table>
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<tr>
<th>Date/Owner</th>
<th>Membership &amp; Rules Report</th>
<th>Action Item</th>
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<tr>
<td>5/10/2016</td>
<td>Roll Call - Brad Krick, Mathew Mund, Melissa Parks, Trish Winners in attendance.</td>
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<td>OLD BUSINESS: Election Tie-breakers; continue discussion with Elections once S/W decision is made.</td>
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<td>Check out the cool new Unit Change Log Nicole made! <a href="http://www.uaf.edu/uafgov/staff-council/units/">http://www.uaf.edu/uafgov/staff-council/units/</a></td>
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<td>M&amp;R had a thoughtful and interesting exchange about the roles the At-Large Reps would hold.</td>
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<td>History - Originally each unit had Reps, who could vote, and alternates who could not vote unless they were acting as proxy for an absent rep and then they would vote in their stead. However it made many seats for SC, of which there were many vacancies. The discussion (as we recall) was that by reducing the number of seats it could ensure those who were more engaged would be present for the meetings and the committee work. Rather than losing the valuable members who were alternates, of which there were really only a handful, those in &quot;Alternate&quot; roles were changed to be &quot;At-Large&quot; reps. Recently, when defining Rep roles for the RR&amp;Es, and also prompted by some At-Large Reps questioning what they should be doing, the question was brought to the Executive Board, who felt Membership &amp; Rules was the right group to help define the At-Large Rep role, especially after the RR&amp;E work. A few ideas were brought up previously, including having the more experienced reps take the floating roles and mentor new reps; also perhaps have the floaters responsible for 3 units each for which they mentor and serve as a proxy as needed, and perhaps only vote when they are serving as a proxy for one of those groups. Trish - Wondered if maybe as an At-Large rep she shouldn't be voting since she would be more understanding of her own unit's issues and might tend to vote in their favor, or had concerns about it being inequitable, but suggested that maybe as an At-Large she would only vote when functioning as a proxy for one of the regular reps, particularly if she was &quot;assigned&quot; to their units as mentor/assistant. Mathew - Likes the idea of an At-Large rep being a mentor to newer reps; not so much worried about the equity part as votes don't tend to be unit-specific. Melissa - Likes the idea of an At-Large rep having a mentor; and the at-large rep having more experience. Brad - It makes more sense to me to pull mentors from current reps, rather than elect people to serve as mentors. Discussed - Conversely, the At-Large role can be a great way to get familiar with SC as a new rep. One option is - If attached to (3?) units, contact the new reps, have some one-on-one conversations on how to connect with your unit, answer new rep questions, help them find resources. Today's Conclusion: The group felt this was a valuable discussion although we did not reach set conclusions, aside from a consensus on the value of some kind of mentorship by the more experienced reps. We agreed this doesn't necessarily answer the question of what an At-Large rep's responsibilities would be however, so would like to continue discussing both in future meetings.</td>
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<td>Discuss: Unit work over summer. (Remember goal to include affected Unit Reps in each unit's review work.) [Nicole available mid-June till (?) maybe August,] Group agrees for work to continue over summer with whomever is available. Invite all, but keep going with whomever shows. Start working with each unit's reps to review unit listings; maybe they could work with their PPAs to get list of TKLs? Ask Nicole if that would work.</td>
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<td>Staff Development Day Table - Materials from M&amp;R; Handed off our simple &quot;Recruitment&quot; flyer draft to Staff Affairs/Samara&amp;Jane to update for the table. M&amp;R doesn't plan to create any other materials for this at this time.</td>
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<td>Rules for Elections Campaigns - It was brought up to M&amp;R that in times past there has sometimes been inappropriate campaigning for hotly contested Staff Council seats. Now that we are getting seats mostly filled there was a concern that this could happen again. M&amp;R was asked if they should add something to the Bylaws concerning proper Campaigning protocol. DISCUSSION: M&amp;R didn't feel we had enough info to solve a problem, and felt we should collect information on what the past issues were with inappropriate campaigning. Talk with the Elections Committee for more info &amp; discussion. Mathew's idea: Elections (or Nicole or Communications Sub-Committee?) sets up a ViewBook to look at candidates who are running, links could be sent out through Staff Council list-serves. Not sure if this is something that would be in bylaws, but that doesn't mean that SC can't do some kind of support. Brad: Communications subcommittee could help with documentation about how to communicate to (potential) constituents. Trish (or anyone) to do some fact-finding on past issues with campaigning and share with M&amp;R. Trish to talk with Samara/Jane Communication Sub-Committee about guideline creation/sharing out.</td>
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<td>Baby congratulations for Jessica @ June Meeting.</td>
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<td>Melissa Parks &amp; Brad Knick: JULY is their busy time. Mathew Mund busy at start/end of semesters. Trish busy April/May.</td>
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<td>NEXT MEETING: IN-PERSON ON WOOD CENTER PATIO June 14 2pm!! No Google Hang-out; Celebration of year's accomplishments.</td>
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**MEMBERS:** Trish Winners (C), Jessica MacCallum, Brad Krick, Mathew Mund, Melissa Parks & T. Winners

