

MINUTES
UAF STAFF COUNCIL #225
Friday, February 17, 2012
8:45-11:00AM
Wood Center-Carol Brown Ballroom

1. CALL TO ORDER AND ROLL CALL

- The meeting was called to order by President Pips Veazey at 8:50AM.

A. Roll Call

Present

Pips Veazey
Juella Sparks
Maria Russell (phone)
Robert Mackey (phone)
Evelyn Pensgard
Deb Jepps
MaryAlice Short
Debbie Gonzalez
Kala Hansen
Nichole Kloefer (phone)
Shawn Houston
Carolyn Simmons
Debbie Coxon
Gary Newman
Jennifer Elhard (phone)
Mary Sue Dates
Claudia Koch
Jennifer Ward
Kim Eames
Robin Weinant

Present (cont.)

John Clendenin
Jennifer Youngberg
Walker Wheeler
Brad Krick
Travis Brinzow
Gary Bender
Britton Anderson- Alt (Voting
for Richard Machida)
Louisa Hayes – Alt (phone)
Jeannette Altman- Alt

Excused

Sara Battiest
Richard Machida

Guests

Chancellor Brian Rogers
Dana Thomas, Vice Provost &
Accreditation Liaison
LaNora Tolman, Accreditation &
Assessment Coordinator

– Quorum was met

B. Approval of Agenda for Staff Council Meeting #225

– Agenda approved as amended

C. Approval of Minutes of Staff Council Meeting #223 – December 2011

– Minutes approved as presented

D. Approval of Minutes of Staff Council Meeting #224 – January 2012

– Minutes approved as amended

2. STATUS OF PENDING ACTIONS (No pending actions)

A. Actions Approved

B. Actions Denied

C. Actions Pending

3. PUBLIC COMMENT (no participants)

4. OFFICER REPORTS

A. Pips Veazey, President

- Pips welcomed everyone to the face-to-face meeting. Evelyn Pensgard, from the Kuskokwim Campus was present at the meeting as part of Staff Council's February face-to-face meeting.
- Staff Council had a very nice breakfast with Chancellor Rogers and his wife, Sherry Modrow, this morning.
- Staff Council Orientation will be this afternoon from 1-3 p.m. New and returning members are encouraged to attend.
- President Gamble's Listening Session was held earlier this week. Approximately 40-50 people attended the event. Staff Council was well represented at this meeting.

Staff Council Strategic Direction:

The feedback submitted as of last night is attached to the President's Report. Only six people responded to the request for feedback. These responses were appreciated, even though more responses were expected. This will be discussed again later in the meeting.

System Governance:

- System Governance is going through reorganization. Pat Ivey is retiring at the end of the month after 36 years with the university. She has been the executive officer for many System Governance organizations. At this point, there is no replacement for Pat. Many people at System Governance are working to ensure a smooth transition and continued support for the work of the various governance groups. In a meeting with Dan Julius earlier this week, Staff Alliance was very clear about the continuing need for adequate support at this level.
- At the Q&A session with Chancellor Rogers, which was organized by Debbie Gonzalez, the Chancellor mentioned two Staff Council efforts that he felt were important Staff Council contributions. One was supervisory training. The other was Staff Appreciation Day. We need to keep Staff Appreciation Day on everyone's agenda. It will take a lot of effort from all of us in order for it to be successful, especially as we get closer to the event.

B. Juella Sparks, Vice President

Staff Alliance:

- Staff Alliance met Tuesday.

Tobacco Free Hiring Policy:

- The proposed 'tobacco-free hiring policy' evolved from the previous 'tobacco surcharge' discussion. The 'tobacco-free hiring policy' has not been formally presented to governance groups at the statewide level; this would be the next step.
- In March, Staff Alliance has a two-day retreat in Anchorage. Staff Alliance has asked statewide to include the proposed 'tobacco free hiring policy' and another round of changes to the 'tuition benefit' as discussion items for this meeting.

Board of Regents:

