

UAF STAFF COUNCIL  
MINUTES #168  
Friday, 17 December 2006  
Wood Center Conference Rooms C-D  
8:45 – 11:00 a.m.

1. 8:45-8:50 CALL TO ORDER AND ROLL CALL

Present

Jenny Barrett  
David Basham  
Cassandra Bauer  
Sonja Bickford  
Mary Pat Boger  
Cheryl Conner  
Michelle Dondanville  
Liam Forbes  
Faith Henry  
Paula Long

David Miller  
Ashley Munro  
\*Nici Murawsky  
Katrina Nelson  
Gary Newman  
\*Barbara Oleson  
Alice Palen  
Dorothy Parkerson  
Holly Royce  
Maya Salganek

Carol Shafford  
Sue Sharpton  
Juella Sparks  
Julie Smith  
Jeff Stepp  
Leah Swasey  
Steve Tate  
\*Pam Twitchell

Absent

Joyce Allen-Luopa (excused absence)  
Jackie-Alleyne McCants

Cathy Glowdowski  
Qwynten Richards

Guests

Steven B. Jones, UAF Chancellor  
Pete Pinney

Tim Stallard  
Sine Anahita

A. Adopt Staff Council #168 Agenda, Wednesday, 22 February 2006

The agenda was approved as amended.

B. Staff Council Minutes #167, Friday, 16 December 2005, were approved as amended.

2. 8:50-9:05 OFFICER REPORTS

A. Maya Salganek, President Staff Council

Staff Council Report: Meeting #168 – February 22, 2006  
President's Report -Submitted by Maya Salganek

**Board of Regents = Retirement**

NORP II (now just being called NORP) has been passed by the BOR... It will not affect current employees. Is there a better option for the general public as opposed to PERS/TERS Tier IV?

**Legislative Update**

Students reported that the Legislature was not looking very supportive of the budget request submitted by the Governor in relation to UA. Misconceptions about the “overpaid, under worked” employees of UA remain in the eyes of many senators. We will need to strongly advocate for the budget request.

### **Employee Tuition Waiver**

Study conducted by Statewide Planning and Budget Development that reviewed the grades earned by UA employees at each MAU, and compared those to general students, and students on various types of tuition waivers. Essentially, UAF led in the number of students on tuition waivers failing classes (18%) from all MAUs, and led by 7% of the average of paying students failing classes (11%) based on grades from fall 2004. UAF also had the lowest withdrawal rate of classes (9%) compared to an average of 11.5% of the other MAUs. However, the classes taken at UAF generally are graded as opposed to non-graded classes which dominate many of the other campuses. Conclusion is that the pass rate at UAF could be higher, but tuition waivers at UAF are largely used for academic courses as opposed to life-long learning classes or recreational classes at other campuses.

Employee tuition waiver report issued from SW Planning & Budget

Development: <http://gov.alaska.edu/staff/projects/2004-tuitionwaiverstats.pdf>

### **Wellness Program**

3000 responses received, about 52% response rate. Not as good as was hoped for. 700 spouses/FIPS enrolled.

Highest areas of concern:

Cardiovascular Disease (85%)

Inactivity (80.5%)

Stress (68.9%)

### **Welcome new Staff Council Members**

Survey assessed that average length of employment at UAF is 4 years, with a previous 4 years here as a student. Many interesting ideas were brought up regarding changes to UAF, and will be taking these results to the Chancellor's Cabinet in March.

#### **B. Jeff Stepp, President-Elect Staff Council**

Jeff Stepp reported to the Council that he served on the Hiring Committee for the statewide Director of Training & Development position. He stated that each candidate was asked what kind of training needs do staff have.

Enrollment Management Task Force Retreat – Jeff Stepp informed Council members that the task force focused on:

- how to improve retention
- raising entrance requirement standards
- financial aid

Health & Wellness Report for Summex – Jeff Stepp informed Council members that the Summex report was sent out to employees. He stated that the report is available online. The Health & Wellness committee has received negative and positive feedback about the Summex report and strategies are being implemented by Summex to address whatever our health issues are.

Jeff Stepp informed the committee that he and Maya were asked to advocate for employees that were recently laid off due to a Facilities Services job merger. Maya Salganek stated that this has brought low morale and lack of confidence. Jeff stated that Staff Council is not union group and is limited in what it can do. All Staff Council can do is facilitate communication and serve as a third party witness. Maya Salganek stated that one recommendation is to propose doing evaluations from the lower level back up and have supervisors evaluated. Maya informed Council members that a survey will be sent out by a graduate student whose academic background is in Human Resources. The survey will look at communication within the organization between

employees and supervisors. Maya stated that she will send a cover letter to attach to the survey when it is ready to distribute by through e-mail by the student.