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**Where M&R Spells Fun!**

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SC 7
University of Alaska Fairbanks
Staff Council
Motion 2016-272-1
DRAFT

Motion 2016-272-1:
Motion to Transfer UAF Staff Council’s Authority to its Executive Board for Summer 2016

MOTION

UAF Staff Council moves to transfer Staff Council’s authority to its Executive Board until Staff Council Meeting #273, on August 15, 2016.

EFFECTIVE: Immediately following the adjournment of Staff Council Meeting #272, on June 6, 2016.

RATIONALE: Ensures Staff Council remains able to address issues during the summer of 2016, when no Staff Council meetings are scheduled.
May 12, 2016

TO: University of Alaska Community
FROM: Jim Johnsen, President
SUBJECT: Budget, Strategic Pathways and UAF Chancellor Search Updates

As we wrap up the 2016 academic year—a year of great successes and serious challenges—I would like to thank you all for your hard work, update you on our status, and inform you of decisions and plans we are making that I hope will provide a positive direction through the uncertainty that plagues our state.

The University has a long history of service to Alaska; our future, despite our challenges, is bright.

Our mission is to provide the many benefits of higher education to our state through research, teaching, and public service. We perform that mission with excellence on our sixteen campuses all across Alaska and beyond through distance education technology. This spring, we celebrate 4,600 students completing their academic programs, from occupational endorsements to PhDs. Our positive impact on Alaska is written on every one of those faces. Thank you for all you have done to create this success.

The University of Alaska is strong.

We lead Alaska in providing opportunities for our people to access learning and to prepare for a career. We train ever more nurses, engineers, teachers, social workers, process technicians, accountants, and the list goes on and on. We lead the world in Arctic research. We contribute richly to Alaska's economic success, social progress, and cultural wealth. Again, thank you for your contributions to this progress.

We face serious challenges, internal and external.

Our State funding for FY 2017, as it sits right now in the legislature, will result in a $50 million cut to our budget. When added to the $25 million bill for our unfunded mandates and contractual obligations, the net effect is a $75 million (22%) reduction from our current FY 2016 state appropriation. We hope the legislature restores some funding as it completes its work in Juneau, but the uncertainty surrounding the budget forces us to plan for the worst while we advocate for what we need. As a result, our operating costs must be reduced. Administrative systems and processes must be simplified. We must reduce the number (478 at last count) of academic certificate and degree programs, some of which have very low enrollment or do not meet changing market demands. We must refine our scope of operation to be within our core mission. We must make it more convenient for our students to tap the resources of the entire UA system and our campuses and reduce intercampus competition.

We have extraordinary opportunities.

We can expand access to higher education across the state through more distance education, dual credit programs with high schools, and stronger partnerships with employers. We can strengthen our workforce development mission by preparing more Alaskans for high demand jobs such as teachers and nurses, especially in rural Alaska, and for good jobs in the skilled trades. We can build on our excellence in Arctic research as the entire world sharpens its focus on changing conditions and responsible resource development in the North. And we can contribute to Alaska's economic diversification through the creation of new businesses based on the ideas and technologies developed in our labs and classrooms.

We face tough choices.

How do we pursue our mission and our opportunities for service to Alaska at the same time our budget is being...
cut? One option is to spread out the cuts more or less evenly, with negative impacts on all programs across the University system. Another option is to identify programs that are core to our mission and protect or invest in them as we reduce more deeply in less critical areas. And as we look across the University system at our three universities and numerous community campuses, (1) how can each campus build on its unique strengths to lead in meeting Alaska’s needs for higher education, and (2) how can we reduce unnecessary differences among our campuses to enable our students to reduce costs and improve their progress?

