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MINUTES

UAF STAFF COUNCIL MEETING #200
Wednesday, 9 September, 2009
8:45-11:00 a.m.
Wood Center Carol Brown Ballroom

1. CALL TO ORDER AND ROLL CALL

PRESENT

Elizabeth Guthier
Susan Baird
Barbara Paskvan
Kathy Petersen
Sharon Corbett
Travis Brinzow
Nici Murawsky
Mary Sue Dates
Ashley Munro
Katrina Paul
Donna Resnick
Kayt Sunwood
Pips Veazey
Ann Hovde
Marianne Freelong
Deb Hao
Carol Shafford

Walker Wheeler

ABSENT

Holly Royce
Jill Dewey-Davidson
Julie Carpenter
Jenny Day

EXCUSED ABSENCE

Bryan Uher
Gary Newman
Heather Leavengood
Brad Havel

OFFICERS PRESENT

Maria Russell, President-Elect
Martin Klein, President
Juella Sparks, Past President

GUEST

Brian Rogers, UAF Chancellor
Joe Paskvan, Senator

Dana Thomas, Vice Provost & Accreditation
Liaison Office
Joey M Bays, Communications
Carla Browning, Internal Communications
Manager
Mike Davis, Associate Professor

- A. Adopt Staff Council Agenda #200, Wednesday, 9 September 2009

Agenda adopted as amended.

- B. Approve Staff Council Minutes #198, Tuesday, 12 May 2009

Minutes approved as amended.

2. OFFICER REPORTS

- A. Martin Klein, President, Staff Council (attachment 200/1)

The president's report is attached, listed are few items including Staff Compensation, new grid changes and salary adjustment on FY11. Do we feel that we need to make a statement to the Board of Regents about the proposed percentage? The understanding of the flat grid is also an issue to discuss, what it means etc, it is to come out in June. The MacTaggart report is out, it is well worth reading. Martin thinks that it's going to be the direction the Chancellor is heading the next couple years. The rest of the president's report is a list of meeting that was attended and items touched on. The paperless timesheet system is coming and gaining priority, the transition is estimated to occur in the next few years. The first reading of the Emeritus status in the Bylaws and Constitution needs to be approved. Following will be a second reading and full Council vote with a final Chancellor's approval to amend the changes.

- B. Maria Russell, President-Elect, Staff Council (attachment 200/2)

Maria noted that the handout for the grid changes are available online and address the flux increase there is two changes addressed the one percent grid which will occur in June instead in January 3. This means that your rate of pay will stay the same or go up as much as 30 cents. The later in the fiscal year the cheaper it is for the MAU's. There is going to be 55 new steps in the pay grade. The FY11 grid increase is being proposed at 3% historically we have all received the step increase; the threat is that the C.O.L.A. increase will go away and financially we could not receive the funding from the legislature. Martin added that Maria Russell is the Chair of Staff Alliance not Maria Gilbert as stated in the presidents report. Maria also mentioned that she will be on the search committee for the new UAF President and will keep you posted as she knows more. Maria and Martin will be attending to the Board of Regents meeting in October.

3. GOVERNANCE REPORTS

- A. Cathy Cahill, President, Faculty Senate

Cathy Cahill introduced herself and noted it will be a busy year. Some key items this year are the Academic master plan which will give guidance on how to determine MAU program placement. A research advisory committee will be formed to determine where the university should be heading in regards to research. The accreditation review is also coming up. The academic calendar has some conflict with summer sessions. This has caused a shortening of 6 week sessions to 5 week sessions and faculty feel that this is not acceptable. Overall Cathy said that she wants to continue a strong relationship with Staff Council and she is delighted Maria is the Staff

Alliance Chair and appreciates the power shift that UAF has under statewide. If you have more questions about please contact Cathy or Jon.

B. Adrian Triebel, President, ASUAF

Adrian reiterated that UAF representation is a strong influence within statewide and he feels that is to UAF's advantage. ASUAF have been working on summer senate, discussed bylaw changes and planned for some spaghetti feeds and blood drives. Club council meetings are coming around and the Senate met with Brian Rogers and made some minor changes to the siren fee which falls under the student sustainability fee. ASUAF will also be going to September 24-25 Board of Regents meeting to talk about lobbying for a student wage increase. The Alaska achievers incentive program, met with some sub contractors to help tackle the student saver program. Contact Adrian Triebel for more about the Alaska achievers incentive program.