- The board of regents (BoR), met earlier this week in Fairbanks.
- The BoR is particularly interested in a 'tobacco-free hiring policy.' Regent Wickersham specifically asked for a report from governance on how staff members feel about his policy. Juella assured him that this was a discussion item for the March Staff Alliance meeting and that she would provide the regents with a report at their April meeting. Although specific details about this policy have not been discussed, it appears as though existing employees would be grandfathered in, even if they were to switch jobs within the university. Whether they would hire someone whose spouse used tobacco has not been addressed. Part of the pushback from the 'tobacco surcharge' discussion is a focus on employees and not dependents and spouses. This is a preliminary discussion and not a 'done deal' by any means. You are encouraged to talk about this with your constituents and bring feedback to Pips and Juella for the March Staff Alliance meeting. Major details will probably be presented to Staff Alliance in March.
- Generally, changes to our benefits will be in phases. At the BoR meeting yesterday, Juella heard that this might be the first step towards a tobacco-free campus. At each step, we have the opportunity to provide input and this is our opportunity to provide feedback on this matter. Pips noted that we do not have many details at the moment, which makes this a very good time to ask questions.
- Numbers on our health insurance program, including the total cost, are expected next week. These numbers will be reported to JHCC on the first or second of March. By the time Staff Alliance meets, they will have more information on these numbers, as well as on the impacts these will have on staff. Juella will be asking for a special report from SHCC in Anchorage. At this point, we do not know if there will be an increase to premiums or other impacts.
- Staff Alliance will be meeting on March 22-23, which is prior to the next Staff Council meeting on March 27. Due to this, Juella expects to have more information for Staff Council regarding healthcare at the next Staff Council meeting.
- Juella is asking the UA liaison to the legislature to attend the March Staff Alliance meeting to provide an update on the budget in the legislature.

- Pat Ivey’s upcoming retirement will likely have a great impact on governance. Pat Ivey is an amazing individual and a wealth of knowledge on UA governance. She has maintained governance’s autonomy from the university, which allows us to work without pressure from statewide and the administrations.
- There has been a great deal of turnover in Butrovich with the new administration. This includes the movement of System Governance from what was Wendy Redman’s office to Dan Julius’ office. Pat’s retirement, will result in additional change. Pips and Juella want to make sure that governance remains intact, strong, and healthy. They have started a series of meetings with Dr. Julius to monitor the situation.
- At this time, we do not know if Pat Ivey’s position will be filled. Staff Alliance is pushing to keep this position filled, but both President Gamble and Dr. Julius are essentially opposed to hiring someone to fill this vacancy. Prior to filling the vacancy, they would like a review of the function of governance at statewide to determine how this office is working in order to determine if this position is necessary.
- A few Council members expressed concern over a delay in filling Pat Ivey’s position. Juella emphasized that this is a major change, but with change, we will also see opportunities. President Gamble has assured us that proposed changes to regents’ policy and regulations will go through governance before being sent to the regents for approval. This will provide us with the opportunity to, possibly, stop some changes. We also have the opportunity to add some changes. Juella urged everyone to keep an open mind, to challenge various ideas, and to communicate any opinions, thoughts, and suggestions to Staff Council so that these can be forwarded to higher levels.
- Pips explained that at the meeting with Dr. Julius, faculty, staff, and student leaders provided a solidified, clear message that we do not want change without our input and a group effort to decide what would happen in the future. From Dr. Julius, they got this promised. We need to be strong and vocal to ensure that changes are not made without our input.

BoR Policy and Regulations Review

- As previously discussed, BoR Policy and Regulations are under review by the statewide administration. Policy 03.01.010 pertains to system governance and it is up for review as well. This policy allows us to meet here today. Through Dr. Julius, Pips and Juella will keep an eye on any proposed changes to this policy.
- There is another round of proposed changes to the tuition waiver. We passed a strong resolution opposing any changes to the tuition waiver. Staff Alliance adopted our resolution in whole, with the addition of concerns about satisfactory academic process. The resolution was then forwarded to President Gamble. He rejected the resolution on the grounds that it needed to go through System Governance Council (SGC), which includes leadership from the Coalition of Student Leaders, the Alumni Associations, and Faculty Alliance. This resolution has since gone through SGC. SGC supported us in opposition to any changes to the benefit. In the next round of changes, they have kept some things in the Tuition Waiver, but they have also proposed some changes. One of the proposed changes involves the removal of the requirement of repayment for a failing grade. Juella will have more information on this at our March meeting.
- You are encouraged to visit the statewide Labor Relations website (www.alaska.edu/labor/), for the latest information on the ASEA effort to unionize. A couple of Staff Alliance members were named in the unfair labor practices.
- Pips thanked Juella for providing an overview of what is occurring at the statewide level. She hopes that everyone has a clear idea of what we are working on at the campus level as well as what is taking place at the statewide level.

