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**MINUTES**  
UAF STAFF COUNCIL MEETING #210  
Wednesday, October 20, 2010  
8:45-11:00 a.m.  
Wood Center Carol Brown Ballroom

1. CALL TO ORDER AND ROLL CALL

**PRESENT**

Elizabeth Guthier  
Kathy Petersen  
Robert Mackey  
Sharon Corbett  
Ben Tucker  
Gary Newman  
Jennifer Elhard  
Ashley Munro  
Dayna Mackey  
Heather Leavengood  
Katrina Paul  
Kayt Sunwood  
Pips Veazey  
Dawn Dearing  
Sara Spurlin  
Deb Hao  
Carol Shafford  
Chris Van Dyck  
Britton Anderson  
Walker Wheeler

**ABSENT**

Bryan Uher  
Sara Battiest  
Jennifer Stutesman  
Nicole Carvajal, ASUAF President

**EXCUSED ABSENCE**

Richard Machida  
Susan Baird  
Jodi Baxter  
Amy Bristor  
Brad Havel  
Forrest Kuiper  
Travis Brinzow

**OFFICERS PRESENT**

Jon Dehn, President, Faculty Senate  
Margo Griffith, Vice President, Staff Council  
Maria Russell, President, Staff Council

**GUEST(S)**

Brian Rogers, UAF Chancellor  
Patrick Gamble, UA President  
Beth Behner, Chief Human Resources Officer  
Forrest Karr, Director of Athletics  
Sabrina Binkley, Riverboat Discovery & El Dorado  
Gold Mine

A. Adopt Staff Council Agenda #210, Wednesday, October 20, 2010

Agenda adopted as presented.

B. Approve Staff Council Minutes #209, Wednesday, September 15, 2010

Minutes approved as presented.

2. PUBLIC COMMENT

Forrest Karr and Sabrina Binkley came to speak on behalf of the United Way. There is a great video that was distributed to Council via email that talks about the great things that the United Way has to offer our community. If you have a chance, check it out. Forrest got involved with the United Way from Big Brothers, Big Sisters an affiliated organization. Sabrina works with the Riverboat Discovery. Their organization participates through payroll deduction for the United Way. The money that is given to the United Way is well spent and well managed. Money is distributed every two years. The process is rather elaborate. On the United Way form there is a community care form box which will best benefit all organizations that are donated to. Please take some time and show the community that the university does care and donate today.

You can give to any non profit through payroll of your choice. If you have any questions please visit the United Way website at <http://www.unitedwaytv.com/>

3. OFFICER REPORTS (attachment 210/1)

A. Maria Russell, President, Staff Council

The FY12 budget and staff compensation is on the forefront. The ASEA union organizing effort has officially halted. Statewide is submitting three proposals that will address a 1%, 2% and 3% increase for staff. Staff Alliance has a working group for staff compensation and a document is in the works. Maria thanked Dawn and Robert for taking the time to sit on the committee and represent UAF Staff Council. The group will be looking at all levels of compensation. The general feeling however is that the group will push for the 3% increase.

Administrative Review committee is meeting this Friday. The Maxamus report is from a consulting group that came up to do effort reporting for the university. Maggie and Kris will be at the December meeting to discuss how this affects the university.

At the September BOR meeting the FY12 tuition rate remained unchanged. The tuition rates will not increasing in FY13. A Tuition Task Force was created to assess the tuition increases. The task force will create a united recommendation for tuition increase in FY13. It is likely that the increase will be lower than statewide originally proposed.

Next month Michele Hebert will be coming to talk about the recycling effort. It is not a requirement for staff. The R.I.S.E board requests Staff Council representation their board. Gary volunteered to sit on the R.I.S.E board.

B. Margo Griffith, Vice President, Staff Council

Margo mentioned that Staff Alliance is discussing the evaluation form. There is a feedback form for staff now on the UAF Human Resources website. The form is for employees to evaluate their supervisors. Another Alliance issue is supervisor training. On Sept 21 ASEA officially postponed their elections there will be new interest cards that will go around to restart the process.

