

**MINUTES**  
**UAF STAFF COUNCIL #223**  
**December 21, 2011**  
**8:45-11:00AM**  
**IARC 501**

**1. 8:45-8:50            CALL TO ORDER AND ROLL CALL**

**A.     Roll Call**

**Present:**

Pips Veazey  
 Juella Sparks  
 Maria Russell (phone)  
 Jodi Baxter (phone)  
 Debbie Gonzalez  
 Shawn Houston  
 Carolyn Simmons  
 Deb Coxon  
 Gary Newman  
 Claudia Koch-Goddard  
 Robin Weinant  
 Carol Shafford  
 Brad Krick  
 Walker Wheeler (phone)  
 Gary Bender (phone)  
 Richard Machida  
 Sharon Corbett  
 Nichole Kloefer (phone)  
 Heather Wells (phone)  
 Ryan Keele (phone)  
 Cat Williams (phone)  
 Naomi Horne

**Excused:**

Robert Mackey  
 Evelyn Pensgard  
 Sara Battiest  
 Kala Hansen  
 Mary Sue Dates  
 Jennifer Ward  
 John Clendenin

**Absent:**

Bryan Uher  
 Ben Tucker  
 Heather Leavengood  
 Travis Brinzow

**Guests:**

Michelle Renfrew  
 Deb Jeppsen  
 John Hebard  
 Raaj Kurapati

**B.     Approval of Agenda for Staff Council Meeting #223**

- The meeting agenda was approved as presented.

**C.     Approval of Minutes of Staff Council Meeting #222**

- Approval of minutes from the November meeting (#222) postponed until January.

**2.     8:50-9:00        STATUS OF PENDING ACTIONS (No pending actions)**

- A. Actions Approved
- B. Actions Denied
- C. Actions Pending

**3.     9:00-9:05        PUBLIC COMMENT**

**A. Michelle Renfrew, Director of Marketing and Communications**

*Chancellor's Cornerstone Award:*

- Nominations have been coming in slowly this year. You are encouraged to get the word out about this award. Flyers are available here today. If you need more, contact Carla Browning at Marketing.

*UAF Branding Project:*



- Last year we began discussing what branding means for UAF and why we should go through the process. UAF has a brand, it is the mental image that comes to mind when we discuss UAF with students, faculty, and staff. Improving or defining what this image is will assist with the marketing process. They have created a strategic marketing committee with about 40 individuals from across campus. There is also a smaller working group heading the process.
  - The project has four phases, the first phase is research. They have held campus wide meetings, rural meetings, and focus groups with faculty, staff, students, alumni, and community members and they have interviewed key figures from different industries.
- The Nerland Agency, contracted to the McDowell group, developed a survey which was sent to forth thousand individuals including current faculty, staff, students, prospective students and alumni. The survey tested 7 positioning statements based on what people in the focus groups identified with UAF. Results are expected in January and from these they will develop UAF's brand strategy. The finalized brand strategy is expected to be ready by the beginning of February and they will share this with various groups on campus. They will then move into the creative phase. The final visible roll out will be delayed until after the 2012 Presidential Election so that UAF's name is not placed into the middle of the election process. This also provides time to refine everything to ensure that what they promote about UAF is unique
- A question was raised regarding the overall cost of the branding project. Michelle was not certain about this, but plans to check further into this.
  - The logo will most likely remain largely unchanged but may change a little depending upon feedback.

#### **4. 9:05-9:15 OFFICER REPORTS**

##### **A. Pips Veazey, President**

- EMR and the Staff Council office have been working on elections lately. There are some seats which will not be filled. Pips has been thinking about strategies for addressing the issue of having so many empty seats and keeping the council important in the minds of staff members. This has included brainstorming about what we might look like as an organization, how we can improve staff council and raise staff council to a more prestigious level. We would like to start having more conversations about this.
- There are a lot of new staff council members and we welcome some of those today.
- In February we will have orientation for new Staff Council members. This is a face-to-face meeting with offsite representatives visiting campus for the February meeting and Orientation. We will also have breakfast with Chancellor Rogers at this time.
- Related to the idea of revamping Staff Council, we have also discussed communication strategies. We are continuing to think about the most effective ways to communicate with our constituents. We are working towards establishing better communication to not only get information out from the office, but to also get information and feedback returned to the office. This is an ongoing project which is directly related to what Staff Council looks like.
- President Gamble's Listening Sessions are being held. There is a link on our website for more information.
- The governor's budget is attached to the president's report.
- We would also like to have Kris Racina address Staff Council regarding issues related to nonexempt university staff members and adjunct appointments related to the Fair Labor Standards Act which is currently being addressed by HR. We will try to invite Kris to our January meeting. There is also an FAQ website on the statewide HR website about this.