### 3. PUBLIC COMMENT

Maya Salganek called for public comment.

Tim Stallard a Wood Center employee, reported to the Council about a proposed constitutional amendment that he feels will harm UAF staff and families. After the Council meeting, Tim forwarded the following report:

After a 1998 amendment, the Alaska constitution defines marriage as between one man and one woman. But in a case brought by state employees, the Alaska Supreme Court unanimously decided this past fall that it violates the equal protection clause of our constitution to deny spousal benefits to same-sex couples because they cannot legally marry. So a current resolution (Senate Joint Resolution 20 / House Joint Resolution 32) proposes adding language to Alaska's constitution that all the "rights, benefits, and obligations" of marriage shall be denied to unmarried couples. This resolution is so broadly written that nobody knows what it means or what its effects will be. But the intent is clear. The authors of this Resolution are actively opposing the Supreme Court's finding that our constitutional Equal Protection Clause applies to gay and lesbian Alaskans. While the intent of this resolution is to discriminate against gay and lesbians, it will harm thousands of Alaskan families (most of whom are not gay) and their children whom are not protected by a marriage contract. We are not living in the 1950's any more and family structures are much more complex and varied than they were in the past. A majority of Fortune 500 Companies offer domestic partner benefits to attract the best employees. Companies including: Alaska Airlines, AT&T, BP America, Citigroup, Coca Cola, Eastman Kodak, Ford Motor Company, Home Depot, IBM, Intel, Microsoft, Motorola, and Wells Fargo.

Why would we ban an "industry-best HR practice" in Alaska?

This resolution will be disastrous for the many UAF Staff members who participate in the FIPS program. Many of these couples are not gay.

The cost of the FIPS program is small, less than 2% of benefits program cost.

As an institution, UAF needs to offer these benefits to remain competitive. This resolution would have a chilling affect on the University's ability to attract and retain the best professors, researchers, employees, and students.

The University has offered domestic partner benefits for more than 11 years.

B. Faculty members Pete Pinney and Sine Anahita also shared information with the Council about the Legislature's efforts to modify the state constitution regarding the definition of marriage. Pete Pinney requested that the UAF Staff Council to oppose the passage of Senate Joint Resolution SJR#20 and House Joint Resolution HJR#32.

Comments were made that this legislation will impact enrollment, recruitment and diversity of the campus that we have worked towards within the last eleven years.

### 4. GUEST

A. Stephen B. Jones, Chancellor

Chancellor Jones recapped President Hamilton's speech before the UA's Budget Reality group: A 21-year snapshot -

FY 1986, University state funding was \$167 million, comprising 66 percent of UA's budget  
FY 1999, University state funding was \$167 million, comprising 42 percent of UA's budget

FY 2007, University state funding request is \$291.7 million (Gov. Murkowski proposes \$289.9 million), comprising 39 percent of UA's budget

#### Some Perspective

Comparable Appropriations: Starting in 1986, if the university had enjoyed the nation's average annual increase in state support to public higher education, about 4 percent, our 2007 request would be \$379.7 million. Using this analysis, our own request is under funded by \$88 million.

Comparable Costs: Starting in 1986, if the university had been funded only at the Higher Education Price Index rate of 3.7 percent compounded, the 2007 request would be \$359.4 million. Using this analysis, our own request is under funded by nearly \$68 million.

Put another way, the FY 2007 request, even taking into account the extraordinary increases due to PERS/TRS, utilities and healthcare costs, represents only a 2.67 percent compounded growth – the exact increase of Consumer Price Index (CPI) over the last 21 years.

Let's look at the big picture. In inflation-adjusted 1986 dollars, the 2007 request is not one red cent more than the university received in 1986. That's not investment; it's maintenance.

What have we done with this level of state funding in the last 21 years?

We've drawn more students: Our student body has increased by 3,100 to 32,500. We used to get 40 percent of college-bound high school seniors; we now get 53 percent.

Our campuses are growing: Our gross square footage of facilities and buildings has increased by 1.8 million square feet, to the current 6 million square feet.

We've done more teaching and research: Our faculty has increased by 350 full-time faculty to 1,250. We've graduated more students: Our degrees awarded have increased 60 percent, to 2,950.

How has UA done this with relative flat funding?

UA has been an aggressive cost cutter with performance-based budgeting, efficiency measures, an entrepreneurial spirit, and a can-do attitude.

