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MINUTES
UAF STAFF COUNCIL MEETING #202
Wednesday, 18 November, 2009
8:45-11:00 a.m.
Wood Center Carol Brown Ballroom

1. CALL TO ORDER AND ROLL CALL

PRESENT

Kathy Petersen
Nici Murawsky
Carol Shafford
Kathy Petersen
Carol Shafford
Margo Griffith
Alicia Barger
Katrina Paul
Kayt Sunwood
Pips Veazey
Jennifer Elhard
Susie Baird
Chris Van Dyck
Walker Wheeler
Elizabeth Guthier
Deb Hao
Joey Bays
Robert Mackey

EXCUSED ABSENCE

Gary Newman
Jenny Day
Heather Leavengood
Ashley Munro
Brad Havel
Marianne Freelong
Travis Brinzow

OFFICERS PRESENT

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

GUEST(S)

Brian Rogers, UAF Chancellor

ABSENT

Julie Carpenter
Barbara Paskvan
Jennifer Stutesman
Jon Dehn, President, Faculty Senate
Adrian Triebel, President, ASUAF

A. Adopt Staff Council Agenda #202, Wednesday, 18 November 2009

Agenda adopted as amended.

B. Approve Staff Council Minutes #201, Wednesday, 14 October 2009

Minutes approved as amended.

2. PUBLIC COMMENT

Becky Phillips works at the UAF bookstore. There is a lot of change going on with the bookstore. Becky wanted to know if anyone had any questions about the changes. Follette the online textbook contractor was on campus last Thursday and Friday and held open for staff, faculty and students. Follette met with the Chancellor and it was agreed to continue providing the first chapters of high demand books. Follette will carry some books on campus for the spring semester core classes as well. Becky also mentioned that there is a possible total outsourcing of the bookstore as soon as this year including book and retail sales.

Martin asked if total outsourcing includes books or keeping the online system. Becky is unsure. Katrina asked if the first chapter printing of textbooks is at a significant cost to UAF. Follette did absorb this cost. Kayt asked how the outsourcing would affect staff. Becky said staff and student employees would be terminated.

Martin asked if the costs of the books will go down. Becky says the costs of text books would not decrease. The current price of the books is a standard mark. Also the funding for the staff would cover one staff member, the textbook coordinator. Suzie Baird asked how it would affect rural campuses. Becky said that it shouldn't change.

Earlina Bowden noted that the Mediation program kicked off the first week of November. UAF is bringing someone up to training any staff who is interested in being a mediator. The training will be a 40 hour session the first week of February. There are fourteen trained mediators and mediation session are in progress. Mediators have been indentified from all campuses. There will be specific guidelines for the grievance process. The first step is to call Earlina and complete an intake form.

John Clendenin, safety officer with Environmental, Health and Safety stated that OSHA mandates the required trainings for staff. Skill soft is just the beginning, there is also classroom training. We need the supervisors to understand what trainings are required. The safety training is the basic denominator for staff. There is a tracking software system for completed trainings. This allows our department to identify completed courses.

Annette Chism with risk management commented on loss prevention funding. Risk management provides spikes and other items for departments. This funding is to save departments money. There is forty thousand dollars left of the eighty thousand that is provided yearly. Please go to <http://www.uaf.edu/safety/> to see what programs your department can utilize. Annette can be contacted at extension 6164. Chris asked if that forty thousand left in the budget is normal. Annette says she often gives back money, but would like to give less back. It is available for staff and student employees. Katrina asked if ergonomic evaluations are still used. Annette noted that ergonomic evaluations are still being done. The Safety and Risk department take an educational approach. There is an onsite evaluation and apply roughly 300 dollars to the cost of the chair.