##### **B. Juella Sparks, Vice President**

- Governor's budget was put out last week. It held no new programming funding for the university system, but it included the 3.5% unrepresented staff compensation increase.
- Our next step with this will focus on the legislature. Staff Alliance stays in close contact with President Gamble's Office, especially Chris Christensen, to check in regularly to assess how the process is developing. This is to see if the legislature is considering some sort of change that would affect the compensation increase or other university related issues.
- In March, Staff Alliance will travel to Juneau to for a few days to meet face-to-face with people and attend the university subcommittee meetings that are being held.



*President Gamble's Strategic Direction:* Currently there are external listening sessions being held, where the President and Regents have gone out and asked seven questions to members of the community to receive input. Internal listening sessions will start in January at the various campuses where they will have sessions for staff only, faculty only, and student only. Paula Johnson has asked Staff Alliance to provide questions for the staff listening sessions. Staff Alliance has opened a Google doc to collect questions. At the January Alliance meeting they will review these questions and probably select seven for Paula to choose from. We do have the opportunity for input on what is asked at these listening sessions. If you have any questions, please submit them.

*Tuition Waiver Benefit:*

- The tuition waiver benefit is still being discussed. There are three proposed changes currently being discussed:
  1. Instituting a six month waiting period for new employees before they could use the benefit.
  2. Requiring staff to repay tuition if they fail the class or receive a 'no-basis' grade.
  3. Requiring dependents using the tuition waiver to comply with the 'satisfactory academic progress' (SAP) policy.
- There are issues with all three of these. We passed a resolution opposing any changes. Staff Alliance adopted it in whole and added language about SAP and forwarded it to the president. President Gamble declined to accept the resolution and said that it had to go through System Governance Council.
- There have been some changes in Governance and the way that we do business. In January, President Gamble will personally meet with Staff Alliance, Faculty Alliance, Coalition of Students, and the System Governance Council. At that time, Juella plans to clarify the process with the president. Alternatives to these changes have been suggested and our opposition to these changes is on his radar. Only 2% of all staff who use this benefit received either a failing or 'no-basis' grade. They have communicated the staff position with faculty and their unions and Faculty Alliance to try to get on the same page about this issue if possible.
- Another change at the statewide level is that the Governance Office was moved from what was Wendy Redmond's position, and now Carla Beam's, to Dan Julius' position which has been a concern. President Gamble asked for Juella's input and she specifically asked if she would still have direct access to the president. Secondly, she expressed concern about the fact that Dan Julius' title says 'Academic Affairs,' which does not line up with staff concerns. The different coalition leaders have met with Dan Julius a few times, he assures us that, as per policy, we still have direct access to the president and to the regents that we would not have to go through him; his role is oversight. He also stated that there would be no changes to processes and procedures as they stand right now.
- The larger meaning behind president's disapproval of Staff Alliance's motion is unclear. However, this issue was placed on the Staff Alliance January agenda. The president will attend this meeting. Juella has also requested to the spokesperson for the System Governance Council that both our resolution and determining what the policy is be placed on that agenda.
- Our counterparts at UAS adopted UAF Staff Council resolution in whole and added a couple of things and forwarded that to Staff Alliance. The officers from UAA took a similar path, adoption our resolution and adding a bit to it.
- It is important to note, President Gamble said that it should come through System Governance. This means that he read it and he knows where we are on this issue. Juella has been in direct discussion on this topic with Donald Smith.
- Concern was raised regarding the email about contacting the Governor. However, this involved filling out a form that was sent out from Alliance, not sending an email. In the form, people can use their personal email or even a fake email. There are concerns about the perception of using public dollars to advocate for more public dollars. It is suggested that if people choose to participate in things such as this that they use a personal email and that they do it on lunch hour, break, or after hours. The dollars for Alliance that get us to Juneau are separate, they are not public dollars. If another advocacy campaign arises, we will reiterate it in that.

*Tobacco Surcharge:*



- An announcement on this issue is expected any day. It is possible that it is going away. Some alternatives have been put on the table including the possibility that we will no longer hire tobacco users from a certain date forward. The Joint Health Care Committee is meeting this morning and they will most likely hear directly from the administration on some of these alternatives. Miscommunications have occurred including a news article which said that the surcharge was being implemented; this is not necessarily the case. It is possible that some variation of it will be put forward. If it impacts your benefits we will get that information out to you as soon as possible.
- It is unclear whether or not some issues, including whether or not a smoking spouse would affect the hiring process. It is also not clear if such a policy would affect existing employees who use tobacco from attempting to transfer to another job at the university. The process of not hiring tobacco users is becoming more popular across the country. Juella will follow up with JHCC to see if these two concerns were raised during this morning's meeting.

