

MINUTES
UAF STAFF COUNCIL MEETING #186
Wednesday, 20 February 2008

8:30-9:30 a.m. New Member Orientation

9:30 – 11:00 a.m. Staff Council meeting
Wood Center Carol Brown Ball Room

Staff Council Audio-Conference Information: 1-800-893-8850

Chair PIN: 8244640 (only the chair or meeting convener uses this number). Participant PIN: 8244236.

1. CALL TO ORDER AND ROLL CALL

PRESENT

Mary Pat Boger
*Julie Carpenter
Dee Daniels
Jill Dewey-Davidson
*Arlott Hall
Brad Havel
Martin Klein
Glyn Komkai
Paul Landen
Jeanne Miller
Gary Newman
Katrina Paul
*Donna Resnick
Ana Richards
Holly Royce

Maria Russell
Juella Sparks
Kayt Sunwood
Kelly Williams
Ginny Tschanz
Pamela Twitchell

ABSENT

Jackie Alleyne-McCants
Nicole Conley
Joanna Cruzan
Steve Estes
Paula Long
Ashley Munro, Excused
*Nici Murawski
Anne Marie Nacke

*Barbara Oleson
Kathy Petersen
Leah Glasscock-Sanders
Carol Shafford, Excused
Jason Stuckey

GUESTS

Ann Ringstad
Anne Sakumoto

OTHER

John Genetti
Naomi Horne
Lynette Washington

- A. The UAF Staff Council #186 Agenda, Wednesday, 20 February 2008 was adopted as submitted.
- B. The Minutes for UAF Staff Council meeting #185, Friday, 14 December 2007 were approved as submitted.

2. OFFICER REPORTS

- A. Kayt Sunwood, President, Staff Council.

Kayt Sunwood thanked the Elections, Membership, and Rules committee members for their efforts towards the fall 2007 even-numbered unit election. Kayt Sunwood commended Juella Sparks for the key role she played working with all three governance groups on the campus childcare issue and the Bunnell House Resolution. Kayt Sunwood updated Council members about the proposed tuition waiver changes related to noncredit courses. Kayt Sunwood reminded Council members that the Staff Affair's committee has worked with the Business Council on this issue for a few years. Kayt Sunwood informed Council members that she, Juella Sparks, and Pam Twitchell will participate in the cookie brigade in Juneau later this month, speaking to Legislators about supporting the UA budget. Kayt Sunwood stated that staff representatives are still working on healthcare issues although we do not have a union we try to

Dismay have input to help make a difference. Kayt Sunwood informed Council members that the McTaggart statewide external review committee report was recently released.

B. Juella Sparks, President-Elect, Staff Council.

Juella Sparks updated Council members about the Human Resource redesign committee efforts. Juella stated concerns about how long the redesign is taking and not enough information being available about the redesign process. Juella Sparks stated that one recommendation of the external review committee was that the redesign should be the business of UAF Human Resources and not statewide Human Resources. Juella Sparks stated that the Chancellor has put forth about \$24,000 in support of the Bunnell House. Juella Sparks informed Council members that she requested the Chancellor to put together a task force on child care.

Staff Council Blog URL: <http://staffcouncil4uaf.blogspot.com>

Staff Council Library blogspot: <http://staffcouncillibrary.blogspot.com/>

University Relation's Events Calendar: <http://www.uaf.edu/events/>

3. GOVERNANCE REPORTS

A. Jon Genetti, President, Faculty Senate.

Jon Genetti updated Council members about the progress of the MacTaggart/Rogers report. Jon Genetti stated that it started out as the overall feeling that specific things to MAUs and what they are doing should be run and controlled by the MAUs; and things that statewide should be doing are those that are common across all of the MAUs. Jon Genetti stated that he is familiar with the UAIT takeover by OIT; now for instance we have statewide in charge of running computer labs here on the UAF campus -- that should be something that is run by a UAF person on the local campus itself. That is where the philosophy came from the report, and then it had to be broken down into specific recommendations. I don't think that the MacTaggart report, the consultants or anybody on the advisory committee wanted to say that we thought that the Human Resources redesign was terrible or bad or needed to go away; just that there needed to be clearer lines of what should be run and taken care via UAF and what should be handled by statewide. We will continue to pound on our end that, that is the philosophy and that is what should happen.