4. GOVERNANCE REPORTS

A. Jon Dehn, President, Faculty Senate

Jon noted that Pat Pitney gave a great presentation on tuition expenditures. There is a particular emphasis on the high graduate student tuition rates. There are some financial discrepancies in hiring graduate students vs. a post doctorate student. It actually costs just as much to hire a graduate student than a post doctorate. Some departments are choosing to high post doctorates over graduate students. Post doctorates hit the ground running and can publish right away there is no teaching burden. This is putting our graduate students at a disadvantage. Faculty Senate is looking at tuition awards for graduate students and trying to find a method to help retain graduate student at the University. Graduates students are the backbone in research. Another big issue is Core Review and the accreditation efforts. It has taken an immense amount of time and this includes reviewing assessment processes.

Jon thanked President Gamble for passing the Academic Master Plan which is now being assessed at the Faculty Alliance level. Faculty Alliance spent the last three days making great progress on it. The AMP didn't initially receive the accolades from the BOR that they were hoping. However, it did give Faculty Alliance a baseline to take the next step. It has now turned into an operations plan for the BOR. It will come to governance groups for approval and input when it is ready.

B. Nicole Carvajal, President, ASUAF

No report at this time.

6. GUEST(S)

A. Patrick Gamble, UA President

President Gamble is still getting adjusted to UA's complex institution and his current position. Right now he is going through campus visits. President Gamble is being very thorough with evaluating the UA facilities. President Gamble is interested in updating the strategic plan. The plan was built to go up to 2009. So as you can see we are a little behind. The Fischer group first draft should be coming out very soon. The Academic Master Plan is the heartbeat of the university and a key piece in academic development for the system. The upcoming legislative session will be interesting. It will help to get some clarity on the universities future.

Learning in a nontraditional way is coming to storm. President Gamble thinks that the community campuses are going to be an important link for that. The community campuses are nimble. The main campus isn't but that's ok, that's not their function. We need to give students value, provide a service that is hassle free, transparent and effective for them to go where they want to go with

their education. From a purely educational point of view the universities future is looking really great. It is the universities role to creating a track record for success and help students move to the next step in their education. For an in-depth Q&A please listen to the recording.

#### B. Brian Rogers, UAF Chancellor

Chancellor Rogers thanks the Council for his time today. He apologizes for his early departure. He will be going to a meeting to make a case for fixing the dysfunction junction by the Lola Tilly Commons. The budget is an important topic this season. Budget requests have gone in. The first drafts have been submitted to the Board of Regents. Chancellor Rogers noted that there will be flat funding over the next few years. This is based on the uncertainties of the state and nation over oil and gas line production and revenue. When we say flat funding this of course means flat in activities not flat in dollars. UAF doesn't expect any significant increases in state funded programs. Where are our opportunities for growth? Growth can come in four different ways for us: student growth, research growth, tuition increases, and reallocation the decision to stop doing something to focus on something else. So there will be more attention on those fronts.

On a more positive note UAF just turned in its Performance Based Budget report. There is a matrix that is looked at by the state and system to evaluate how the university is doing. There are 6 primarily areas that all have targets. We exceeded all targets. The retention of students is higher and on par with national numbers. Everything about the student experience is getting better. The degree programs and research expenditures also increased. Total generated revenue also a new record. Also, new record of doctorate degrees was awarded, as well as an increase in Alaska Native awards.

Will this reflect in the budget at the legislature's level? Ultimately, it depends on how the legislature perceives us. What they hear from the public heavily influences funding. This heavily influences how we look at the community how the community sees us at large. There are a variety of ways we can show that we care about the community. The United Way is one of the ways the university gives back to community.

The capital budget is another item going to the board, a unique capital budget. There are no new buildings on this year's capital budget. There will be a major expansion with renovation, deferred maintenance and renewal. There are buildings that are aging out and the process to repair them is around the \$800 million dollar range. Rural facilities have done a phenomenal job in securing title 3 funding for building repair and renovation. Our rural facilities are in better shape today then our urban right now.

There still seems to be some concern about the timing of the closures this year. Chancellor Rogers noted that the late delivery was due to date conflicts with the Borough. Next year soft closure notices will be timelier.

Elections are coming up November 2 make sure that you are informed and vote appropriately. Encourage everyone in the workplace to vote.