5. REMARKS BY CHANCELLOR ROGERS

- Chancellor Rogers welcomed new members and extended his appreciation for Staff Council’s current internal review. He discussed the import of assessing how Staff Council can best add value to the institution, especially through participation. Staff appreciation and supervisor training are two programs that the Chancellor views as successful projects associated with Staff Council. Staff appreciation has been successful in recognizing the work of staff and in providing opportunities for personal and professional development. Efforts on the Cornerstone Award are also associated with this improvement. We have moved beyond having only a staff recognition ceremony to providing opportunities for personal and professional development that help people advance in their careers and enhance their lives. Staff Council has also significantly contributed to the creation of the Supervisory Training Program that exists today. Staff Council went to Chancellor Rogers, shortly after he became chancellor, and indicated that half of staff problems were due to supervisors not being trained well. The Supervisory Training Program that we have today grew out of this request. As part of this ongoing program, the chancellor has requested a survey of the overall Supervisory Training Program including an assessment of areas where we can improve.
- Chancellor Rogers appreciated the increased participation at today’s meeting. He explained that Staff Council is only as effective as those who participate. There is great value in the multi-way communication established through Staff Council representation on significant committees. Referring to the committees on the second page of today’s agenda, the chancellor explained that service on these committees is valuable to people working in all offices, to Staff Council members as individuals, and to the institution. However, this can only be accomplished, if representatives communicate with others. The role of a Staff Council representative on these committees is to collect staff views, to make the

committee aware of these views, to listen to what is going on in the committee, and to report back to Staff Council. To the extent that this communication happens well, this is a very valuable organization. Members on these committees are urged to share their knowledge of what is going on.

Appointment of New Ad Hoc Safety Committee:

- Chancellor Rogers recently appointed a new ad hoc Safety Committee that will be looking at safety generally. He is not looking for new safety regulatory ideas or examinations. Rather, he is looking to instill a stronger safety culture around the university. Chancellor Rogers does not want to be in a position of telling people that they have to do certain things. Rather, he would like to be at an institution where everyone is thinking about safety and about what we can do to make our operations safer. As an educational institution, he wants our students to graduate with the kind of experience here that they will get when they go out and work in industry. This requires that we are all thinking about safety. To the extent that we can have the consciousness of the kinds of activities that lead to injuries, we will be a better institution and a healthier workforce. We want people to think in safety conscious ways. Feedback on the ad-hoc Safety Committee can be submitted to the committee chair, Dan White, who is the Director of the Institute of Northern Engineering and the Associate Chancellor.
- Staff Council thanked the Chancellor for breakfast this morning.
- When asked if anything from the BoR meeting this week surprised him, Chancellor Rogers explained that one such aspect was tied to our attempts to identify appropriate metrics for assessing performance at the university. We are still in a very preliminary draft mode; it was a bit surprising to see some of the issues go out. It was a very light BoR agenda. Chancellor Rogers explained that the best part of the meeting, for him, was in the facilities arena and the ribbon-cutting ceremony for the Alaska Center for Energy and Power. The BoR loves this program and the partnership. Yesterday, Facilities provided a walk-through of the new Life Sciences building. Chancellor Rogers is very excited to see the progress on this building, which is ahead of schedule and under budget. This will be a magnificent facility for both students and the research community. They are looking at June of next year for the official dedication of the building, but it appears as though people will be in the building prior to this.
- The regents also appreciated Wednesday's campus presentation. Each time the board is at a campus, one of the lunch hours is used to highlight noteworthy aspects of the campus. The presentation on Wednesday involved intellectual property, commercialization, and the unmanned aerial vehicle use in assisting the Russian fuel tanker's travel to Nome. Additionally, three music students played a Beethoven concerto and there was a presentation on UAF's sustainability efforts including the sustainable village project. The board appeared to be very pleased with the presentation with some board members stating that this was the best lunchtime presentation they have seen so far.
- When asked about the proposed budget, Chancellor Rogers stated that they were disappointed by the high priority projects going unfunded, with essentially only funding fifty percent of the pay raises, and continuation of the honors programs. We will continue to work with the state senate to restore as much as we can. The legislative staff recognized that the university held the line on its budgetary request to a greater extent than many thought possible. The legislative staff felt the legislators needed to reward agencies for doing what was asked of them. They asked us to focus on how we can graduate people faster, so our top priority had to do with advising, which we believe will have the greatest impact on graduation rates. They asked us to do something, we proposed to do it, and then they do not fund our proposal. Chancellor Rogers is hopeful that we will see some funding as the legislative process proceeds. He also expects that we will receive deferred maintenance funding and some funding for UAF and UAA engineering.

6. GOVERNANCE REPORTS

A. Cathy Cahill, President – Faculty Senate (no report)

B. Mari Freitag, President – ASUAF (no report)

7. UNFINISHED BUSINESS

A. Staff Council Strategic Direction

- Based on Carolyn's suggestion, Staff Council members were asked to submit feedback about things we are doing well, as well as about things people think that we are not doing well. These responses were compiled and included in today's handout.
- Pips and Juella take their positions very seriously and have an obligation to look critically at the work that Staff Council is doing to see if we should be doing something differently. The chancellor asked the officers to look critically at what we are doing and he will be looking at us closely to see what, if any, changes we make.
- Next month there will be a proposal on the table for discussion. They will try to get it out before the meeting.
- Pips has had personal conversations with many Staff Council members. She also appreciates the feedback from those that responded to the request, but wishes there had been more feedback.

