

To: UAF Staff Council

From: Brad Havel, Interim EMR Committee Chair

Re: Meeting Notes, 04/06/2009, 04/07/2009, 04/15/2009

Date: 04/20/2009

Attending: Mary Sue, Gary, Walker, Holly, Brad

Excused: Katrina

The meeting on 4/6 was primarily spent reviewing feedback from the initial discussions on the draft constitution during SC meeting #196 and ramping up some of the pieces necessary for the bylaws revisions.

Electronic voting was brought up. More will be followed up post SC #197 when this is brought to the table with regards to the proposed bylaws updates.

Reviewed and discussed the idea of a president-emeritus position to be added as an officer position.

Also reviewed who on EMR may be willing to run for president-elect this May. Three people did not express interest (Holly, Gary, Brad) and will be the president-elect verification sub-committee during the process.

A majority of the EMR members met on 4/7 and 4/15 to work on bylaws revisions. First reading of the proposed amendments to the bylaws will be ready for the 4/22 SC #197 meeting.

Rural Affairs Committee Meeting Minutes of April 9, 2009

Present: Ashley Munro, Crystal Wilson, Holly Royce, Bryan Uher, Susie Baird, Jennifer Elhard, Jen Stutesman, Travis Brinzow, Juella Sparks, Marianne Freelong, Jennifer Youngberg, Becky Walker, Byrd Norton, and Liz Recchia

Excused: Colleen Abrams

1. Call to Order – Liz called the meeting to order at 9:30 am
2. Staff Recognition Award-- Ashley reported that they received three good nominations but that two of those packets were not complete. The candidate they chose for the award was Barb Nelson. Susie wondered if they received a packet for Agnes McIntyre but Ashley said they had not. Juella suggested that Ashley check with Nichole to make sure no applications were submitted to the Staff Council Office. Holly said that she was still collecting money from directors. All directors had paid except for the director from the Kuskokwim Campus. Susie said she would speak with their director.
3. Discuss Theme(s) for Committee to Focus on this Year
 - a. Cost of Living Differential--Liz introduced Jeannine Senechal, Director of Compensation, to discuss the cost of living differential since members had questions on the subject. Jeannine reported that the university and state geographic differentials are the same. Jennifer Elhard asked what could be done to get the university to look into the cost of living differential. Jeannine said that it's unlikely the university will raise their cost of living higher than what the state has it set at. To take action, she suggested sending a letter to Beth Behner, the Director of Human Resources. In that letter, explain why we want the cost of living differential looked into and if some consideration would be given to this matter. Jeannine stated that it was highly unlikely anything would happen this year but next year something might be done. Susie suggested contacting our legislators, which Jeannine encouraged. Juella Sparks added that the cost of living differential is tied to the state and affected by union employees. She suggested contacting ASEA (the Alaska State Employees Association) and seeing what it would take to get them involved and talking about this subject on our behalf. After Jeannine hung up, the committee continued to discuss this issue. Juella suggested we draft a letter to President Hamilton on the topic. Susie made a motion encouraging the committee to work on the letter. Marianne seconded it and the motion passed. Before composing the letter, the committee decided to gather hard numbers to back up the arguments and to contact ASEA. Susie offered to get hard numbers and will send them to Juella and Liz. Juella and Liz will work on putting together a letter. Marianne offered to get contact information for ASEA and the letter that is drafted will be sent to them.

- b. Consistent Annual Training in Current Field--Jennifer Youngberg reported that she is meeting with Anne Sakumoto to work on develop training for job families. If anyone wanted to help, let Anne know. Anne and Jennifer were hoping to find people in specific job families to recommend the training they think is needed for the job. Members of the committee were interested in helping but were unsure of the different job families and asked for a list to be provided. Juella asked the committee for feedback on Skillsoft. The members reported hearing good things from coworkers.
 - c. Creating a Strong Rural Voice within UAF--Marianne reported that she was working on the letters and will get something together soon. Juella commented that the Diversity Action Committee, which she is part of, discussed how to involve more rural representation. The Diversity Action Committee discussed having a rural student rep on their committee and Juella wanted to know how the Rural Affairs Committee felt about it. The committee was in favor and thought it was an important seat to have. Juella asked that the rural affairs members in support send her an email stating so and she would bring it up at the next Diversity Action Committee meeting.
 - d. Special Topics Workshops for Staff--Liz reported that she was working with Martin Miller but so far they hadn't been able to schedule a distance delivery training session for staff. She will try to connect with him and see if they can schedule something in May.
- 4. E-Learning--Liz reported that there was a Skillsoft training session scheduled for Friday, April 10 from 9:30-10:30am. Most interested committee members weren't going to be able to make it because the chancellor was hosting a forum at 9am on Friday. They wished to be kept informed on other demo dates.
- 5. Other--
 - i. Juella asked if anyone had seen the new health care rates. Most had not but she reported they are pretty steep for some people and she had already received some angry phone calls. One of the complaints was that health care rates are increasing and there is no step increase. That is false information. People are still getting their step, it's just combined with their cost of living. However, if people are very dissatisfied, she said to encourage those people to contact Jeannine Senechal.
- 6. Next Meeting: Liz is going to send out a Doodle and see what works best for everyone. Please be on the lookout for that.
- 7. Adjournment--The meeting was adjourned at 10:27am.