Jon Genetti reported that the Faculty Senate will continue to support the Bunnell House efforts to improve childcare on campus. One of the recommendations that the task force should negotiate for and also the union should negotiate for as an employee benefit is better childcare. Jon stated that what happens in the union contract usually gets implemented across the campus.

Jon Genetti stated that increased Admission standards will go into place this fall for students entering Baccalaureate programs. Students that were admitted last year into a Baccalaureate program and this fall that do not meet the standards might get a letter stating that you are going to be a pre-major in this different classification. It is important for us to have a unified voice staff, faculty and students as well. The reason why we did this is when you look at the category of students that fall into the category where they do not meet these increased admission standards, when you look at the six-year graduation rates, it is under ten percent. These students do not succeed and most of them are gone within a year or two within the current scheme, so what we are doing is trying to identify that group of students and try something different to improve things.

Jon Genetti highlighted information about employees hired after 7/1/06, stating that their choices are either the new PERS defined contribution or the ORP3 Plan. If you entered PERS after 7/1/06, the standards are much higher to qualify for medical benefits under the PERS defined contribution. More

importantly you have to retire directly from this job, you can't leave the job, go some place else, and then retire ten years later, and get the healthcare benefit. Jon reported that about eighty percent of new employees are opting for ORP3 versus going into PERS. That means that we are getting a larger segment of employees that are getting a retirement plan that really has no healthcare benefit built into it.

Paul Landen asked if there has been any discussion about coordination of people who go between PERS and TRS, because right now if you switch from a faculty position to a staff position or vice versa you have to have two completely separate accounts, at two totally different levels, that cannot interact, and you lose everything that you've done before. Jon replied they are not going to retroactively change anything as far as I can tell. Right now any staff member or faculty member or administrator can select the ORP3 Plan, and move between positions, it doesn't really matter. The down side to that is, is that it is not as good of a pension plan as any of the others that you could have entered.

Jon Genetti stated that what they are looking at is through the VIVA code of the IRS, it allows them to make contributions into what would be a healthcare spending account. At retirement you can withdraw money from that account and as long as you spend it on healthcare costs it is tax free. It is an interesting thing to come up with. It doesn't appear that statewide is driven by wanting to do the best thing for employees, but it is driven by a few university studies. The University of Michigan saw an average retirement age of sixty-two and they had a very good healthcare plan. The University of Minnesota had an average retirement age of sixty-seven and it had no healthcare and retirement plans. Other studies show those faculties tend to delay retirement one to three years if they don't have healthcare benefits. Jon Genetti stated that you can see right away if you are responsible for paying all of these salaries that you would rather hire a new person, rather than have someone in their last couple of years, that is probably making a higher salary.

Jon Genetti stated that the EMERTI Retirement Health Solutions is a company that is similar to TIAA-CREF, they support higher learning institutions, and they've got approximately 50 plus members right now. The one thing that they do is provide a group capability for buying Medicare supplemental insurance at retirement. That means if they put this VIVA Program in place that means that we would be eligible to go into that as a group policy as opposed to having to go out as an individual to buy a Medicare supplement. The VIVA Program requires that the employer put in a fixed amount of money for each employee. It is not based on salary, because your healthcare cost should be independent of salary, there might be a mandatory employee contribution fee from \$500 to \$1,000 each year.

B. Jake Hamburg, President, ASUAF.

No report submitted.

4. GUEST

A. Anne Sakumoto, Director/Staff Training and Development

Anne Sakumoto welcomed new members to the UAF Staff Council and commented on the importance of the leadership role that Staff Council/Governance provides for staff. Anne Sakumoto updated Council members about the SkillSoft Program's 3-month pilot program that was initially launched during the Fall of 2007. Anne Sakumoto shared statistical information about the number of employees that participated in the pilot program. Anne Sakumoto announced that the University has entered into a contract with SkillSoft to continue the availability of e-learning courses for all UA employees for a 12-month period. Anne Sakumoto stated that this decision was based upon the very positive employee feedback collected from an employee evaluation/survey of the program. Anne Sakumoto encouraged Council members to let fellow employees know about the availability of the program. Gary Newman asked what the total cost is

for the package that we are going to be doing. Ann Sakumoto stated that the total cost for the package was \$53,900, approximately \$7 per employee per year.