There is a workshop that Pat Pitney is holding at this time discussing internal allocation possibilities. As an institution what can we do in a different way that frees up the other things we need to do? Chancellor Rogers would be interested in hearing from governance. How do we measure what we do? How do we measure the effect of governance? How do we measure the

results and how it's put in? How would you measure the effectiveness and value of leadership? The governance process is a shared process and one that needs to engage the institution and all of you. How do we should the value of it?

C. Beth Behner, Chief Human Resources Officer

Beth Behner came today to speak about non-retention and staff compensation. Currently, the university filed a request for review in the Yauna Taylor case. There is no decision finalized for the case. The documents are online for staff to review. The universities thought the judge's decision was wrong but it's hopeful that the university will prevail. The judge decided that Yauna was terminated for cause and that the university should have used a for cause process instead of a non retention one. When staff are hired at the university they are given an appointment letter. The letter notifies them that they could be terminated without notice. Non retention is always non prejudicial at the university and the process is consistent and fair for every employee. There are other cases in Anchorage that have played in favor of the university. For a more in-depth look please listen to the recording.

Performance evaluations are in the works. Human Resources will be presenting the performance evaluations process at the December Staff Council meeting.

7. COMMITTEE REPORTS (attachment 210/2)

A. Staff Affairs, Brad Havel and Mary Sue Dates

See minutes attached. Motions will be brought to the administrative committee after further litigation.

B. Rural Affairs, Susan Baird

See minutes attached.

C. Elections, Membership, and Rules, Katrina Paul

EMR is going through some listserv testing so watch your emails. The new Staff Council list serves were created for representatives to send messages to their unit. The elections and nominations this year will all be online. By the December meeting we will have elections results for odd number units.

D. Advocacy Committee, Jodi Baxter

No report at this time.

8. EXTERNAL COMMITTEE REPORTS (attachment 210/3)

A. Master Planning Committee (MPC), Gary Newman

Please see attached report.

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

Has not met.

C. Chancellor's Diversity Action Committee (CDAC), Juella Sparks

The September meeting was an informal discussion due to a lack of quorum. CDAC met last week and made draft changes to bylaws to relieve quorum concerns. There are still 16-17 people on CDAC and it can be problematic for everyone to attend. The November meeting is going to be a big one. They are discussing the action plan for the year. Kris Racina is attending the November meeting and is going to discuss exit evaluations. Also, CDAC will talk with Sean McGee, UAF Police Chief about violence on campus and how to get the word out to the campus community.

D. Governance Coordinating Committee (GCC), Margo Griffith

ASUAF President Nichole Carvajal was elected the new GCC chair. Bylaws changes were discussed. It is anticipated that the first reading of the bylaws will be at the next meeting.

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

No report at this time.

F. Chancellor's Planning and Budget Committee, Chris Van Dyck

Has not met.

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

Has not met.

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

Has not met.

I. Work, Life, Balance Committee, Walker Wheeler and Heather Leavengood

Has not met.

J. Staff Healthcare Committee, Carol Shafford and Richard Machida

Has not met.

K. Intercollegiate Athletic Council, Pips Veazey and Heather Leavengood

Britton Anderson is now on the IAC. Has not met.

L. Chancellor's Advisory Committee for the Naming of Campus Facilities, Maria Russell

Has not met.

M. Accreditation Steering Committee, Kayt Sunwood

Please see attached report.

N. Meritorious Award Committee, Maria Russell

Has not met.

## 9. DISCUSSION ITEMS

No discussion items at this time.

## ACTION

## 10. NEW BUSINESS (attachment 210/4-7)

Motion to create the following ad hocs committees for 2011. These committees include the OSC Award, SMSC, Chancellor's Awards and the Staff Appreciation Day committee.

Motions pass unanimously. The following members have agreed to volunteer:

- Outstanding Staff Council Award
  - Juella Sparks
  - Maria Russell
  - Katrina Paul
  - Heather Wells
- Staff Make Students Count,
  - Carol Shafford
  - Britton Anderson
  - Margo Griffith
  - Katrina Paul
- Chancellor's Supervisory and Staff Awards
  - Walker Wheeler
  - Kayt Sunwood
  - Britton Anderson
  - Heather Leavengood
- Staff Appreciation Day Committee
  - Margo Griffith
  - Sharon Corbett
  - Kathy Petersen
  - Maria Russell

## 11. ROUND TABLE DISCUSSION

This discussion is off the record.

## 12. ADJOURN