Our non-general fund revenue from tuition, fees, grants and contracts has increased from FY 1986 at \$85.6 million to FY 2007 projected at \$425.5 million; that's an increase of 400 percent, versus a state general fund increase in nominal dollars of 75 percent.

What about other Western states?

In Nevada the GF contribution by the state has increased 600 percent in the last 20 years; in New Mexico it has increased 300 percent during the same time.

The Chancellor encouraged Council members to personally contact legislators to ask them to support the UAF budget requests.

\*Maya Salganek asked the Chancellor about the KUAC issue (refer to item C. under Unfinished Business).

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#### ACTION

#### 5. UNFINISHED BUSINESS

##### A. PERS Update SB141 – Gary Newman

Maya Salganek stated that this item was to be stricken from the agenda, because it was unclear.

Gary Newman commented that the information was sent to him from Maggie Billington to point out that when you have a retirement plan benefits cannot be taken away from it. Gary stated that maybe Staff Affairs can look into it to get a better understanding, because it is more of an arcane issue. Maya added that the information is unclear as to whether employees or retirees will be affected.

B. Copied from the Board of Regents' February 15-16 meeting Reference 1",

Maya Salganek stated that item B. is President Hamilton's recommendation to the BOR and the action taken by the BOR to pass NORP. Maya requested the Council to read over the information.

C. KUAC issue update, Maya Salganek

\*Maya Salganek asked the Chancellor about the KUAC issue.

The Chancellor described the Task Force findings regarding the KUAC issues. The Chancellor stated that with the Foraker Group's assistance, the task force will readdress the issue. Chancellor Jones stated that he will try to make a decision in about 4 weeks time.

Maya stated that she wanted to bring it to everyone's attention that the BOR passed a policy about staying out of the business of programming changes.

D. Cigarette issue update, Jeff Stepp

Jeff Stepp reported to the Council that the Chancellor tabled the issue after receiving input from all of the Governance groups. Maya Salganek informed Council members that about sixty pages of input was received and reported to the Chancellor. Maya stated that many of the comments focused on the issue of smokers being allowed to smoke in doorways and entry ways around campus and recommend ideas to change this.

E. Tuition Waiver update, Maya Salganek

Maya Salganek informed the Council about the statistical information collected from various MAUs. Maya stated that the report reveals that UAF has the highest failure rate (18% at UAF, 5% at UAA 2% as UAS) compared to the student rate (11%). Maya stated that the report is available in the Staff Alliance 7 February 2006 agenda.

6. BREAK

Maya Salganek called for a ten minute break.

7. NEW BUSINESS

A. Staff Awards

Maya Salganek and Paula Long reminded/updated Council members about the proposed changes to the Chancellor's Staff and Supervisory Recognition awards. Maya encouraged Council members to nominate and to encourage constituents to nominate deserving staff and supervisors for the awards.

The nomination process and deadline dates were announced for the following Awards:

- Chancellor's Staff and Supervisory Recognition Award (March 3-21 April)

- Outstanding Staff Council Achievement (March 3-21 April)
- Staff Make Students Count Award (1-15 March)

Maya Salganek called for volunteers to serve on the committees. The following Council members volunteered to serve:

**Ad Hoc Chancellor's Staff and Supervisory Recognition Award Committee 2006:**

Paula Long, [fnpl@uaf.edu](mailto:fnpl@uaf.edu), 474-6685  
 David Miller, [dmiller@fs.uaf.edu](mailto:dmiller@fs.uaf.edu), 474-2654  
 Jeff Stepp, [jeff.stepp@uaf.edu](mailto:jeff.stepp@uaf.edu), 474-7037

**Outstanding Staff Council Member Committee:**

Gary Newman, [gary@sfos.uaf.edu](mailto:gary@sfos.uaf.edu), 474-1991  
 Barbara Oleson, [nnbao@uaf.edu](mailto:nnbao@uaf.edu), 907-443-8402

**B. Staff Make Students Count**

**Ad Hoc Staff Make Students Count Committee 2006:**

Lillian Anderson-Misel, [fnlaa@uaf.edu](mailto:fnlaa@uaf.edu), 474-5960  
 Katrina Nelson, [rnkln@uaf.edu](mailto:rnkln@uaf.edu), 474-7143  
 Alice Palen, [fnaep@uaf.edu](mailto:fnaep@uaf.edu), 474-7596  
 Carol Shafford, [fncas@uaf.edu](mailto:fncas@uaf.edu), 474-5413

The Council was informed that the deadline to submit nominations is Friday, 15 March 2006.