3. OFFICER REPORTS

A. Martin Klein, President, Staff Council

The president's report is attached. Board of Regents met October 30. Martin testified orally at the meeting. The Staff Affairs committee put together a letter to dispute the 3.0%. No response has been received at this time. A Board of Regents public notice meeting is being held tomorrow about the budget. The approval of the budget will take place November 30 and December 1. The Board of Regents seems to feel that they will receive a better response if their budget is aligned with the governor's budget. Martin reported to Faculty Senate, their hot buttons right now are the bookstore and looking at the CDE legislative audit. The Governance Coordinating Committee consists of all three UAF governing bodies. The GCC procedures are in need of a serious revision. Staff Alliance discussed the Board of Regents budget. There is extensive discussion going on about healthcare costs. It is to our benefit to be proactive about our healthcare.

At prestaff Martin informed the Chancellor that Staff Council wants to be involved in the policy revision process. System Governance Council, which consists of all MAU presidents, met yesterday. There was concern that System Governance was to be left out of the UA president selection process. The decision might be made without MAU input. A letter is being sent to the Board of Regents stating System Governance would like input about the selection. Juella added that once there is a possible list of candidates, forums will be held to learn more about them.

B. Maria Russell, President-Elect, Staff Council

Maria will be presenting at the Board of Regents meeting November 30 for Staff Alliance. There is also concern of the changes to the pharmacy plan. The Joint Health Care Committee is helping alleviate the impact. The Staff Evaluations Committee is also moving closer to completing the evaluation process at the system level.

Robert Mackey asked if there is any room for cost differences and deferred compensation when the nationwide health care goes through. Mike Humphrey noted that the health care reform is still stuck in D.C. Most recently the big pharmacy industries are beginning to be at odds with the Obama administration. Implementation of the national health care program is set to be in 2013. Mike is convinced that the change of insurance will come back to staff eventually in cost. It is being watch closely. Mike Humphrey said that we can't afford to do nothing about the healthcare changes. There are several health care committees assessing the status of UAF healthcare and how it will change. If the health care plan continues to double over the next few years the 60 million dollars healthcare plan will go to a 120 million dollars.

Kay Sunwood asked if November 20 the Joint Health Care Committee will be making a decision on the Caremark proposal. Mike is not anticipating a tight come together. There will more than likely be another meeting in December. Martin suggested that the Staff Health Care committee would be another source to send input to. Maria said you can give feedback to Joey Bays, Ashley Munro and Maria Russell to send back to the Staff Health Care committee.

4. GOVERNANCE REPORTS

A. Jon Dehn, President, Faculty Senate

Please see attached report.

B. Adrian Triebel, President, ASUAF

No report at this time.

5. GUEST(S)

A. Brian Rogers, UAF Chancellor

Chancellor Rogers noted that latest version of enrollment numbers. There is a significant increase in student credit hours. The Interior Aleutians Campus increased by 69% and Bristol Bay increased by 48%. CLA has also showing significant prospects in enrollment numbers as well. The Master Planning committee has been working on prospective master plans for the University. A solution must be determined in the next century in order to keep deferred costs down.

The school board passed a resolution supporting the Life Sciences building. The budget is ready to go back to the Board of Regents on Friday. The main items addressed are wage increases for staff, faculty and a 50 cent student increase. The United Way campaign email went out yesterday. The Chancellor is excited about seeing student and community involvement with the United Way this year. Tonight there is an event acknowledging donors. There are over 200 people attending. Each year the event highlights specific donors. The University benefits significantly from what our donors contribute.

Martin asked the Chancellor to comment on Governor Parnell's announcement providing 100 million dollars a year for state deferred maintenance. Chancellor Rogers noted that the depreciation of capital facilities was 56 million last year. In a normal business you would try and replace the level you are using up. The Chancellor noted by replacing facilities at 50 million dollars facilities will hold even. Last year the legislature funded only 3 million essentially deferring 47 million in maintenance. The university would get 37 million of the 100 million of the governor's proposal. Currently, the budget is at 50 million for maintenance and 50 million for deferred maintenance. If 37 million is all we get we are back sliding by 13 million. It's unclear exactly how much we are going to get. The 37 million is 12 times better than what we got last year. Martin asked the Chancellor if the bookstore is going to be outsourced. The Chancellor feels the idea of outsourcing is a viable option at this time.

