

Staff Council Report to the Chancellor of Activities & Concerns for 2009-2010

To start the 2009-10 academic year, council was presented with the following list from the previous year's minutes and agendas.

Agenda items:

- Staff training
- Staff handbook
- Step Increases/Staff Compensation Task Force
- Non-retention policy

Issues to watch:

- Mediation program
- Job Family reclassification
- Childcare
- Healthcare costs

Issues/actions of interest:

- Political Action Committee
- Online elections
- Master calendar
- Fair process

Over the course of the academic year, these were our activities and successes:

Activities:

- UA Presidential Search Staff Council President and President Elect participated in the Presidential search with the President Elect serving on the community advisory committee.
- Union Organization Effort With two unions actively working to organize staff at UA UAF Staff Council has been active in providing information and forums to assist staff members in making an informed decision.
- Step Increases/Staff Compensation Task Force – Council's president served on the task force, regularly reported on their activities and sought input from representatives.
- Non-retention policy – Council's president carried feedback and concerns to Chancellor Rogers, and Staff Alliance.
- Mediation program – Several council representatives participated in the mediation trainings and are on the list of mediators available through the program. Information about the program has been discussed often and shared widely by council.

- Childcare – Little to no activity in this area.
- Healthcare costs – Rising Health care costs continue to have a negative effect on staff earning power.

Successes:

- Staff training – Council's president and past president were actively involved in the creation of a performance evaluation tool for staff.
- Staff handbook – A Staff Resources page located off the UAF –HR website at www.uaf.edu/uafhr/staff-council-resources/ went live this year and is the result of many hours of effort by Staff Council to ensure Staff have a one stop source for correct information regarding their employment at UAF.
- Staff Appreciation Day – On May 19 we will host the second all day event appreciating staff at UAF.
- Council held its first online elections this academic year.

In the UAF 2010 Strategic Plan, **Strategic Pathway VI - Faculty and Staff Development** states: The university is dedicated to recruiting, developing, retaining and recognition of a diverse faculty and staff who will carry out our mission of excellence in teaching, research and service.

Goals:

- Increase the representation and retention of women and minorities in staff and faculty positions
- Increase recognition of staff and faculty excellence
- Increase staff development activities
- Increase assistance to new faculty in areas such as establishing research programs and pedagogy
- Improve measures for evaluating faculty and staff performance

Remaining and Recent Concerns:

We believe the concerns listed below will define the university's success in meeting the goals stated above.

- Staff Resource page– While we have a commitment from HR to work with us on providing staff resources, this concern must stay at the top of our priority list to continue to monitor the information and ensure the information is up to date and accurate.
- Step Increases – While the grid adjustment covers most compensation increases, the elimination of step increases it is not a long-term solution. Administration needs to continue to address this area.
- Non-retention - This issue continues to be one for Staff Council to watch. Depending on how it is used it can have a detrimental effect on moral of staff.
- Childcare – The dearth of childcare on or near the UAF campus continues to be a serious concern for faculty, staff and students. Council is very

disappointed that no action has been taken by administration to improve the situation this academic year. However, we do recognize the impact of the economy on the university's available funds.

- Political Action Committee – The size of the budget pie for the University of Alaska is not going to increase, at least not substantially over the next few years. That reality combined with the legislature's decision to divide our appropriation into individual appropriations makes organizing this committee even more important for UAF.
- Job Family Reclassification – A market analysis was to be done at the completion of this project. Funding apparently was an issue. However, it has been described as one of the foundation pieces in the discussions of the Staff Compensation Task Force.
- Healthcare costs – Council must watch this and seek regular reports from the Director of Benefits and representatives on the Statewide Staff Health Care Committee. Decisions are going to be made over the next couple of years that will change the extent of our healthcare coverage and the cost of it significantly in light of increasing costs.

Budget concerns – Council is aware of the grim budget projections for the coming years. It is our recommendation that the administration seek broad input in how to plan and prepare for this rather than choosing the easy target and reducing staff.

Martin A. Klein, SC President

DATE