4. GUEST(S)

A. Brian Rogers, UAF Chancellor

Chancellor Rogers noted that the enrollment numbers are up, and numbers will continue to bounce around its up 7.5% compared to a year ago. UAF is also just barely ahead for student credit hours, overall though the numbers are good. At the Board of Regents meeting this month the technology building site funding is to be evaluated. The location of the site has changed and will save a million dollars in construction. Also at the Board of Regents meeting there will be a first view of the operational and capital budget. There are not many changes except for Marine Advisory program. The top priority continues to be deferred maintenance UAF need 50 million just to stay even.

The Life Sciences building is another top priority, there is 87 million requested. UAF is looking for state funding for the energy facility the other half will come from private funds. There is a fairly lengthy list of new requests but the President should be presenting a short capital budget this year.

On an academic year there is only one Board of Regents meeting for Fairbanks. The Chancellor is advocating for the February meeting in Fairbanks. An active item within the budget is the money requested from the legislature for employee contributions such as grid increases, coverage for health increase and C.O.L.A increase. The request is a non-representative pay increases at 3% that may not be across the board. The Chancellor advocated that it be spread as a fixed dollar amount to all employees that covers the increase cost of healthcare and an increase across the board. The 3% is less than the prior years, cost of living has gone down and the budget is only funding 60% by the state while of the other 40% is allocated funds. The Chancellor didn't think that legislature would take it well. The 3% is reasonable considering the average CPI is 2.7% and we are in range of that.

The MacTaggart report is on the agenda later and he has some good ideas. Within the Chancellor's Cabinet they are looking at reducing a Vice Chancellor position and coming up with a process to reduce upper administration, this should be determined at the end of the month. Convocation is next week the theme will be sustainability. There have been questions about the mediation program; there is some in house training is available. He's looking for more information from Employee Assistance Program. Next month there is a Senate Finance meeting scheduled for Oct 14-15 at the Globe room. The Family Friendly Task Force is requesting a

parent teacher's conference flexibility option for employees. The Chancellor also notes that staff can enroll for classes and he highly encourages it.

Finally, Martin requested that there was research needed to be done with soft closure and what the effects are. Chancellor Rogers will report on it next month.

Maria asked about the transition for Google. The initial plan for OIT is to transition to google by Christmas or Thanksgiving they are looking at the issue during next Monday cabinet. There are many features that Google holds and UAF saves 45 thousand dollars a year.

Mary Sue Dates notes that Google calendar display multiple duplications for meetings. OIT said there is no way around this at this time. Walker mentioned that there is a way to fix this. OIT is in the process of creating training programs for the Google change.

B. Joe Paskvan, Senator

Senator Paskvan introduces himself he is the Senator for Fairbanks and Fort Wainwright. He appreciates the opportunity to speak to Council today. He briefly touches on his family history with UAF. He noted that his staffs are also previously active UAF staff and students. The most negative issue that needs to be overcome in the legislature is the UAF banner accounting system. What that means is that the members on the Senate Finance committee are not comfortable with the financial aspect of the University. In mid October the Senate Finance Committee will be at the University to address this issue. It's important that you understand the source of friction within the legislature. It is essential to explain to the committee why banner is used and how effective it is as a system. Two to three weeks ago the Department of Transportation met to put together new budget numbers. The governors' budget will be released mid December. In order to have the universities budget and priorities reflected in the budget the university's work on the budget needs to be completed now so the governors' budget can evaluate it. To have the budget included in the governor's budget is a baseline is essential for the legislature to look at the university budget objectively.

Senator Paskvan noted that enrollment is up 8.5%, make sure that you have statistics and be prepared to discuss these items to the legislature. In order to be effective in Juneau and with the legislature UAF and all representatives are all on the same page so all the messages are the same when speaking to the legislature.