## **5. 9:15-9:25 GOVERNANCE REPORTS**

- A. Cathy Cahill, President – Faculty Senate** (No report)
- B. Mari Freitag, President – ASUAF** (No report)

## **6. 9:25-9:35 UNFINISHED BUSINESS**

### **A. Election Update**

- Nominations started in October. We had lower results for our nominations than what was needed to fill all of the seats. People who wanted to participate got back to us; those who didn't had the option to ignore their nominations. Nominations were accepted by employees in units 2, 6, 8, 10, and 12 and these were listed on the ballot. Units 4 and 14 as well as some of the units with people on the ballot had write in candidates. We are still in the process of making sure that these people are interested in serving. We had to wait until after the election closed to get in touch with these people and the election just closed last Friday. At this point we don't have everyone's agreements.

#### *Election Results:*

- Unit 2 (3 Reps, 3 Alts), had three people were listed on the ballot: Deb Jepps, Sara Battiest, and Stacy Howdeshell were listed on the ballot. We still need supervisor approval for at least one person in this group.
- Unit 6 (2 Reps and 2 Alts): Jennifer Elhard and Gary Newman were listed on the ballot for Unit 6 and were elected to serve as representatives for Unit 6.
- Unit 8 (1 Rep, 1 Alt) had one person on the ballot, Kim Eames, who was elected to serve as the Unit 8 Rep.
- Unit 10 (2 Reps, 2 Alts) had one person on the ballot, Robin Weinant, who will serve as a Unit 10 representative.
- Two people were listed on the ballot for Unit 12, John Clendenin and Ryan Keele. Both were elected, however, one of the individuals was incorrectly listed on the ballot. Ryan Keele is actually in Unit 7 and not Unit 12. In light of this, Ryan will remain an alternate for Unit 7 and John will serve as a representative for Unit 12.
- Those already listed were officially on the ballot, but we also have a number of write-ins for some of the units. Once we have verified who these individuals are, we will update council. After we have verified all individuals we will circulate a document containing a listing of all representatives and alternates.

## **9:35-9:40 BREAK (No break taken)**

## **7. 9:40-9:55 NEW BUSINESS**

- A. Motion to ratify even unit election results.**
  - Attachment 223-5: Motion 2011-223-1
  - The motion passed unanimously (Vote For=15, Against=0).

## **COMMITTEE REPORTS**



## 8. 9:55-10:10 INTERNAL COMMITTEE REPORTS

### A. Staff Affairs – Naomi Horne

- Staff Affairs last met on Dec. 12. There was low attendance at this meeting due to scheduling conflicts. This was also Naomi's last meeting as chair. A new chair is needed for this committee. Naomi is willing to update the new chair once they have been appointed.
- The committee hopes to create a new schedule for next year so that meetings are planned in farther in advance.
- The committee currently has a lot of work to do. This includes looking at the UA Policy Review and the UAF Regulations Review.
- A brief attendance report for this committee was submitted to Pips. Numbers were included, names were not specified.

### B. Rural Affairs – Brad Krick

- Rural Affairs met in Dec. They invited Tara Ferguson, UA Compensation Director, to discuss geographic differentials. Geographic differentials are the percentage above base pay that you would receive if you live in a particular location which are added to compensation to account for the increased cost of living in that location. There are significant differences between what UA provides for geographic differentials compared to what the state provides its employees for the same locations. They are inviting Tara back to their next meeting.
- Juella explained that Staff Alliance has a working group of three representatives from each MAU and Tara is working with them. We should put a proposal together from Rural Affairs and bring it to council so that it can be forwarded to the statewide level. From Alliance it can go to the regents.
- Pips suggested that such a proposal could be very helpful to Staff Alliance's Compensation Working Group since this isn't something they are currently very focused on.
- Rural Affairs next meeting will be on Tuesday, January 10.

### C. Elections, Membership, and Rules – Walker Wheeler

- John Clendenin recently approached EMR with some recommendations to revamp the bylaws and constitution to get them in line with the current wording in regent's policy since these have changed some over time. EMR will soon begin to look further into this.
- They are looking at holding a few mock Staff Council sessions for both new and existing Staff Council members in February or March. This would be designed to familiarize people with Parliamentary procedure.
- Pips suggested that in line with this if anyone has any suggestions like this that they would like to see included in our February orientation, please contact Pips or Juella or email them your ideas.