5. PUBLIC COMMENT

A. Ann Ringstad, Associate Vice Chancellor, University Relations

Anne Ringstad updated Council members about recent budget issues and the upcoming cookie brigade in Juneau. Anne Ringstad encouraged Council members to contact Legislators by letter asking support for the UA Budget requests. She informed Council members that the Governors' budget does not recognize employee step increases. Ann Ringstad provided by handout, the FY09 Operating Budget Request Summary.

ACTION

6. UNFINISHED BUSINESSES

A. Discuss motion to certify Units 2 and 4 Election Results

Kayt Sunwood asked Mary Pat Boger, Chair, Election, Membership, and Rules to discuss the motion. After a brief discussion, Kayt Sunwood called for the motion. The motion was passed unanimously.

The UAF Staff Council passed the following motion at its Friday, 20 February 2008 Staff Council meeting #186.

MOTION (PASSED UNANIMOUSLY)

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The UAF Staff Council moves to approve the Even-Numbered unit election results for Units 2 and 4.

RATIONALE: The Elections, Membership, and Rules committee would like the Council to approve the Even-Numbered unit election results for those units that were re-balloted during January of 2008.

Effective: Immediately

Whereas, elections were held for Units 2 and 4 Staff Council Representatives and Alternates during the month of January and counted at a meeting of the Election Membership and Rules Committee on Thursday, 24 January and Wednesday, 6 February 2008; and

Whereas, the election results indicate that the following staff are elected to the following units according to this report of the Election Membership and Rules Committee;

Therefore Be It Resolved, that the UAF Staff Council accepts the election report of the Election, Membership, and Rules Committee and certifies the election of Even-Numbered Unit Representatives and Alternates beginning their two-year terms February 20, 2008.

Unit 2 CES/CRCO

Ashley Munro, Rep

Katrina Paul, Rep

Holly Royce, Rep

Donna Resnick, Rep

Arlot Hall, Alt

Unit 4 Institute of Arctic Biology (IAB)

Sharon Corbett, Alt
Jennifer Miller, Rep
Maria Russell, Rep
Jason Stuckey, Alt

- B. Open discussion for the proposed Staff Council Retreat to be held during the Friday, March 28, Staff Council #187 meeting.

Kayt Sunwood called for discussion about having a Council retreat. After a brief discussion the Council members agreed to hold the retreat after the abbreviated Staff Council #187 meeting scheduled on Friday, 28 March. Council members agreed to expand the meeting time from 8:45 a.m. to Noon. Juella Sparks will lead the retreat meeting as Kayt Sunwood will not be available on that date.

INFORMATION

7. NEW BUSINESS

- A. Discuss opening and closing deadlines for the following Awards – Lynette Washington

Lynette Washington informed Council members about proposed timelines of each award and stated that an announcement would be sent out to all staff about each award's criteria and guidelines.

- Chancellor's Staff and Supervisory Recognition Awards 2008.
- Staff Make Students Count Award 2008.
- Outstanding Staff Council Recognition Award 2008.
- Staff Make Students Count Award 2008, Web link access:
<http://gov.alaska.edu/Staff/studentscount/> .

- B. Discuss Council member's participation in the Office of Development employee giving campaign to be launched in March by distributing donation envelopes/giving forms to staff.

Lynette Washington reminded Council members about contributing and encouraging employees to continue giving to the Carolyn Sampson Memorial UA Foundation funded scholarship. Lynette Washington stated that the Office of Development launches its annual giving campaign in March and that Naomi Horne intends to come to our next Council meeting to give more information about the giving campaign.

- C. Discuss changes to Employee Tuition Benefits R04.06.010.

Kayt Sunwood stated that the employee tuition benefits information was attached to the agenda and discussed earlier in the agenda.

- D. Discuss memo from Michael Hostina, Associate General Counsel.

The February 1, memo sent from Michael Hostina was attached to the agenda. Council members were reminded that by law, University employees may not use or permit the use of email or other University property or resources for partisan political purposes.

8. COMMITTEE REPORTS

Kayt Sunwood stated that committee reports that were submitted were attached to the agenda.