**INFORMATION**

**8. GOVERNANCE REPORTS**

**A. Paul Layer, President Faculty Senate, Faculty Senate**

Paul Layer reported that the Senate is concerned about the proposal to remove the diversity statement in the new Strategic Plan. Paul Layer informed the Council that the Senate passed a resolution opposing the removal of the statement stated that the Strategic Plan committee made changes.

Grading Policy: Paul Layer informed the Council that the Senate continues working on the question of including +/- grades in GPAs, trying to provide faculty more flexibility in grading, considering re-instating the no-basis grade in committee, and considering making incompletes into F's after a year.

Paul Layer commented that a task force is review admission standards. He informed the Council about a plan to target at-risk students to help them succeed academically.

Research Faculty: Paul Layer informed the Council about the proposed plan to have research faculty represented to the Senate.

NORP: Paul Layer commented that the Senate is concerned about how NORP will impact faculty recruitment.

C. Joe Blanchard, President, ASUAF

A report was not submitted.

9. 10:20-10:40 COMMITTEE REPORTS

A. Staff Affairs, Liam Forbes

The report was attached to the agenda.

B. Rural Affairs, Barbara Oleson

The 12 January and 2 February 2006 reports were attached to the agenda.

C. Elections, Membership and Rules, Leah Swasey and Gary Newman

The report was attached to the agenda. Leah Swasey informed the committee of efforts to set-up a parliamentary procedures training workshop in March.

D. UAF Advocacy, Cheryl Conner and Joe Hayes

The report handed out at the meeting. Maya Salganek read the report.

E. Ad Hoc Chancellor's Recognition Award committee

Maya Salganek stated that this item was discussed earlier in the agenda.

F. Staff Appreciation Day & Carolyn Sampson Memorial Raffle,

Lynette Washington informed the Council about the list of prizes and projects and tasks associated with the event. Lynette reported that the Advocacy committee plans to work on advertising the event. Maya Salganek stated that we are trying to get musicians to entertain at this year's event.

G. Update: Ad Hoc Calendar Committee, Gary Newman

The report was attached to the agenda. Gary Newman reminded Council members about finding the leap day on the calendar. Those who can find it are urged to contact [fystaff@uaf.edu](mailto:fystaff@uaf.edu) and they will be entered in a special drawing at the next Staff Council meeting.

H. Ad Hoc Health and Wellness Committee, Paula Long

Paula Long informed the Council that the committee is crafting a resolution supporting flex time for staff to go to the SRC. Paula stated that many staff members are upset about receiving telephone calls from health coaches, but there has been positive feedback as well.

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Committee Reports if available may be viewed at  
<http://www.uaf.edu/uafgov> and

University News Room Announcements – Please check for Staff Council Announcements at:

<http://www.uaf.edu/news/news.html>

10. 10:40-10:50 EXTERNAL COMMITTEE REPORTS

A. Chancellor's Campus Diversity Action Committee, Qwynten Richards

Maya Salganek updated the Council on the current actions of the committee. She informed the Council that the committee passed a resolution to support keeping the diversity statement in the strategic plan.

B. Governance Coordinating Committee – Maya Salganek

No report attached – the committee next meets Tuesday, 18 April.

C. Master Planning Committee – Gary Newman

Gary Newman informed the Council that the meeting notes are now being posted on the MPC website <http://www.uaf.edu/mastplan>.

D. Master Planning Subcommittee on Circulation and Parking –

No report available. Maya Salganek called for a volunteer to represent staff on the committee, since Annette Chism has stepped down. David Basham volunteered to serve as the staff representative.

E. Strategic Plan Committee: Jackie Alleyne-McCants or Barbara Oleson

Jackie Alleyne-McCants reported that the committee's last meeting was held and that a draft report was submitted to the Chancellor. A subcommittee was created to revamp the document. A copy of the update will be sent out to Council members when available.

11. 10:50-10:55 UAF COMMUNITY ANNOUNCEMENTS & EVENTS

The Council received information about various campus community announcements and events. The McDowell report was released, but will remain in draft form until after the Board of Regent's February meeting and may be revised.

12. 10:55-11:00 STAFF COUNCIL ROUNDTABLE

13. ADJOURN

The meeting was adjourned at 11:05 a.m.

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Tapes of this Staff Council meeting are in the Governance Office, Room 312 Signers' Hall if anyone wishes to listen to the complete tapes.

Submitted by Lynette Washington, Staff Council Secretary