We will make difficult decisions.

Strategic Pathways is our framework for deciding which of our campuses will lead, and how they will lead, in selected academic fields and administrative services. It envisions increased collaboration across the University system, so that programs and courses offered at one campus are available at other campuses. It also will involve increased consolidation, particularly in administration. The process will include leaders from the classroom and the backroom, and will follow a series of steps from gathering and evaluating data, clarifying interests, identifying standards and best practices, generating options, and evaluating those options in light of our interests and best practices.

We begin to make decisions today.

Our greatest enemy is uncertainty. Uncertainty with respect to our budget from the State and how those (likely) cuts will affect our mission. Uncertainty about the UAF chancellor position. Uncertainty about what academic programs will be cut, maintained, or grown. Uncertainty about our administrative structure.

With strong guidance and support from the Board of Regents, I am announcing several key decisions that will provide direction for our future.

1. Strategic Pathways

   a. What will be reviewed in Phase 1?
      i. Academic units:
         1. Teacher Education
         2. Management / Business (including public administration)
         3. Engineering

      ii. Administrative functions:
         1. Information Technology
         2. Procurement
         3. Research Administration
         4. Intercollegiate Athletics

   b. What changes have been made to the Strategic Pathways framework?
      i. I have met with student groups, faculty, staff, and advisory councils at UAA, UAF, and UAS and, based on the input, modified the framework. Please see the Strategic Pathways website (http://www.alaska.edu/pathways/) for a revised version of the framework.

      ii. In addition, I am considering a planning process focused on building a long term, sustainable revenue growth and diversification plan. More on this as it develops.

   c. What is the process for the reviews?
      i. Timing: In light of the serious budget cuts still under consideration by the State and the need to resolve choices in the near term, I have decided to expedite the Phase 1 review process such that it will be conducted this summer in time for integration with next year’s budget development timeline in late August. To meet the FY17 budget shortfall, decisions impacting academic and administrative units must be made prior to completion of Phase 1 Strategic Pathways review and with consideration of the overall SP framework.
II. Participation: In consultation with University and governance leaders, I will select teams of respected and informed faculty, staff, students, and community members for the reviews. Each team’s work will be led by an expert facilitator.

III. Communication: As we move through the process steps outlined below, we will update information on our Strategic Pathways website (http://www.alaska.edu/pathways/). This information will include the charters for each review team, the list of participants, meeting schedules, data, periodic updates, and the final reports from the teams to the President. In addition, you are encouraged to provide input to the process at that same website.

IV. Process Steps:
1. Charge: I will select the teams and provide a charge, along with scope and schedule, to each review team. (May)
2. Data collection: UA IR staff, in conjunction with campus IR offices, will collect and develop data for each team. (May/June)
3. Review process. (June-August)
   a. Select teams (May)
   b. Review data (June)
   c. Identify interests (July)
   d. Identify standards, benchmarks (July)
   e. Generate options (July)
   f. Evaluate options in relation to interests and standards (August)
   g. Identify up to three options for consideration (August)
   h. Teams present to UA president and Summit Team (August)
   i. UA President will present to the Board of Regents (September)

2. Administrative Structure: In response to direction from the Board of Regents to consider and implement ways to reduce the size and cost of administration, streamline decision making, and improve organizational accountability, I am taking the following steps:
   a. I will propose to the Board at its June meeting that the University actively explore single accreditation rather than three, our current status. Potential advantages to single accreditation include greater flexibility in structuring and coordinating academic programs and administrative services across the system, fewer top level administrators, greater responsiveness to student interests, and lower operating costs. We need to ensure that these potential advantages are real and that we understand all the implications of moving in this direction—hence my recent outreach to the Northwest Commission. Rest assured that we will ensure our current accreditations stay in place while we assess the single accreditation and decide if and how to pursue it.
   b. In light of our budget crunch and our consideration of potential structural changes in the near term, I have decided not to permanently fill the UAF Chancellor position at this time. The candidates for the position each had strengths, but I cannot in good conscience bring someone in knowing that we will be evaluating single accreditation that could result in elimination of that position. I will work with UAF to name an interim Chancellor by the end of May allowing enough transition time before Chancellor Mike Powers steps down in August.
   c. As our administrative structures become more integrated, we will find redundant positions that, when combined or eliminated, will generate substantial cost reduction. By reducing administrative costs, we are able to mitigate somewhat the impact of budget cuts on faculty and
staff in direct student serving roles. I anticipate the need to reduce a substantial number of high-level administrative positions beginning this year, with a cost savings goal of approximately $5 million per year.