As the state of Alaska looks at the higher prices of oil, 15 billion barrels have come out of the Transalaska pipeline. We are now in a mature field, where education is necessary when oil decline is eminent. There is going to be less money to spread around so it is important to keep the university vibrant. Turning more toward personal issues for Alaska—pers/ters issue in favor of returned to the defined benefits system. The increase cost, is about 15 million dollars but the increase within the 15 million dollars is an increase of one half of one percent. The increase cost is solely attributable for retirement and insurance. Senator Paskvan is in favor of spending the 15 million to recruit new employees and improve the economy. Also the Life Sciences building he feels it is an important necessity for interior Alaska and the research community. By improving our higher education we can make Fairbanks a more economic place to live. He understands staff supplements are essential to the university and it should function on the highest level with the highest product and contribution. Please feel free to contact him if you have any concerns or questions about the legislature and Alaska's needs. He can be contacted at Sen.Joe.Paskvan@legis.state.ak.us. Mike Davis called in and said thank you to Senator Paskvan.

Martin asked when it is most appropriate to approach the legislature. Senator Paskvan commented it would be best by email, phone and in the October Finance meeting, the time to act is now.

C. Dana Thomas, Vice Provost & Accreditation Liaison Officer (attachment 200/3-4)

Dana can to Council to talk about the new accreditation process. The quality review process approves credit transfers, funding and financial aid. Traditionally there is a 10 year evaluation system and UAF is accredited. The review process has changed significantly to a 7 year cycle, with continuous reporting. UAF has two years to complete the seven year cycle. UAA piloted the process in two years so UAA is being watched as an example. Statistics are being developed within UAF's resources and capacity in order to demonstrate if UAF students are learning something. The first step in accreditation process is core themes. The Provost and Provost Council have proposed themes at this time. See handout for themes. Dana is requesting input on the current themes. A survey is on the powerpoint sheet and closes Oct 15. These themes will lead to accountability and funding functionality. Eventual bench marks need to be established from the accreditation review. You can view more on the process at www.uaf.edu/accreditation.

5. PUBLIC COMMENT

Carla Browning thanked Council for the chance to speak. Carla noted that she works in Marketing and Communications in the Wells Fargo building. Carla came to update Council on internal communications at UAF. Marketing and Communications took over the staff-l list serve this last year and now has an archive for the staff -l, this is also used to avoid inbox fatigue. Marketing and Communications has a site called www.uaf.edu/alert which has an RSS field to post campus closures, weather, volcano, travel. UAF Alert-L has recently been created so if you receive them in your email please read them. The police department has also added a twitter site for community policing information. Carla encourages people to submit and use the Cornerstone. The Grapevine site is also a good site to deflate rumors you can see them at www.uaf.edu/grapevine. There is also the faculty l list serve, uafnews-l and uanews-l. The Regent Recap is also a good form of communication.

Juella Sparks reminds the council of the annual report to the chancellor and to be aware that these issues are still current. Non-retention is still a concern and should be watched. Another item is the 3% grid increase. Don't be fooled by administration's tying it to the current CPI. They want to do so this year but they didn't want to last year when the CPI was 4.6 or 4.8%. We have lost our guaranteed step increase and now only receive grid adjustments. Don't forget that. With this 3% you essentially lose either your step amount or cost of living adjustment. Let your constituents know about this and how you feel. Juella feels the 3% is unacceptable and stated that staff is the easy target to solve their budget woes. Juella will likely be using the public testimony to talk to Staff Council in the future.

Kayt Sunwood spoke for the Gay Straight Alliance. They are campaigning at the next Board of Regents meeting. This will include Alaska Gay and Lesbian Association (AGLA) members advocating for the equal health benefits in equal union relationships. They are also putting in place "a safe place" for an anti-bully campaign.

8. BREAK

INFORMATION

6. COMMITTEE REPORTS

A. Staff Affairs, Mary Sue Dates (attachment 200/5)

Please see attachments for details. Mary Sue Dates noted that C.O.L.A. might have gone down but the healthcare premiums are going up. Staff Affairs also wanted to know if there was a way to get 8317, 3% meanings out to staff, there is not currently documents available. Martin and Maria will get a staff a cheat sheet for more through comprehensive understanding on the health insurance issue. Maria motions to direct Juella to work with Martin and Maria to put out a short about the staff compensation changes. Specifically, an information piece with contact information and statistical breakdown of the percentage increase. All in favor.