### D. Advocacy Committee – Jodi Baxter, Outgoing Chair, Debbie Gonzalez, Incoming Chair

- *Attachment 223-1*
- There will be an open forum with Chancellor Rogers on February 10 which will be held in the Wood Center Ballroom from 12:30-2pm.
- This is Jodi's last Staff Council meeting and Debbie Gonzalez has agreed to serve as the new chair of Advocacy.

\*Committee Chairs: Please forward your reports to [uaf-staff-council@alaska.edu](mailto:uaf-staff-council@alaska.edu)

## 9. 10:10-10:20 EXTERNAL STATEWIDE COMMITTEE REPORTS

### A. Staff Alliance's Staff Health Care Committee – Maria Russell, Cat Williams

- The Staff Health Care Committee met a few weeks ago. They are going back to having just one meeting a month on the fourth Thursday of each month. They are looking at the possibility of stopping the 'Get the Point' program and going with something like Weight Watchers which could be accessed online at a reduced rate to staff.
- There are a few healthcare presentations at the JHCC website that you can view. They are looking at having a person who used to work for the university who now works for Alyeska and handles their healthcare. Alyeska is using a group who can work employees an advocate when interacting with groups like Caremark. Alyeska has been using a program called 'Patient Care.' 'Patient Care' assists customers in dealing with these larger



companies and help coordinate such activities. This is something that Beth Behner used to assist with. With Beth gone, there is no one available to assist in these situations.

- There is also a program now called 'Best Doctors' but very few people have used this. It helps people find good doctors or gives them options for health care. These programs don't make the decision for the patient, they assist the patient in getting the information that they need in order to make informed decisions.
- Carol has the printouts that they were given for the last meeting and they do meet tomorrow.
- They are not filling Mike Humphries position. The workload for this position has been handed over to Erica Van Flein who also oversees retirement. This is very concerning because there no longer is a dedicated person who deals only with health care benefits. JHCC has requested that the position be filled and that they participate in the hiring process. This has been declined; they have no plans to fill this position. At the moment, it appears as though Donald Smith, the Director of Labor and Employee Relations has taken over Beth Behner's duties so he is listed as the Human Resources Officer for the university.
- Another reason SHCC is very important is that all vendor contracts are up for review and renewal in the coming year. This is Premera, vision, and prescription coverage. It is the hope that JHCC will take a hard look at these contracts to determine whether or not they want to renew them.
- According to John Hebard, Director of Procurement and Contract Services, who was a guest at the meeting, most of these contracts are single year contracts with four one year options to renew them into their fifth year and a couple have been extended longer and are now in their sixth year.
- If you begin to hear more about issues people are having with medical care due to problems getting questions answered, you need to share this information so that we can address these issues. If we can show this is a real concern and problem for employees, they may reconsider.
- Juella plans to email Craig, the chair of SHCC, requesting that SHCC begin collecting information the contracts, on the vendors. Juella requested that Carol submit a similar email.

**B. Staff Alliance's Compensation Committee** – Maria Russell (Co-Chair), Robert Mackey

- The Compensation Working Group will be meeting this afternoon. They are looking at a few things including the longevity acknowledgement in compensations. They will also have a quick review of the governor's budget and moving forward. More updates will be available after the meeting.

\*Committee Representatives: Please forward your reports to [uaf-staff-council@alaska.edu](mailto:uaf-staff-council@alaska.edu)

**10. 10:20-10:25 EXTERNAL UAF COMMITTEE REPORTS**

**A. Master Planning Committee (MPC)** – Gary Newman

- *Attachment 223-3*

**B. Parking Advisory Committee (PAC)** – Shawn Houston

- Has not met

**C. Chancellor's Diversity Action Committee (CDAC)** – Mary Sue Dates and Ross Imbler

**D. Student Recreation Center Board (SRCB)** – Carol Shafford

**E. Chancellor's Planning and Budget Committee** – Shawn Houston

- Has not met

**F. Chancellor's Advisory Committee for the Naming of Campus Facilities** – Carol Shafford

**G. Accreditation Steering Committee** – Claudia Koch-Goddard

- *Attachment 223-4*

**H. Meritorious Award Committee** – Claudia Koch-Goddard

**I. Technology Advisory Board Committee (TAB)** – Walker Wheeler

**J. Family Friendly Task Force** – Walker Wheeler and Heather Leavengood

**K. Intercollegiate Athletic Council** – Pips Veazey and Heather Leavengood

- Has not met. Next meeting will be in January.