- Many of the suggestions related to communication in terms of how we communicate things to our constituents as well as how we get information back from our constituents. There are Staff Council representatives who do this very well, but improvement, in general, is needed. There was additional feedback about things we could improve on immediately. For example, Claudia suggested that we take time to address external committees during our meetings, instead of just attaching reports. We began attaching reports without presentations at the beginning of the year to streamline meetings, but when committees need feedback from Council, it is important that they have an opportunity to address this during the meeting. Pips is happy to accept more suggestions and she will continue adding them to the current document. Overall participation could improve. Right now, only 24 of our 34 seats are filled. Today's attendance is the best we have had in a long time and this is greatly appreciated. Our participation rates range from about 38-60%. We can improve this. Please think critically about Staff Council's organization and about next month's proposal. We have reached the point that we are ready to make some critical changes.

B. Staff Appreciation Day Update - Ashley Munro

- The draft schedule for Staff Appreciation Day was attached to today's agenda. The committee is looking for additional personal and professional development sessions. If you have any ideas, or know of anyone who is interested in leading a session, please contact Ashley. The committee is currently working on the budget, which is complicated by the fact that there has been no increase in the budget, yet there was a substantial increase in the number of longevity awards this year. The committee is limited in finding award items that fit within the budget. They have chosen to use the same awards as last year. The committee is working with rural campuses to distribute funds for Staff Appreciation Day events at the rural campuses. Funds are being awarded to Anchorage, Dillingham, Kotzebue, Bethel, Nome, Palmer, Seward, and Soldotna, all of which are locations with more than two staff members.
 - This year, catering has been somewhat of a challenge due to budgetary restrictions. They have narrowed down breakfast and ice cream; they are still working on lunch. They are trying to get BBQ, but pasta may be the only possibility.
- Reducing Costs:* To cut costs, eLive will be used in place of web streaming. Volunteers are needed to assist with broadcasting the various events on Staff Appreciation Day. Contact Ashley if you are interested in volunteering.
- To cut costs, the committee has also chosen vendors that offer an educational discount. Additionally, they are looking at getting sponsors. Associate Vice Chancellor, Pat Pitney, will be sponsoring either part of, or, the full breakfast and we are very thankful for this contribution. If your department would like to sponsor a section of the day, please contact Ashley or Maria. Sponsors will be recognized for their contributions on the longevity program. Volunteers are needed to assist with setting up longevity awards the night before and to assist throughout the day. If you are interested in volunteering for Staff Appreciation Day, contact Ashley at akmunro@alaska.edu or 474-1934.

BREAK

8. NEW BUSINESS

A. Motion relating to geographic differential at UAF

- Attachment 225-8: Motion 2012-225-1
- Accounting for geographic differentials is a very important issue for Rural Affairs. A lot of work has gone into creating this motion. Pips thanked Brad Krick and Rural Affairs for the level of commitment shown in developing this motion.
- The *geographical differential* is a cost of living increase based on the state's analysis of the cost of living in different places in Alaska. It is represented by a percentage above someone's base pay. The state conducts a survey every five years; the last was in 2008. Since then, the state reevaluated some of its geographical differentials for its General Governing Unit (GGU). The university has not addressed this and there is no current action on the table. This motion developed out of this situation.
- The motion was read before Council.
- Pips explained that this is an example of something we can promote. It is something that is important to staff. In this case, we are not reacting to something; we are being proactive in addressing an issue that has raised staff concerns. Juella explained that geo-differentials are part of current discussion within the Staff Alliance Compensation Working Group, yet she feels this motion is very helpful in working towards some type of action on this matter.
- The state reviewed the basis for their salaries and was forced to take action due to collective bargaining agreements. The university has not taken similar steps. This is an opportunity for us to ask for such a review. There is also some discussion about the cost of living in Fairbanks compared to Anchorage. This is something that needs to be looked at and discussed. This is formally on the table as far as statewide is concerned.
- There are some locations where the university pays a higher geographic differential than the state. The hope is that in discussions this is addressed. We do not want people to lose pay.

- Concern was expressed over the use of the phrase ‘University of Alaska System.’ Brad explained that the idea was for the motion to go to Staff Alliance and from Staff Alliance upward. The committee wanted to be clear about the fact that they were looking at the larger system and not UAF. Based on this concern, the motion was amended as follows:
 - A motion was made to amend the wording of the main motion by replacing the words ‘System have’ in the last paragraph with the word ‘develop.’ This motion passed unanimously.
 - A second motion to amend the main motion was made to delete the word ‘System’ from the second to last paragraph. This motion passed unanimously.
 - A third motion to amend the language of the main motion was made to replace the words ‘benefited from’ in the fourth paragraph, with the words ‘been fairly compensated with.’ This motion passed unanimously.
- The main motion was passed unanimously as amended (Vote: 15 For, 0 Against, 0). Pips and Juella will present this motion to Staff Alliance at their next meeting.