Juella asked if the United Way program has other options to give time instead of just money. Dayna Mackey stated that the LIVE program has students that coordinate volunteer programs opportunities with non profits around the community.

6. COMMITTEE REPORTS

A. Staff Affairs, Heather Leavengood (attachment 202/2)

Please see attached report.

B. Rural Affairs, Liz Guthier (attachment 202/2)

Please see attached report. As a follow up the Rural Affairs memo went out and other campuses are interested in attending.

C. Elections, Membership, and Rules, Katrina Paul

The Staff Council Even-Unit and unit 15 elections are in progress. A reminder will go out later this month. EMR is also working on filling in the empty slots on Council. The final election date will be December 11 at 5PM. Martin commented that non-council staff are unsure what their units are. He encourages people to go to the link http://staffcouncil.arsc.alaska.edu/cgi-bin/voting_booth.pl and check it out. Martin is really happy with the process and there is more turnout than in the past. Katrina noted that any feedback from voters is greatly appreciated. Brad Havel is the project lead on the elections process and has put extensive time into the development of the database and webpage.

D. Advocacy Committee, Ashley Munro (attachment 202/2)

Please see attached report. Staff Appreciation Day is encouraging staff to come up with session suggestions. Maria encourages everyone to put on their thinking caps. Please send Ashley or Nichole and email. Juella will take the reins for CES cooperation with Staff Appreciation.

E. Ad Hoc Communications Committee, Ashley Munro (attachment 202/2)

Please see attached report.

7. EXTERNAL COMMITTEE REPORTS

- A. Master Planning Committee (MPC), Gary Newman
- B. Subcommittee on Parking and Circulation Committee (SCP), Katrina Paul
- C. Chancellor's Diversity Action Committee (CDAC), Joey Bays and Ginny Tschanz
- D. Governance Coordinating Committee (GCC), Martin Klein
- E. Technology Advisory Board Committee (TAB), Brad Havel
- F. Chancellor's Planning and Budget Committee, Chris Van Dyck
- G. Student Recreation Center Board (SRCB), Carol Shafford

The SRC has ordered new equipment which will be replaced in January and new treadmills. They are trying to meet monthly now.

H. Bunnell House Advisory Committee, Walker Wheeler and Heather Leavengood

I. Family Friendly Task Force, Walker Wheeler and Heather Leavengood

Walker stated the last meeting survey results were reviewed and it was determined that there is a severe lack of infant childcare. A student also spoke about her concerns on campus. Juella noted that the same concerns were made two years ago and nothing happened. There needs to be better solutions. Walker mentioned that a list of spaces for alternate childcare was discussed. Jake Poole is also to bringing forth the space alternatives at a Chancellor's meeting in December to push him to start supporting this. Work life balance will also be coming to staff attention soon.

Kayt noted that the Faculty Senate Committee on the Status of Women (CSW) and the UAF Women's Center is putting on a Campus Friendly brown bag event Thursday November 19. The flyer is available at <http://www.uaf.edu/uafgov/CSW/FWBB-Fam-Friendly-2.pdf>.

J. Staff Healthcare Committee, Ashley Munro and Maria Russell

K. Intercollegiate Athletic Council, Pips Veazey and Heather Leavengood

8. DISCUSSION ITEMS

A. Compensation (<http://www.alaska.edu/classification/compensation-information/>) *General discussion on staff compensation issues.*

Martin said there are three things here. One is that we asked for two changes for the FY11 budget, the second item is the grid changes in June. It's important to have staff understand what that means. The third thing is that there is concern out of the Compensation Task Force that there is not a solution to step increases. The staff on the Compensation Task Force assumed that step increases would keep rolling in another form. But it has turned out to be very wrong.