3. Outstanding Issues: Clearly, change of this magnitude raises serious issues, including:

   a. Accreditation: As I noted above, we are in discussion with the Northwest Commission to assess the implications, advantages and disadvantages of single accreditation. Note that the University of Maine system is exploring single accreditation, though under a separate regional accreditor. I would reemphasize to you that our continued accreditation status is critically important and it will be protected throughout this review process.

   b. Governance: If at some time in the future the Board of Regents approves major structural changes, we will revisit our faculty, staff, and student governance structures to ensure we establish an appropriate governance framework.

   c. Policy: Board of Regents’ Policy would require substantial modification to enable a “Single University” structure to work.

   d. Collective Bargaining: The University’s collective bargaining relationship with faculty and staff unions is already at the UA system level, so these potential changes should not affect the fundamentals of our relationship with the unions. However, various processes in the CBAs would require modification to reflect structural changes. These can, and will be addressed with the appropriate union representatives at the appropriate time.

Why is this important?

Our greatest enemy is uncertainty. By announcing these actions now, I hope to provide you some degree of certainty in an otherwise uncertain world. By these and other changes yet to come, we will:

- position UA to more aggressively meet our state’s higher education needs: access/opportunity, workforce development, research, economic diversification
- bring down our administrative costs so that more funding can go to our core mission of teaching, research, and service
- streamline our decision making processes and improve accountability to our stakeholders
- go through evidence based processes to inform major decisions
- ensure engagement with our faculty, students, staff, and communities in our decision making process

As we go down this trail together, I will keep you informed and provide avenues for your feedback. These are tough times for Alaska and our University. The only way we will make it through to a better future is to communicate, engage, and make the difficult decisions needed for the long-term benefit of our students, our communities, and our state.
Message from President Johnsen: UAF Interim Chancellor

May 17, 2016

TO: UAF Community
FROM: Jim Johnsen, President
SUBJECT: Interim UAF Chancellor

Following on the announcement last week of my decision not to fill the Chancellor position at UAF on a permanent basis due to looming budget reductions and potential changes in our organizational structure, I would like to share with you my plan for selecting a new Interim Chancellor.

Before I describe the process I would like to make two points.

I express my sincere thanks to Mike Powers for his exemplary service to our university as a community leader at Fairbanks Memorial Hospital, as an Alaska leader while a member of the Board of Regents, and as a university leader while Interim Chancellor. He stepped in at a very difficult time and has led UAF with energy, passion, and intelligence. I would call out in particular his absolute commitment to ensuring a safe learning environment for all our students. The entire UAF community owes Interim Chancellor Mike Powers and his wife Teri Spires our heartfelt appreciation for their service.

I also want to assure you of my commitment to UAF’s strength today and in the future. UAF figures prominently in Strategic Pathways as our lead research university and it will continue to play a major role in providing Alaskans access to the opportunities that come from higher education, preparing Alaskans for high demand jobs, continuing to lead the world in Arctic research, and contributing to the development and diversification of Alaska’s economy.

The process for selecting a new Interim Chancellor will follow these four steps:

1. Application: Any current or former employee of the University of Alaska Fairbanks interested in the opportunity should send a one-page letter of interest along with a current CV to ua-hrcomp@alaska.edu. This must be submitted no later than Friday, May 27.

2. Review: I will review the applications and decide upon three final candidates. The names, letters of interest, and resumes of the three finalists will be posted at www.alaska.edu/pres/uaf-interim-chancellor-se/ by Monday, June 6.

3. Community Input: Comments on the candidates may be submitted at www.alaska.edu/pres/uaf-interim-chancellor-se/. Comments received by Monday, June 20, will be considered.

4. Decision: I will consult with university and community leaders and announce a decision no later than June 30.

It is expected that the new Interim Chancellor will begin to transition into the position July 1 and take over fully in August at an exact date to be determined. The term of the appointment will be for 1 year but may be extended.
April 19, 2016

Dr. Sandra E. Elman
President, Northwest Commission on Colleges and Universities
8060 165th Ave. NE, Suite 100
Redmond, WA 98052

Re: Single Accreditation for the University of Alaska

Dear Dr. Elman,

The University of Alaska (UA) system is comprised of three main Universities: UA Anchorage, UA Fairbanks, and UA Southeast. Currently, each University operates under its own Northwest Commission on Colleges and Universities (NWCCU) accreditation. For reasons described below, we have been asked by our State officials and our governing body, the Board of Regents, to investigate moving to a single University/single accreditation model. I hope to consult with you on this matter.