9. GUEST SPEAKERS

A. Dana Thomas, Vice Provost and Accreditation Liaison Officer LaNora Tolman, Accreditation and Assessment Coordinator

- LaNora Tolman was introduced to Staff Council as the principle staff person engaged in the accreditation effort.
- Dana and LaNora were in attendance to solicit staff input throughout the accreditation process. They would like to ensure that Staff Council and all UAF staff have the opportunity to provide input and to voice concerns.
- A handout was distributed at the meeting. This handout was also emailed to staff members following the meeting. One page of the document contains a listing of the current draft of the ‘Themes, Objectives, and Indicators of Achievement.’ The second page of the handout includes both the current and the proposed UAF Mission Statement.
- Our institutional accreditation has been reaffirmed. This was a very successful two-year effort. During this process, we received three recommendations:
 - Better connecting our planning activities to our core theme objectives
 - Better connecting our budget process to our core theme objectives
 - Improving our outcomes assessment processes
- Work is already underway to improve these. We are beginning a new seven year accreditation cycle with a year one report due this fall. It will contain revisions to our core themes, which are the essential elements of our mission. We currently have five core themes: *Educate, Discover, Prepare, Connect, and Engage*. At this point, the Accreditation Steering Committee has proposed, and the Chancellor’s Cabinet supports changing the theme *Discover* to *Research*. The year one report will also contain our objectives for these themes and indicators of achievement for each objective.
- As part of the strategic planning process, they are revising the UAF Mission Statement. The current mission statement is more about ‘who we are,’ rather than ‘what we do’ and ‘why we do it.’ Typical mission statements are more in line with the latter. The board of regents must approve the new UAF Mission Statement. If any changes are to be included in the August report, we must work quickly in order to obtain BoR approval. There are only two BoR meetings remaining within which this can be accomplished.
- The handout also lists the current 37 ‘Indicators of Achievement.’ They would like to reduce this number to emphasize those that are most important to UAF. This would also lessen the burden of data collection since data must be collected for each indicator. Our indicators do not have to measure everything; we are looking for indicators of achievement.
- During the meeting, a staff member suggested that the import of life-long learning be noted in this process.
- This is an ongoing and active conversation and staff input is an important aspect of this process. Staff should feel free to send suggestions for changes to Dana Thomas at dlthomas@alaska.edu, or to LaNora Tolman at latolman@alaska.edu. From here, feedback will be put before the Accreditation Steering Committee and the Chancellor’s Cabinet. Feedback is needed as soon as possible. Feedback on the mission statement needs to be submitted within the next ten days. Please share this information as broadly as possible. It is available electronically on the Accreditation website: www.uaf.edu/accreditation. An electronic copy of this document will also be emailed to staff.

COMMITTEE REPORTS

10. INTERNAL COMMITTEE REPORTS

A. Staff Affairs

- Staff Affairs is a very important committee and is currently in need of a committee chair. Please contact Pips if you have previously served on Staff Affairs and are now interested in serving as chair. If the chair position cannot be filled, we may have to look to our internal committees to share the load of what the Staff Affairs committee currently does.

B. Rural Affairs – Brad Krick

- Attachment 225-8: Rural Affairs Committee Report
- The written report contains link a link to the 2008 McDowell Survey commissioned by the state. There is also a link to the May 2011 edition of *Alaska Economic Trends* that also discusses cost of living.
- Nominations for the Peggy Wood Award, which recognizes an outstanding rural staff member, are now open. Anyone can submit a nomination. Nominees can be individuals who work off campus or someone who works on campus in an area such as Rural Student Services. The nomination form should be online soon and the deadline is March 26. The Rural Affairs committee and Staff Council are no longer directly involved with this award. CRCD is now running this process and they will compose a selection committee once the nomination period closes. It is unknown if CRCD will request Staff Council volunteers for this committee.

C. Elections, Membership, and Rules – Walker Wheeler

- Attachment 225-4: EMR Committee Report
- EMR is reviewing the Staff Council Constitution and Bylaws as they relate to BoR Policy 03.01.001. This review will most likely continue in the March meeting. Following this, EMR will make any necessary recommendations to Council.