**L. Review of Infrastructure and Sustainability Energy Board (RISE) – Mayanna Bean**

- Report available at: [www.uaf.edu/sustainability/rise/](http://www.uaf.edu/sustainability/rise/)

**M. People's Endowment Fund Committee – Naomi Horne**

\*Committee Representatives: Please forward your reports to [uaf-staff-council@alaska.edu](mailto:uaf-staff-council@alaska.edu)

**11. 10:25-10:30 AD HOC COMMITTEE REPORTS****A. Calendar Committee – Gary Bender, Brad Krick, Sara Battiest**

- The committee is nearing completion on the calendar, including updating the contact information to reflect election results. Gary N. has a printout with him today of roughly what the calendar will look like. These will be ready for distribution at some point in January.

**B. Administrative Review Committee****C. Awards Committee****D. Staff Appreciation Day Committee – Maria Russell and Ashley Munro**

- *Attachment 223-2*
- A report is included with the agenda. The committee sent out a questionnaire to both faculty and staff requesting volunteers to lead sessions on Staff Appreciation Day. If you have ideas you would like included or know someone who is interested in leading a session, please have them fill out the form. Things are moving along great. The date is set. We don't have the Great Hall or Davis, so we will be using the Wood Center for all events.

**E. Communication Committee – John Clendenin, Jr.****F. Chancellor's Cornerstone Award Committee – Kala Hansen**

- Flyers for this award were handed out earlier in the meeting. You are encouraged to nominate staff members and to spread the word to other employees about submitting nominations.

\*Committee Chairs: Please forward your reports to [uaf-staff-council@alaska.edu](mailto:uaf-staff-council@alaska.edu)

**12. 10:30-10:40 ROUND TABLE DISCUSSION****13. 10:40 ADJOURN**



## Advocacy December 2011 Report

- December 15 Staff Tour of the Library. An opportunity to see how the Library brings in the holidays and finals week with the students.
- February 10, 2012 Open Forum / Q& A with Chancellor Rogers from 12:30pm – 2pm. Please mark your calendars and plan to attend!
- New Advocacy Chair is Debbie Gonzalez.



Staff Appreciation Day Report, December 2011  
Co-Chairs: Ashley Munro, Maria Russell

**Budget:**

\$11,000 Longevity (previously HR funds)

\$2,000 Governance

\$2,500 Chancellor

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\$15,500 Total funds

**Longevity:**

We will be spending approximately \$12,000 on the Longevity portion. This will include gifts and programs. There will be an increase in cost due to there being 141 more recipients than last year.

The breakdown of awards is as follows:

5 year 130 people (compared to 84 last year)

10 year 137 people (compared to 72 last year)

15 year 45 people (compared to 30 last year)

20 year 40 people (compared to 36 last year)

25 year 13 people (same)

30 year 13 people (compared to 3 last year)

35 year 3 people (compared to 2 last year)

We will use the same awards as last year and the same timeline for the program itself.

**Sessions:**

A questionnaire went out in mid December and we currently have 9 submissions for sessions. We would like to focus more on the fun, personal development sessions and try to have the professional development sessions be something that can't be attended throughout the year. Some session suggestions that will be explored by the committee include: science classes, Life Sciences Hard Hat Tour, WIN exercise at desk, Rock Climbing on new wall and others. Registration should be open from April 2<sup>nd</sup> to May 4<sup>th</sup>.

**Activities:**

In addition to the Frisbee Golf Tournament, we are exploring several more activities:

**Scavenger Hunt**- clues regarding history and trivia of UAF will lead staff around campus.

Everyone who completes the hunt will be entered to win a prize (extra free parking pass?)

**UAF Photo Booth**- Photo booth set up in Wood Center with UAF gear (hats, wigs, shirts, paws, etc). Staff can dress up and have pictures taken by Todd Paris.

**Photo Contest**- Staff should take pictures of activities and events during the day and submit them. We will run a slide show of pictures during the Ice Cream Social. We will also allow staff to vote for pictures that could be used on the 2013 calendar.

**Wacky Bowling Competition**- utilizing Polar Alley and its interesting scoring system, staff teams can sign up for a time to bowl. The highest score will receive a trophy (broken bowling ball?) that will be passed along from year to year. Perhaps have a "beat the Cabinet" option as well.

**Staff Night at Pub**- offer a fun activity at the pub after 5pm

We are currently working with those involved to see if these activities are possible.