Staff Affairs Committee
Meeting Minutes
March 25, 2009
2:00 – 3:00 pm

Roll Call - Present: Mary Sue Dates, Heather Leavengood, Debra Hao, Jenny Day, Julie Carpenter, Martin Klein, Marianne Freelong, and Linda LaSota (substituting for Jennifer Elhard)

Excused: Juella Sparks, Carol Shafford

I. Approval of Agenda

- a. The meeting was called to order at 2:10 p.m. The Agenda was approved.

II Pending Issues – Open Forum:

- b. **Staff Compensation:** Linda LaSota, who is on the Compensation Task Force, stated that responses concerning the recommendations draft need to be submitted this week and provided the name, Jeannine Senechal, and e-mail address, fnj9@alaska.edu, for the chair of that committee. At this time, it is not clear whether a final draft will be issued from the Compensation Task Force to the Staff Council for comments. Mary Sue Dates will send an email requesting that the final draft be distributed to Staff Council before it is presented to the Business Council. The general consensus is to distribute the current draft of recommendations to as many people as possible, and send opinions, concerns and suggestions to the Task Force as soon as possible. Martin Klein explained that Juella Sparks has been fighting hard to get this information out to the staff and has refused to agree to anything until UAF staff has had the opportunity to voice their opinion and concerns. The following concerns have been voiced:
 - i. How will UAF be able to enforce supervisors to evaluate their employees?
 - ii. How will evaluations be monitored so that it is a fair process for all?
 - iii. Why should compensation for doing “my” job depend on a supervisor doing theirs “evaluations”?
 - iv. What about those employees whose supervisors are out in the field a good portion of the time?
 - v. How can employees feel comfortable in getting an objective evaluation when budget will come into play?
- c. **Child Care vs. Tuition Waiver:** Staff has expressed a concern that it may be required to choose between providing affordable child care for their children or advancing their education. This topic was brought up only once during a UAF Staff Council meeting. It was brought to staff attention so consideration and thought could be put into it before any decisions were made. This is ONLY to make the staff aware of different conversations being held.
- d. **Grievance Procedures:**
 - i. Where can staff go when difficulty arises over their treatment at UAF?: This is not clear. Too many people usually give up and quit before they can get all the answers they need. Martin Klein expressed this issue should be resolved once the Staff Handbook

Directory is on-line. Kris Racina is on board with getting this issue resolved. She has assigned student workers to begin the process of getting the handbook online.

- ii. Can we get clearer guidelines on grievance procedures?: Juella has been working to get a mediation program established. Mary Sue will contact her to find out the status of the program. The goal of this program is to address issues before they become termination issues.

Adjourned: 3:00 pm

TO: UAF Staff Council

From: Brad Havel

Date: April 20, 2009

RE: Technology Advisory Board (TAB) report

The Technology Advisory Board met on 3/21 to distribute \$168,800 in funds for the Spring 2009 semester. Of these there were 24 proposals submitted totaling \$222,775. 18 proposals were funded partially or outright with \$147,705. The remaining 6 were held for additional information from the proposers (an additional two weeks were granted to address TAB questions that were passed back in regards to the proposal). Final determination on these last 6 proposals will occur on 4/22 and we will distribute the remaining funds if the remaining proposal questions are answered.

There was quite a range of proposal topics and technology requested, including GPS units for checkout at the library, an upgrade to a scanning electron microscope, digital reporting pens, and some much needed Davis Concert Hall equipment upgrades. Some proposals were mundane uses of technology while others were definitely pushing the bleeding edge of their use.