Alaska is experiencing declining State revenue, a situation that is not expected to change in the near future. As our State revenues decline, so does the revenue for the UA system. This decline, on top of state revenue declines over the past couple years, will translate into higher tuition and fees for our students and a reduction up to 500 employee FTEs. Roughly 60 academic programs are under consideration for elimination. With the continuing budget reductions and a 12.8% decrease in student headcount from Fall 2011-2015, the UA system must focus on keeping our universities moving forward in the most efficient manner.

In addition to consideration of single accreditation for the University of Alaska, we are developing a Strategic Pathways framework that will move us through the next 10 years of change. A major component of Strategic Pathways is to name “lead universities”. Although some programs will cease to be offered at certain campuses, we will keep our accreditation standards in line with NWCCU standards. The lead university model will assist us with streamlining efforts and increasing efficiencies through shared services models.

Alaska is unique in comparison to other state universities in that our community campuses are included in the University system. A number of the community campuses and other rural centers and sites are not accessible by road. Even for our main campuses, the distance between
each is 350 miles or more. The distance has allowed each university to focus on and serve regional needs.

The University of Alaska Anchorage is scheduled for the Fall 2017 year seven evaluation while UA Fairbanks and Southeast are scheduled for Fall 2019. If the single accreditation model is pursued we anticipate a two-year implementation.

As we make our way forward and consider innovative ways to keep our services and programs affordable and competitive for our students, we would appreciate an early dialogue on this matter. I look forward to working with you as we look to positive change for our University and our students.

Sincerely,

Daniel M. White, Ph.D.

Vice President for Academic Affairs and Research
May 31, 2016

*The Capitol Report*

By Chris Christensen
Associate Vice President for State Relations

Special Session Day 9

Today is the ninth day of the special session. The legislature has been in session continuously since January 19, but it now appears that it will conclude its work in a few days.

Last night, after more than a month of negotiations, the House and Senate Majorities struck a deal with the House Minority on the operating budget. The conference committee that was reconciling the differences between the House and Senate budgets implemented the budgetary terms of the deal, and the full House and Senate adopted the conference committee’s version of the operating budget earlier today. The news for UA is positive.

As you know, the dramatic reduction in state revenues made budget cuts inevitable. The governor proposed an FY17 budget for UA that contained a $15 million cut from the current fiscal year. The Senate passed a budget that contained a $25 million cut, and the House passed a budget that contained a $50 million cut. The conference committee had originally voted to adopt the House’s $50 million cut.

However, after much negotiating, the conference committee changed its mind and the legislature has enacted an operating budget for UA at $335 million -- a $15 million cut from the current year.

If you read the Fairbanks News-Miner or the Alaska Dispatch News this morning, you saw the report that the conference committee had decided on a $25 million cut for UA. That information was incorrect; the actual cut is $15 million.

The operating budget will now go to Governor Walker for his signature or veto. Hopefully the governor approves of the deal.

We will have more information after the session wraps up.

Thank you for all your work to promote and support the University of Alaska!

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For more information, contact Associate Vice President Chris Christensen at cschristenseniii@alaska.edu or visit www.alaska.edu/state.
Legislative Update Message from UA President Johnsen

May 26, 2016

TO: University of Alaska Community

FROM: Jim Johnsen, President

SUBJECT: Legislative Update

Whether you are on campus this summer or elsewhere, you are a critical member of the university community. As such, I want to make sure you stay up to date on the important issues affecting us.

In this update, I share with you where we are on the budget.

In response to Governor Walker’s proclamation dated May 19, 2016, the Legislature has returned to work to focus on a number of issues of critical importance to Alaskans. These include the operating and capital budgets for Fiscal Year 2017, use of earnings of the Alaska Permanent Fund, and various taxes and tax credits.