**Catering:**

We will provide breakfast, lunch and ice cream social. VC Pat Pitney mentioned that she would sponsor the breakfast and we are confirming this offer. Lunch will be a BBQ. We are going to put in a request



with the Sustainability Office and Student Services to fund the purchase of Frisbees to use as plates. This has been done the last few years at SpringFest. The Frisbees can be kept by staff, or turned in to be washed and re-used. We will meet with Catering in early January to get prices for food.

**Non Fairbanks Staff:**

We will offer the Chancellor's Address and awards ceremony via E-Live. This will eliminate a \$2,500 charge for webstreaming. We will be requesting funds for main area with UAF staff. These funds can be used for food or for local sessions. Staff outside of Fairbanks are encouraged to find local presenters or activities for Staff Appreciation Day. Longevity awards will be mailed out in early May for presentation at each site.

**Sponsors:**

Due to our increase in longevity recipients, we do not have a lot of funds for catering. We are asking departments to sponsor items associated with Staff Appreciation Day. We are currently requesting the following:

- Vice Chancellor for Rural and Community Development to sponsor the community site awards
- Sustainability Office and Vice Chancellor for Students to sponsor the Frisbee plates
- Vice Chancellor for Administrative Service to sponsor the breakfast
- Wood Center to sponsor the costs associated with the Bowling Tournament and Pub employees

We may also need sponsors for the Ice Cream Social.



Master Plan Committee Report  
Dec. 16, 2011  
By Gary Newman

The Master Plan Committee met on Dec. 1 and discussed a number of topics, including recommended naming of the natural area between Reichardt and the Museum to Troth Yeddha', recommended approval of architectural guidelines for UAF, art installation discussion. It was also noted that the Life Sciences building anticipates close-in by end of December. I would note they had hoped for end of October in earlier planning and my sympathies go out to those working in the winter conditions. Meeting notes at <http://www.uaf.edu/mastplan/committee/meetings/agendas/2011-2012/>

There was also a non-meeting presentation Dec. 15, 2011 by ECI Hyer and NBBJ, the architects hired to do design on the Engineering Building addition. The site selected is in the southeast corner between Bunnell and Duckering. This site and approval to proceed with initial design work (to 35%) was approved by the Board of Regents at a September 2011 meeting. [http://www.alaska.edu/files/bor/110920SpecialMeetingASA\\_FLM.pdf](http://www.alaska.edu/files/bor/110920SpecialMeetingASA_FLM.pdf) As it affects a very visible part of campus, I urge Staff Council members to give it a look and contact me if any questions.



## Accreditation Steering Committee, 13 Dec 2011

### 1. The Final Comprehensive Peer Evaluation Report has been posted online at

<http://www.uaf.edu/accreditation/>

We will not know the due date for responses to the 3 recommendations until after the January 11, 2012 commission meeting – letter submitted about planning.

### 2. Feedback on revising UAF Mission Statement

#### a. Current UAF Mission Statement

The University of Alaska Fairbanks, the nation's northernmost Land, Sea, and Space Grant university and international research center, advances and disseminates knowledge through teaching, research and public service, with an emphasis on Alaska, the circumpolar North, and their diverse peoples. UAF – America's Arctic University – promotes academic excellence, student success and lifelong learning.

#### b. Possible revised Mission (1)

UAF emphasizes the circumpolar north and its diverse peoples in striving for excellence in teaching, research, community engagement, and preparing students for careers and leading roles in improving their villages, towns, cities, and state.

#### c. Possible revised Mission (2)

UAF emphasizes the circumpolar north and its diverse peoples in teaching, research, engagement, and preparing students for careers and leading roles in improving their communities.

### 3. Feedback on revising Core Themes Core Themes

#### a. Should Discover be revised to read as follows:

Research: Create new knowledge, insight, technology, artistic and scholarly works, with an emphasis on the north and its peoples.

#### b. The original themes are as follows:

Discover: Through research, scholarship and creative activity including an emphasis on the North and its peoples.

Educate: Undergraduate and graduate students.

Prepare: Alaska's career, technical and professional workforce.

Connect: Alaska Native, Rural, and Urban Communities through contemporary and traditional knowledge.

Engage: Alaskans via lifelong learning, outreach, and community and economic development.

Majority of the committee wants to keep both engage and connect separate but better show their integration and distinction.



The UAF Staff Council approved the following motion, (Motion 2011-223-1), at Staff Council Meeting #223 on December 21, 2011:

MOTION

The UAF Staff Council moves to ratify the even numbered unit election results.

EFFECTIVE: Immediately

RATIONALE: The Elections, Membership, and Rules committee has reviewed and certified these election results. Bylaws state that election results are to be announced at the December Staff Council meeting with newly elected representatives officially beginning their two year term on January 1, 2012.