D. Advocacy Committee – Debbie Gonzalez

- Attachment 225-6: Advocacy Committee Report
- Debbie thanked everyone for participating in the Chancellor's forum, which was a huge success. Based on this success, Advocacy will look into holding similar events in the future. They plan to hold fewer 'Brown Bag Lunches' and more tours, since tours are usually successful. It may be possible for Advocacy to offer an eLive training session, if there is interest. Contact Debbie or the Staff Council Office if you would like to join Advocacy.

*Committee Chairs: Please forward your reports to nmdufour@alaska.edu

11. EXTERNAL STATEWIDE COMMITTEE REPORTS

A. Staff Alliance's Staff Health Care Committee – Cat Williams, Carolyn Simmons, Maria Russell (Alt), & Mary Sue Dates (Alt)

- The last SHCC meeting was cancelled. The next meeting will occur around the middle of March.

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

- The committee met a week and a half ago, at which time they decided to break into smaller working groups to look at different tasks. These tasks include looking at longevity, COLA, geographic differentials, merit based pay, and FY14 recommendations. The full committee will meet in March to review ideas and to set priorities.
- Britton Anderson volunteered to serve as an alternate on this committee.

*Committee Representatives: Please forward your reports to nmdufour@alaska.edu

12. EXTERNAL UAF COMMITTEE REPORTS

- In response to the feedback about providing time for external committee input, Pips provided external committee representatives with the opportunity to address Council, if they so wished.

A. Master Planning Committee (MPC) – Gary Newman

- Report available at: www.uaf.edu/mastplan/committee/meetings/agendas/2011-2012/
- Attachment 225-5: Master Planning Committee Report
- The Master Planning committee met yesterday. An updated report is now available. Printed copies are located on the back table and the file will be added to the website. Gary N. will be out of town for the next MPC meeting when the committee will be touring the new Life Sciences building. Please contact Gary N. if you are interested in attending this meeting. Juella asked if Facilities Services typically creates a map of summer construction. This question was in reference to past situations at rural campuses where staff contracts were shortened due to construction. Gary N. explained that they typically create a map identifying construction locations and they are discussing doing this again this year. Gary further suggested that people contact Design and Construction for more information.

B. Parking Advisory Committee (PAC) – Britton Anderson

- Attachment 225-1: Parking Advisory Committee Report
- The addition to the IARC parking lot is now open, including the new advanced headbolt operators. If you have any questions related to this committee, please contact Britton.

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

D. Chancellor's Planning and Budget Committee

- Has not met

E. Chancellor's Advisory Committee for the Naming of Campus Facilities – Debbie Coxon

- Has not met

F. Accreditation Steering Committee – Claudia Koch-Goddard

- Attachment 225-2: Accreditation Steering Committee Report
- If you have any input on the Accreditation process, please contact Claudia.

G. Meritorious Award Committee – Claudia Koch-Goddard

- Has not met

H. Technology Advisory Board Committee (TAB) – Walker Wheeler

- Has not met

I. Work-Life Balance Committee – Walker Wheeler

- Has not met

J. Intercollegiate Athletic Council – Pips Veazey and Debbie Coxon

- Attachment 225-6: Intercollegiate Athletic Council February Report

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

- Report available at: www.uaf.edu/sustainability/rise/

L. People's Endowment Fund Committee – Claudia Koch-Goddard

- Has not met

*Committee Representatives: Please forward your reports to nmdufour@alaska.edu

13. AD HOC COMMITTEE REPORTS

A. Awards Committee

- Chair needed
- This committee will be working on the Staff Makes Students Count award and possibly a few other awards. Work on this committee will be very brief. Please contact Pips if you would like to serve on this committee.

B. Staff Appreciation Day Committee – Ashley Munro, Maria Russell, and Barbara Gabel

- Attachment 225-3: Staff Appreciation Day Report

C. Communication Committee – John Clendenin, Jr.

- The committee met last week. John will be speaking at Orientation today to discuss Staff Council communication.

D. Chancellor's Cornerstone Award Committee – Kala Hansen

- The nomination period for this award closed this past Wednesday. This award recognizes a staff member who has gone above and beyond in their work for the university. Volunteers are needed to assist Kala in reviewing nominations and making recommendations to Chancellor Rogers. Kala plans to go through nominations in one afternoon and this needs to be completed rather quickly. If you, or someone you know, are interested in assisting, please let Staff Council know.
- Mary Sue Dates and Robin Weinant volunteered to serve on this committee.

*Committee Chairs: Please forward your reports to nmdufour@alaska.edu

14. ROUND TABLE DISCUSSION

15. ADJOURN

- The meeting was adjourned at 11:00 a.m.

Parking Advisory Committee – February Report

Britton Anderson, Staff Council Representative

The Parking Advisory Committee met just before the holiday break to go over the reincarnation of this group, and what the responsibilities are. We went over the appeals process that drivers go through if they choose to challenge a citation. We also discussed upgrade plans that Parking Services has in mind regarding headbolts in the parking lots.