The Special Session topics of most interest to the University of Alaska are the operating and capital budgets. Here are the relevant numbers on the operating budget:

- FY 16 budget $350 million
- FY 17 Board of Regents’ Request $377 million
- FY 17 Governor’s Request $335 million
- FY 17 House $300 million
- FY 17 Senate $325 million
- FY 17 Conference Committee $300 million

On the capital budget, we asked for $35 million to complete the Engineering Building at UAF and $50 million for facility deferred maintenance. At the end of the recent extended session, the Senate included no funding for deferred maintenance and the House budget included $5 million. In addition, the House proposed re-appropriation of approximately $18 million from the Municipality of Anchorage to the University for construction of improved northern access to the UMED district, which includes UAA and our neighbors at Providence, Alaska Pacific University, Alaska Native Tribal Health Consortium, and Southcentral Foundation. This money, if eventually passed by the House and Senate and approved by the Governor, could only be used for its original purpose, road construction.

We continue to push hard for restoration of funds to both the operating and capital budgets. We certainly realize that the state’s fiscal situation is very challenging and, therefore, we likely will see a reduction. But a reduction the magnitude of what is now on the table (from $350 million in the current year to $300 million in the coming year) would severely impact our university and constrain our ability to meet the state’s higher education needs.

This year’s budget situation differs from last year when a partial legislative budget had been passed, providing some general fund money and authority to use university receipts. This year, the budget situation is significantly more uncertain, in that there is no provision to fund services starting July 1.
In an effort to avoid a situation where long notice periods require premature, expensive and harmful mass furlough or layoff notices or other action, I have signed an emergency regulation [R04.07.115] amending the furlough regulation that makes a number of changes, including reducing the employee notification time from 60 days to 30 days in the event the budget impasse is not resolved before the next fiscal year begins. This will allow the university more flexibility to act without doing so prematurely. Specific details will be explained if or when a furlough related to the lack of a budget becomes necessary. You can find the amended furlough regulation at http://www.alaska.edu/hr/hr-procedures/furlough/emergency-regulation-chan/index.xml

If there is no budget on June 1, 2016, state executive branch employees will receive layoff notices. However, the university has no plans to issue furlough or layoff notices on June 1. That said, we constantly will be reevaluating our fiscal options even as we remain confident that the Legislature will meet its constitutional obligation to pass a budget before the new fiscal year begins.

As a reminder, employees who want to contact legislators about the budget (during non-work hours) should not use university equipment. Our legislative team has provided contact information for elected officials at http://alaska.edu/state/legislative-contact-infor/.

We will provide updated information as we know it and please refer to http://alaska.edu/state/ for current news.

Thank you for all you do for the University of Alaska.

______________________________________

Please do not reply directly to this UA Outreach message.
DATE: May 25, 2016

TO: James R. Johnsen, President

FROM: Michael Hostina, General Counsel

RE: Emergency Regulation Revision – Furlough During State Budget Impasse

Attached for your review and approval are proposed revisions to regulations governing furloughs during state budget impasse. The changes are shown in redline and in a final version.

For the following reasons we recommend the revisions be adopted as emergency regulations. As you know, FY17 begins July 1 and the legislature ended its regular session without passing any budget. Although we are hopeful that this will be remedied during the current special session, if a budget is not passed and signed by the governor by July 1, the university will be left without authority to expend receipts and will receive no General Fund money. The proposed revisions would make furlough a potential measured response to a budget impasse by allowing more time for resolution before notice must be given, and by providing for temporary leave without pay rather than termination through layoff.

To avoid confusion that could result from multiple revisions, this proposed emergency revision incorporates three changes that were part of a pending, non-emergency process to revise the regulation. These are indicated in comments. It also incorporates one change to conform regulation to practice, providing that the regional human resources offices will provide notices to employees.

In accordance with Regents Policy 01.03.020 A., in the event that you agree that there is an urgent need for such changes to regulation, you may adopt the regulations as emergency regulations without the need for advance review and comment by the chancellors or governance groups, provided that you then bring the emergency regulation to the attention of the Board of Regents at its next regularly scheduled meeting.

I recommend your approval. If you concur, please indicate by signing below. The changes would be effective upon your signature and incorporation in the Manual of Regulations. Thus your approval should be transmitted to Brandi Berg, Board of Regents Executive Officer, for incorporation in the manual and distribution.

Attachment
President Johnsen  
RE: Emergency Regulation Revision – Furlough During State Budget Impasse  
May 25, 2016  
Page 2 of 2

In accordance with Regents Policy 01.03.020.A, I approve and cause to be promulgated the attached as emergency regulations. These revisions are effective immediately. I further direct that the Board be notified of this action in advance of its next regularly scheduled meeting.