## **UAF Staff Council President's Report December 2011**

### **Elections**

We are looking forward to welcoming new members of staff council at the January meeting. There are currently a significant number of seats that remain unfilled, and despite recruiting phone calls and email notices there appears to be a lack of desire to get involved. Strategies for increasing the visibility and effectiveness of staff council remain an issue for our group, and the current leadership is looking to lead some brainstorming sessions on possible alternative organization structures.

### **February Orientation**

Plans are underway for new staff council member orientation that will be held in conjunction with our February 17 meeting. This will be a face-to-face meeting with our off-site representatives and will follow a breakfast with Chancellor Rogers 7:30-8:30 am in the Wood Center Ballroom. Juella and I will be asking many of you to participate in the orientation and welcome suggestions for sessions and topics.

### **General communication strategies**

Despite an attempt to get the word out to contact the Board of Regents and the Governor's office this semester we had minimal direct communication to either party. We continue to strive to communicate effectively with our constituents and give a voice to staff at UAF.

### **Face-to-Face Meeting in February**

We look forward to welcoming our off-site representative on February 17<sup>th</sup> for our February meeting and orientation after enjoying a breakfast hosted by Chancellor Rogers. Nicole is busy working out the travel details.

### **President Gamble's listening sessions**

President Gamble and his Strategic Direction Team have been visiting campuses around the state to get feedback about university issues. Please plan to attend the internal listening sessions at the campus close to you. More details will be posted in January <http://www.alaska.edu/shapingalaskasfuture/listening-sessions/>.

### **Governor's budget**

Please see the attached sheet with information on the current status of the Governor's budget.

**Interested in your thoughts...**With the conclusion of the elections, I have spent a considerable amount of time thinking about how to energize this council, increase our visibility on campus and maximize our effectiveness. If you have ideas along these lines please contact me - I would love to hear your suggestions!

**Happy holidays and best wishes for a peaceful and happy winter break!**



**University of Alaska FY13 Budget Update**  
**Governor's proposed budget**  
**December 15, 2011**

The governor's budget includes funding at the Regents' requested level for UA's base operating costs. We believe it reflects an understanding that the university is working hard to hold down challenging increases in fixed costs (e.g. health care cost avoidance).

While we are pleased at the support for our base operating budget, we are concerned that the governor's budget does not include support for areas deemed highly important to our students, businesses looking for qualified employees, and the citizens of the State.

We will continue a dialogue with the governor and legislators about requested funds to help students graduate in a timelier manner, meet the state's workforce needs in high-demand areas, and commercialize University of Alaska research.

The governor's operating proposal for UA represents a 2 percent increase in state funding, or \$7.3 million, over the current fiscal year. (Summary: Table 1)

**Table 1: UA Board of Regents' FY13 Operating Budget and Governor's Proposed Budget Comparison (thousands)**

	Board of Regents'		Gov's Proposed Budget	
	State \$ <sup>(1)</sup>	Total	State \$ <sup>(1)</sup>	Total
<b>FY12 Operating Budget</b>	<b>351,723.1</b>	<b>889,103.2</b>	<b>351,723.1</b>	<b>889,103.2</b>
<b>FY13 Adjusted Base Requirements</b>				
Compensation Increases	7,607.8	15,215.6	7,607.8	15,215.6
Apply FY12 Benefit Savings	(2,429.4)	(2,429.4)	(2,429.4)	(2,429.4)
Utility Cost Increases <sup>(2)</sup>	1,000.0	2,000.0	-	-
Facilities Maintenance & Repair Increment	1,000.0	2,000.0	1,000.0	2,000.0
Non-Personal Services Fixed Cost Increment	175.0	4,360.0	-	4,185.0
Compliance Costs	100.0	200.0	100.0	200.0
New Facility Operations & Maintenance Costs	509.0	689.0	434.0	614.0
Program and Receipt Authority Transfers	-	-	-	-
<b>Subtotal-Adjusted Base Requirement</b>	<b>7,962.4</b>	<b>22,035.2</b>	<b>6,712.4</b>	<b>19,785.2</b>
<b>High Priority Program Sustainment</b>				
FY12 One-time Funded Priority Programs to Baseline	200.0	215.0	200.0	215.0
New Initiatives to Improve Graduation Rates	1,463.2	2,114.1	-	-
Response to State High-Demand Jobs	3,079.1	4,189.1	-	-
Alaska Research, Economic Development, Intellectual Property	1,545.0	3,156.7	-	547.2
<b>Subtotal-High Priority Programs</b>	<b>6,287.3</b>	<b>9,674.9</b>	<b>200.0</b>	<b>762.2</b>
<b>Budget Adjustments</b>				
Technical Vocational Edu. Program Funding (TVEP)	406.5	406.5	406.5	406.5
Mental Health Trust Auth. Authorized Rcpts (MHTAAR)	-	1,481.5	-	1,481.5
Capital Improvement Proj. Rcpt (CIP)	-	1,000.0	-	1,000.0
<b>Subtotal-Budget Adjustments</b>	<b>406.5</b>	<b>2,888.0</b>	<b>406.5</b>	<b>2,888.0</b>
<b>FY13 Increment</b>	<b>14,656.2</b>	<b>34,598.1</b>	<b>7,318.9</b>	<b>23,435.4</b>
<b>FY13 Operating Budget</b>	<b>366,179.3</b>	<b>922,004.8</b>	<b>358,842.0</b>	<b>910,842.1</b>
<b>% Chg. FY12-FY13 Operating Budget</b>	<b>4.1%</b>		<b>2.0%</b>	