These headbolts have a small, enclosed processing unit that is centrally programmed to cycle the individual plug based on temperature at that location. Currently, the headbolts on campus are cycled based on the temperature recorded at the power plant. Now power can be cycled more consistently with the temperature in the actual area that customers are parking in. They also provide a variety of reporting functions, such as average current draw, parking times, and associated costs.

These headbolts are currently in their trial run, installed only in the newly expanded section of the IARC parking lot on West Ridge. If successful, these new controllers will be added to the rest of campus over time.

Accreditation Steering Committee Minutes

Tuesday, January 24, 2012

8:30 a.m. - 10:00 a.m.

Members present:

Alexeev, Vladimir; Barnes, Brian; Carroll, Jennifer; Cooper, Amy; Druckenmiller, Patrick; Gerlich, Bella; Hartmann, Anita; Henry, David; Horner, Deb; Jacobsen, Gary; Juday, Glenn; Koch-Goddard, Claudia; Manchester, Jesse; Patil, Shirish; Pinney, Pete; Thomas, Dana; Veazey, Dave; Weflen, Arvid. On audio: Anahita, Sine; Duffy, Larry; Hecimovich, Derylee.

Update on Commission visit with chancellor, provost and vice provost on Jan. 11

Bulk of information was on outcomes assessment of academic programs and services – only 60% of our academic programs closing the loop and using the info to improve student learning – they are raising the bar and pointed out specifically the library – CRCD and CLA also need improving – UAF may have been too frank with the self-assessment – waiting for written response – as soon as the response is received, Dana will share it with the steering committee.

May have dean's be responsible, or a visit could happen this fall – hoping for a year 3 or year 5 response instead.

Commission is pushing on higher ed outcomes in reaction to federal pressure. - Possibility of federal control

Expectation is 100% of the academic programs are reporting on outcomes assessment regularly, using it for change and change is documented. It doesn't have to be changing the whole curriculum; it can be on a small scale e.g. changing a reading assignment. This responsibility lies with the faculty according to standards.

We (Provost's Office) ask for centralized reporting for collecting, documenting and posting.

Commission also brought up the need for refinement with Connect and Engage but added Prepare to the group. Asked us to look at the indicators particularly in those three as they see some overlap. We will need to clarify the distinction of these three themes and how they integrate.

We won't post the response from the Commission but steering committee will get a hard copy, but asked not to scan it or post it.

Mission Statement

Current working draft: UAF integrates teaching, research, and engagement with an emphasis on the circumpolar North and its diverse peoples to prepare students for leadership and careers.

Circumpolar should stay in the statement as it differentiates Alaska being North relative to New York or Minnesota being "North" to those in the southeast U.S..

Accreditation Steering Committee may give input to change the mission statement. It needs to be kept short.

Dave – "educate global citizen's for life leadership and careers"

Glenn – citizen defines nationalities in a legal sense, learning because it's a human thing to do.

Decision made to use "educate" instead of "prepare".

Accreditation Steering Committee Minutes

Tuesday, January 24, 2012

8:30 a.m. - 10:00 a.m.

Brian Barnes initiated discussion regarding higher education and its impact on income and reasons for education

Should the word "citizenship" be included? Faculty Senate/Core Revitalization Committee decided against it.

Dana will take the current statement to the Faculty Senate:

UAF integrates teaching, research, and engagement with an emphasis on the circumpolar North and its diverse peoples to educate students for leadership, careers, and lifelong learning.

Revising Core Themes

Current Revision

Research: To create new knowledge, insight, technology, artistic and scholarly works, with an emphasis on the circumpolar North and its peoples.

Objectives and Indicators

Rubric

Commission took an issue with the rubric.

Read recommendation number 2 from the Commission...tie Core Themes to objectives, in addition, to planning and budget which is another form of PBB. Commission says we are doing too much for too many.

Please look at indicators; we have time now to collect data over the next few years. We will report in Year 5.

One objective missing: Document and preserve cultural, historical and natural history related to the circumpolar North and its peoples (Dana's draft after the meeting)

Sine suggests not using collect since it may be a sensitive word also the phrase "native artifacts"
Do we have very clearly missing objectives?

We can come up with indicators of achievement that cut across the themes e.g. undergraduate research.

Possible matrix can be used to visually map out the bridges/integration with objectives/indicators. Especially important with budget tied into the objectives.

Closing:

Please read peer-evaluation response.

Think about objectives and indicators carefully. What is missing? Fewer indicators would be good.
Simplifying the collection of some indicators would be good as well.

Accreditation Steering Committee Minutes

Tuesday, January 24, 2012

8:30 a.m. - 10:00 a.m.