James R. Johnsen, President  

cc:  Brandi Berg, Board of Regents Executive Officer  
Chancellors  
General Counsel
Emergency Revisions to University Regulation 04.07.115
Employee Furlough During State Budget Impasse
May 26, 2016

R04.07.115 Employee Furlough

To address budgetary shortfalls in any unit of the university, employees may be subject to furlough via temporary unpaid leaves of absence or via prospective, temporary reductions in pay and equivalent work hours. Prior to implementation of a furlough plan, other reductions and cost savings, as well as revenue generation, will be considered and implemented as appropriate.

A. Definitions:

1. Furlough: Temporary unpaid leave for a designated period of time, or a prospective, temporary reduction in pay, imposed to meet a budgetary shortfall.

2. Budgetary shortfall: A status of financial health in which projected or actual expenditures are anticipated to exceed revenue.

2.3 State budget impasse: a temporary budgetary shortfall resulting when an appropriation for the University is not passed by the legislature and approved by the governor by May 15, and continuing until a budget is passed.

Except in the case of a state budget impasse, employees may request a reduced contract in lieu of furlough. Requests are subject to approval by the employees’ dean/director and the regional human resources office.

B. A furlough plan may include, but not be limited to, any of the following at the discretion of the university:

1. A specified number of days each pay period, month or year may be designated as furlough days, with no business being conducted on those days.

2. Salaries of exempt employees may be reduced by a specified percentage.

3. Non-exempt employees may have reduced-hour work weeks (for example, work week reduced from 40 hours to 37.5 hours) or reduced contracts (for example, work schedule reduced to less than 10 days per pay period and/or less than 12 months per year).

4. A different number or percentage of furlough days for employees in different pay grades or classifications.

4.5 During a state budget impasse, temporary indeterminate unpaid leaves of absence which must be re-evaluated after 30 days.

Reduction of pay will include reduction of expected effort.

Page 1 of 3
C. All university employees (full or part-time, regular, term or temporary) may be subject to furlough, except as provided:

1. Employees who hold H-1B visas, as defined in 20 CFR 655.731;

2. Graduate/teaching/research assistants, postdoctoral fellows/trainees who do not pay FICA, and other student employees; however, in the case of a state budget impasse such employees may be subject to furlough;

3. Employees on military leave with pay;

4. Employees who perform functions essential to maintain health and safety, as determined by the chancellor or president; and

5. Employees whose compensation is derived 100% from restricted funds; however, in the case of a state budget impasse such employees may be subject to furlough.

D. Employee benefits during a furlough will be affected as follows:

1. Accrual of annual and sick leave will be reduced by a furlough.

2. Holiday pay for benefit-eligible employees will not be reduced for a holiday immediately before or after a furlough day.

3. Health care and life insurance benefits will not be reduced by a furlough. However, health and life insurance may be suspended in the case of an unpaid leave of absence of 30 days or more resulting from a state budget impasse.

4. Pay deductions authorized by an employee during a furlough will not be reduced during a furlough, though voluntary deductions may be altered. The employee remains responsible for making all employee contributions during a furlough period, including health coverage. In the case of a state budget impasse resulting in an unpaid leave of absence, the University may but is not required to withhold unpaid deductions or contributions from pay when the furlough ends.

5. Retirement contributions by both the employee and the University will be reduced by a furlough. Service credit may also be reduced.

E. A furlough plan for unit(s) affected by a budgetary shortfall will be implemented upon recommendation of the chancellor and the vice president for finance and administration, and approval of the president. During a state budget impasse, the president may implement a furlough plan in consultation with the chancellors. The president shall consult with governance prior to approval. Governance may request financial records for any unit affected by furlough.

1. The Statewide Office of Human Resources will distribute notice of the president’s approval of a furlough plan to the regional human resources office and staff governance. The regional human resources office will provide notice to affected employees at least sixty (60) days prior to implementation. The furlough plan

Comment [MPH1]: Previously circulated as a regular revision.
Comment [MPH2]: Change requested by staff governance in response to previous revision.
Comment [MPH3]: Conforms regulation to practice.
will specify the amount or percentage of furlough time and the applicable time period. Advance notice will be reduced to 30 days in the event of a state budget impasse.

2. After a furlough plan has been implemented, the president may establish a review committee established by the president shall to examine ongoing need and efficacy on a quarterly basis.