(1) State \$ includes: General Fund, General Fund Match, General Fund Mental Health Trust, and Technical Vocational Edu. Prgrms (TVEP).

(2) Increases for utility costs are not included in the Governor's proposed budget, but are expected to be considered through the trigger mechanism consistent with past years.



## University of Alaska FY13 Budget Update (continued)

On the capital side, the university looks forward to further discussions about strategies to reduce the deferred maintenance backlog and stay current with facilities renewal and repurposing (R&R), which will help bring the backlog to a more sustainable level.

UA is responsible for maintaining over 400 buildings, half exceeding 30 years of age, with almost 6.7 million gross square feet, and adjusted asset value at over \$1.9 billion. The UA is responsible for approximately 40 percent the total gross square footage of state facilities.

The Governor's budget includes \$37.5 million to address the Board's No. 1 capital budget priority- Deferred Maintenance and Renewal & Repurposing for both main and community campuses. (Summary: Table 2)

**Table 2: UA Board of Regents' FY13 Capital Budget and Governor's Proposed Budget Comparison (thousands)**

	Board of Regents'			Gov's Proposed Budget		
	State Approp.	Receipt Auth.	Total	State Approp.	Receipt Auth.	Total
<b>Deferred Maintenance (DM) and Renewal &amp; Repurposing (R&amp;R)</b>	37,500.0		37,500.0	37,500.0		37,500.0
<i>UAA Main Campus</i>	9,000.0		9,000.0			
<i>UAA - Community Campuses</i>	1,837.5		1,837.5			
<i>UAF Main Campus</i>	22,575.0		22,575.0			
<i>UAF - Community Campuses</i>	900.0		900.0			
<i>UAS Main and Community Campuses</i>	2,587.5		2,587.5			
<i>UA - Statewide</i>	600.0		600.0			
<b>Annual Renewal &amp; Repurposing Requirement</b>	50,000.0		50,000.0			
<b>Additional DM Backlog Reduction</b>	100,000.0		100,000.0			
<b>New Construction (New Starts)</b> <i>Refer to 10-Year Capital Improvement Plan</i>						
<b>Planning and Design</b> <i>Refer to 10-Year Capital Improvement Plan</i>						
<b>Research for Alaska</b>						
<i>UAF Partnership to Develop Statewide Energy Solutions</i>	10,000.0	3,100.0	13,100.0			
<i>Energy Technology Testing and Development (Lead: ACEP)</i>	4,000.0	3,100.0	7,100.0			
<i>Energy Analysis (Energy Analysis Group)</i>	3,000.0		3,000.0			
<i>Comprehensive Fossil Fuel Research (Fossil Fuels Integration Group)</i>	3,000.0		3,000.0			
<i>UAF Effective Arctic Oil Spill Response</i>	2,000.0	25,000.0	27,000.0			
<i>UAF Assessing the Impacts of Ocean Acidification on Alaska's Fisheries</i>	2,700.0	750.0	3,450.0			
<b>University Receipt Authority for Capital Projects</b>		15,000.0	15,000.0		15,000.0	15,000.0
<b>Total FY13 Proposed Capital Budget</b>	<b>202,200.0</b>	<b>43,850.0</b>	<b>246,050.0</b>	<b>37,500.0</b>	<b>15,000.0</b>	<b>52,500.0</b>

Full details of the Board of Regents' FY13 Operating and Capital Budget Requests can be seen at:  
<http://www.alaska.edu/swbir/budget/>