A. Staff Affairs, Julie Carpenter.

Julie Carpenter reported that the committee did not meet in January of 2008. Julie Carpenter informed Council members that the next meeting is scheduled Wednesday, 27 February.

B. Rural Affairs, Barbara Oleson, Rural Affairs

The Rural Affairs' committee Minutes were linked to the agenda at:
<http://www.uaf.edu/uafgov/staff/staffcom/rural/> .

C. Elections, Membership, and Rules, Mary Pat Boger.

The Committee business was handled under unfinished business earlier on the agenda.

D. Advocacy Committee, Maria Russell.

A committee report was not available.

Committee Chairs: If available please forward your reports to fystaff@uaf.edu and post reports on the Governance web site - <http://www.uaf.edu/uafgov/staffcouncil.html>

9. EXTERNAL COMMITTEE REPORTS (if available)

Kayt Sunwood stated that available reports were sent out to Council members. Kayt Sunwood stated that Council members and other staff members serve on a number of external committees that we have a seat on because of serving on the Council.

Katrina Paul stated that she did not know about the Joint Committee on Student Success; she asked if there is a way that we can get a list of all the external committees that are seeking staff representation, the committee membership, the chairs, and when their terms expire. Kayt Sunwood asked Lynette Washington could she get that out to people. Lynette Washington stated that she could give the information about the external committees that are already reported on the agenda. Kayt stated that we would work on getting the information on all of the committees, because it is important to have staff representation on these committees to find out what is going on at this University. Katrina Paul volunteered to help with the committee task.

A. Master Planning Committee (MPC) – Gary Newman.

For more information access the MPC Web site for the purpose of the MPC and its subcommittee the MPC Subcommittee on Circulation and Parking (SCP) access the URL at:
<http://www.uaf.edu/mastplan/membership.html> .

Gary Newman provided information about the MPC as an addition to the agenda via e-mail. Gary Newman reported that a revision/update to the UAF Master Plan is now out for public comment. Gary Newman reported that of most significance is a new sustainability goal, available at www.uaf.edu/mastplan/2002.

Katrina Paul stated that Gary Newman was just re-upped on MPC and that she doesn't recall us re-upping him.

B. Subcommittee on Parking and Circulation (SCP) Committee Report – Katrina Paul.

Katrina Paul stated that her term expired in May of 2007 on the MPC's Subcommittee on Circulation and Parking and that she is still interested in serving on the committee. Martin Klein stated that the Subcommittee on Circulation and Parking committee's job is to look at long-term parking issues on campus and that it is not bogged down with daily parking issues. Martin Klein stated that the Master Planning Committee is in the process of appointing a chair to the Subcommittee on Circulation and Parking. He encouraged interested Council members to contact Rich Boone if interested in serving.

C. Governance Coordinating Committee (GCC) – Juella Sparks.

No report available.

D. Chancellor's Campus Diversity Action Committee (CCDAC) – Juella Sparks.

Kayt Sunwood stated that the Chancellor's Campus Diversity and Action group needs two staff members to serve. Kayt stated that she is on the committee because of her job and that Juella Sparks is on it because she reports to the GCC about the CCDAC. Juella Sparks stated that you do not need to be a Council member to serve on the committee. Kayt Sunwood asked Council members to contact her if interested in serving on the committee.

E. TAB Committee Report – Gary Newman, for more details about the TAB committee access URL: <http://www.alaska.edu/uaf/tab/index.xml>.

Gary Newman provided the TAB report about the Spring 2008 proposal deadlines as an addition to the agenda via e-mail. The proposal time is available at: <http://www.alaska.edu/uaf/tab/timeline.xml>

F. Provost Budget and Planning Committee - Gary Newman.

No report available.

10. ROUND TABLE DISCUSSION

The round table discussion is off the record.

11. ADJOURN

The meeting was adjourned at 11:27 a.m.

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

For More information contact the UAF Staff Council Governance Office

www.uaf.edu/uafgov/staffcouncil.html

474-7056 Room 312 Signers Hall, PO Box 977500

Note: this is the correct/current UAF Governance Web link: www.uaf.edu/uafgov/staffcouncil.html

News Room – Check for Staff Council Announcements at: <http://www.uaf.edu/news/news.html> .