3. The president may reduce or cancel a furlough plan at any time.

F. Upon notice of a furlough plan, supervisors may schedule furlough days, in consultation with the employee, subject to the operational needs of the department. Furlough schedules shall be approved by the department dean/director and the regional human resources office. In the case of a state budget impasse processes will be adjusted as appropriate and consultation will not be required.

G. Furlough days shall be taken on days that the employee would normally be scheduled to work. Employees may not be directed or permitted to work on furlough days or to work more than 40 hours in the work week in which a furlough day is taken. No employee may use paid leave to offset all or any portion of a furlough.

H. Furlough provisions for employees under collective bargaining agreements will be clarified through Memoranda of Agreement with each bargaining unit.

I. The Chief Human Resources Officer or designee will review any appeals from employees claiming extreme financial hardship under a furlough plan other than a plan during a state budget impasse.

J. The provisions of this section apply only to employee furlough and are not applicable to layoff or any other type of termination of university employment.
R04.07.115 Employee Furlough

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Master Planning Committee  
Report for Staff Council Meeting #272  
May 2016

Brad Krick, Representative; Alternate Not Filled

MPC met on May 19. This was the last regular meeting of the semester. The committee is scheduled to meet once a month in June, July, and August, but the meetings may be cancelled if there are no new agenda items.

Summer Construction:

As previously reported, summer construction will be light. A map of projects from Design & Construction is available online:  
https://www.uaf.edu/files/fs/Construction-Map_2016-AllCampus.pdf

Miller Hill/Yankovich Rd Multi-use Path:

Work on the path is not done. There is slope stabilization needed in some parts of the path. A RFP will go out.

A plan to extend the path down Yankovich was approved by FNSB. There is money for the plan, although not for construction. FNSB will hold open houses as that project gets closer to starting.

Alaska Transportation Alternatives Program:

Donna Garbino (community rep on the MPC and MPO Coordinator for FMATS) shared information about the Alaska Transportation Alternatives Program. This is a process in which eligible entities (including UAF) can request money for alternative transportation projects, although it requires a 20% match. More information is available online:  
http://dot.alaska.gov/stwdplng/atap/
Staff Alliance Compensation Committee
Report for Staff Alliance
June 2016

May 18, 2016

Present: Mike Cox, Brad Krick, Maureen Hunt, John Moore, Monique Musick, Michelle Warrenchuk

Staff Alliance FY17 Comp Motion:

The committee discussed Staff Alliance’s draft motion regarding the proposed FY17 increase. Staff Alliance’s draft motion proposes that any pay increase in FY17 be split as both a step increase and a grid increase (across-the-board). The group voted to endorse Staff Alliance’s motion.

FY18 Motion Discussion:

The committee voted unanimously to approve our FY18 motion and send it to Staff Alliance. Recommend an increase of 2.0%, split as a 1% step increase and a 1% grid increase. The group also noted that Staff Alliance should revisit the proposed increase if the FY17 increase is zeroed out.
University of Alaska Fairbanks

Staff Council

Resolution 2016-272-2

Draft

Resolution of Recognition and Appreciation of Faye Gallant

Whereas, Faye Gallant has served brilliantly as President of the University of Alaska Fairbanks (UAF) Staff Council and chair of the University of Alaska (UA) Staff Alliance for Fiscal Year 2016; and

Whereas, she has also collaborated with faculty, staff, students, and alumni as a representative on the System Governance Council; and

Whereas, she has also provided distinctive and prominent service to staff and administration at the University of Alaska Fairbanks (UAF) as a business analyst in the Office of Management and Budget; and

Whereas, Faye Gallant has been an exceptional asset and example for Staff Council members, as an innovative, dedicated, and value-driven officer; and

Whereas, Faye has been diligent in her review of policies and regulations with the potential to affect UAF staff; now

Therefore, be it resolved, that over the course of the 2016 academic year, Faye Gallant distinguished herself as a staff member, colleague, and leader; and

Be it further resolved, that UAF Staff Council offers its utmost appreciation to Faye Gallant for her service to staff at the University of Alaska Fairbanks; and

Be it further resolved, that Staff Council is supremely thankful to Faye for her work and leadership, and the model she has provided for staff engagement in our university’s shared governance structure.

Be it further resolved, that a copy of this resolution will be sent to Faye Gallant and will be entered in to the official minutes of UAF Staff Council.