B. Rural Affairs, Liz Guthier

Have not met yet.

C. Elections, Membership, and Rules, Katrina Paul (attachment 200/6)

This committee has not met yet. Please see attached report.

D. Advocacy Committee, Ashley Munro

Ashley noted that Staff Tours are September 15 and 17 an announcement will be going around in a few days.

E. Ad Hoc Communications Committee, Ashley Munro

Ashley mentioned there is a flyer out with our meeting date and call information. There is a survey in process for Staff Council member and for general staff.

7. EXTERNAL COMMITTEE REPORTS

A. Master Planning Committee (MPC), Gary Newman (attachment 200/7)

Please see attached report.

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

This committee has not met.

C. Chancellor's Diversity Action Committee (CDAC), Katrina Paul

This committee has not met.

D. Governance Coordinating Committee (GCC), Martin Klein

This committee has not met.

- E. Technology Advisory Board Committee (TAB), Brad Havel

This committee has not met.

- F. Chancellor's Planning and Budget Committee, Mary Sue Dates

This committee has not met.

- G. Student Recreation Center Board (SRCB), Carol Shafford

This committee has not met.

- H. Bunnell House Advisory Committee/Family Friendly Task Force, Holly Royce

This committee has not met.

- I. Staff Healthcare Committee, Liz Guthier (attachment 200/8)

Please see attached report.

8. BREAK

8. DISCUSSION ITEMS

- A. Representative and Alternate Elections

Katrina noted that this item is in progress. See attachment from Elections, Membership and Rules. Proposed dates are on page 3 of the EMR attachment. The nomination forms will be out by 10/20, elections are until 12/1, the results will be announced at the December meeting.

- B. EMR: Emeritus title change (attachment 200/6)

Martin noted that the definition is right but perception is wrong. The intent is to have continuity in Staff Council. The chair entertains a motion to advance the first reading. This change was opened for discussion.

- C. Staff Salary Compensation Task Force Report

This information was discussed in Martin Klein's and Maria Russell's report as well as the Staff Affairs committee report.

- D. Employee Training Opportunities

Please note that there are free webinars available on a variety of job-related topics are held on the first Wednesday of each month at 11:00 am. If you would like for more information go to: <http://www.alaska.edu/hrtraining/e-learning/compsych-learning-events/>. Non-credit courses eligible for UA's employee education benefit are available at http://www.alaska.edu/hrtraining/downloads/courses_fall_2009.pdf.

- E. Staff Handbook (<http://www.ua.edu/ces/reporting/handbook.html>)

Mary Sue noted that the Staff Handbook is currently not on the UAF HR website, some links are working some are not. A phone call is pending from Kris Racina.

F. MacTaggart Report

(<http://www.uaf.edu/chancellor/communications/AlaskaReport0809.pdf>)

Martin asked if anyone had any comments on the MacTaggart report. Carol Shafford noted that her office thought that it was a waste of money and that it told us things we already knew. Chancellor Rogers noted that he was going to touch on the MacTaggart changes at Convocation this year.

G. External Committee Assignments, (attachment 200/9)

This item has been postponed until next meeting.

H. Staff Appreciation Day

Staff Appreciations official date is May 19, 2010. If you are interested in volunteering contact Ashley, Chair of the Advocacy Committee or Nichole Kloefer at fystaff@uaf.edu or 474-7056.

ACTION

9. NEW BUSINESS

A. Draft Motion to approve the 2009-2010 Staff Council Meeting Calendar (attachment 200/10)

Draft motion approved as amended.

B. Draft Motion to create annual ad hoc Staff Calendar Committee (attachment 200/11)

Draft motion approved as amended. No volunteers at this time.

C. First Reading of Emeritus Changes in UAF Staff Council Bylaws (attachment 200/6)

Martin again mentioned that the definition is right but perception is wrong. The chair entertains a motion to advance the first reading. The copy of the changes with the past president placed into the Bylaws and Constitution have been distributed. All in favor of the first reading, all approved. Motion passed by Council majority.

10. ROUND TABLE DISCUSSION

This is off the record.

11. ADJOURN