Juella mentioned that there was no response from the Board of Regents. The Staff Compensation Task Force has not met for seven to nine months. Martin said the taskforce met when the grid was to be approved. Juella noted that though the grid was not approved by the task force. It was a part of a package that was under discussion. Martin noted that it might be fair to say that it was a tool to get another means.

Maria said that on the statewide level that the Staff Healthcare committee might come back together again. Juella found that three of four compensation committees have been put together in the past.

Pip asked Maria and Martin what Staff Council should be doing about this problem. There needs to be a clear sense of action. Martin said we need to continue to pressure upper administration to change the system and let them know that the work is not done. There no mechanism to fund step increases, only the new grid. We need to be able to offer a compensation package that recognizes longevity. What that is and how it shakes out is something that needs to happen.

Jennifer Elhard asks if there was still an opportunity to voice our opinion about the compensation concerns. Martin said that FY11 is pretty much a done deal. There is no flexibility that can be done. We do have a voice and we should formulate a plan for FY12.

Juella noted the Board of Regents is not lending a sympathetic ear. Anyone can email the Board of Regents and voice their opinion. There needs to be a statement from officers about compensation concerns. Juella walked into the staff compensation committee hoping to make change. Juella thinks that by working on the administrative timeline you will be waiting years for results. Juella believes people in this group really care and that if a comprehensive package is put together with constituents support it will show administration that staff are ready.

Maria noted that FY11 comments will help the FY12 budget and does make a difference. Staff could go out and discuss healthcare concerns with coworkers. The Board of Regents needs to hear from staff before July and it does need to be formalized. Maria feels that Heather Leavengood will be a good leader for Staff Affairs committee.

Nici Murawsky agrees that something need to be done. Juella notes that the FY12 budget will be evaluated in August. If there is a stand to be made for FY12 we need to get into action now. Martin says there is a structure for this, the Staff Affairs committee. Kayt Sunwood says that it has to be done at every level. Compensation and healthcare changes can be so dramatic and a process needs to be identified.

Martin commented that Staff Affairs needs to make the changes and staff need to communicate with constituents about their concerns and about the changes that are to be made. Katrina mentioned that healthcare should be looked at as a whole. Juella noted that all compensation elements should be in place when looking at the compensation package. It is good to establish what we have and need as a baseline. Pips says she agrees with Juella, the information needs to be brought together to get a grasp on what is out there. Martin says people need to talk to their units a mass email is not adequate to get the voice out. Margo Griffith suggests using PPA's as a source for newsletters, and compensation issues. Katrina noted that there are many people that are not on the staff list serve. Annette commented that when composing the information layout that is in it for the university not just about what's in it for staff.

B. Mediation program

Status of program and what is to be expected.

Kayt noted the program was launched last week. If you want make use of the program contact Earlina Bowden. The Chancellor is very interested in making sure this programs works and works well. Bob Shefchik, Executive Officer is the point man for this program so you can go to him if there are any concerns.

Juella stated we have been pushing for this for a while through Staff Council and the Chancellor's Diversity Action committee. This is an alternative to the grievance process, separate to Human Resources. The mediation process is absolutely confidential. For example, during a session all notes would be destroyed at the end of the meeting. Earlina would receive a reached resolution or close to it. The university grievance process isn't beneficial to staff so Juella is thrilled that the changes will be made. Juella and Kayt, Joey and Pips are all mediators on Council and can help you answer your questions about the mediation process.

Katrina asked if there is an intermediate step before going to the grievance process. Juella said yes. Kayt said the mediation training is a full week long. This mediation program is available to rural campuses.

C. Accreditation themes

Please see attachment. Send input to Dana Thomas at dlthomas@alaska.edu.

9. ACTION

10. NEW BUSINESS

11. ROUND TABLE DISCUSSION

12. ADJOURN