Possible way to simplify: Use a small set of online indices to get the UAF publication list indicator. CES and others may not be represented; supplementation may be necessary to satisfy some units.

Indicators don't have to be perfect; they just have to be indicators.

Come next time with statements: "let's add this objective, let's delete this objective" etc.

Please share the conversation on objectives and indicators widely, including advisory groups (get this in their minutes) and your peers, and bring back suggestions to the Committee. Think about these themes, objectives and indicators from a 1000 foot perspective.

Form subgroups next meeting.

Staff Appreciation Day 2012 Budget**Longevity Awards:**

5 year award (water bottle)(144): \$1258.56

10 year award (cooler) (134): \$2211.00

15 year award (blanket) (45): \$1215.00

Total Trademark Order: \$4584.56

20 year award (plaque) (40): \$3448.80

25 year award (gold pan) (13): \$1313.39

30 year award (weather station) (13): \$1830.53

Total Trophy Cache Order: \$5939.89 (includes 10% discount)

35 year award (individualized) (3): \$300

Total Longevity Awards: \$10824.45

Rural Awards:

Anchorage \$60

Bristol Bay Campus \$100

Chuckchi Campus \$65

Interior-Aleutians Campus \$0

Juneau \$0

Kuskokwim Campus \$100

Northwest Campus \$75

Palmer \$75

Seward \$50

Soldotna \$50

Total Rural Awards: \$575

Administrative Costs:

Longevity Invitation: \$10

Longevity Program: \$90

Shipping (rural longevity awards): \$100

Wood Center Labor: \$250

Total Administrative Costs: \$450

Catering (pre-estimates):

Breakfast: \$1800

Lunch: \$3500

Ice Cream Social: \$800

Total Catering Costs: \$6100

Staff Appreciation Day Expenses			
Item	2010 Est amount	2011 Est amounts	2012 Est amounts
Breakfast	\$1461.25	\$1719.15	\$1800
Lunch	\$3004	\$3104	\$3500
Ice Cream Social	\$570	\$660	\$800
Wood Center Labor	\$250	n/a	\$250
OIT Support	\$100	\$2500	\$0
Printing	\$660.10	\$171.35	\$100
Shipping	\$43.45	\$75	\$100
Longevity Awards	\$9920.94	\$8080.58	\$10825.45
Rural Awards	\$800	\$675	\$575
Total	\$16809.74	\$16958.08	\$17950.45

2012 Income Estimates		
Source	Item Covered	Amount
Old HR budget	Longevity Awards	\$9000
Old HR budget	Catering	\$2000
Chancellor's Office	Misc.	\$2500
Governance Office	Misc.	\$2000
VC for Admin Services	Breakfast	\$1800 (not verified)
Total		\$17300

Over budget by \$650.45

Justification for Over-Budget:

- More Longevity Recipients- we have 141 more award recipients that in 2011. This represents \$2744.87 in awards.
- Additional Food- in 2011, we ran out of burgers at lunch. NANA donated food to cover the remaining people in line.
- Wood Center Labor- the Davis Concert Hall is not available for the event. The Ballroom must be set-up with chairs.

Reducing Costs:

- E-Live: We are looking for volunteers with E-Live experience to offer sessions to staff outside of Fairbanks. This will save us approximately \$2500 by not outsourcing webstreaming. The quality of broadcasts may not be as good as previous years.
- Trophy Cache: This vendor offers UAF a 10% education discount. This is saving us approximately \$650 on Longevity Awards.
- Sponsors: We are looking for sponsors to pay for a portion of the day. The Vice Chancellor for Administrative Services has volunteered to sponsor the breakfast (amount not specified yet). This will save us \$1800. The sponsors will be recognized during registration, at the Awards Ceremony and on the Longevity Program.
- Lunch Servers: We would like to invite Chancellor's Cabinet to cook and serve lunch. This will keep the cost of lunch lower.
- NANA: Robert Holden will see if NANA will offer a discount on food services if we allow NANA employees to participate in sessions during the day.

8:30-8:35	Chancellor's Welcome (Wood Center Ballroom)					Chancellor's Welcome (Wood Center Ballroom)					
8:35-9:00	Keynote Address & Refreshments (Wood Center Ballroom)					Keynote Address & Refreshments (Wood Center Ballroom)					
9:00-2:00	Frisbee Golf Tournament & Wacky Bowling Tournament					Frisbee Golf Tournament & Wacky Bowling Tournament					
9:15-10:15	UAF Toastmasters -Jessica Andrew ROOM Limit 30	The Power of Framing -Sarah Stanley ROOM Limit 10	Learning about Herbs -Virginia Damron ROOM Limit 40	HR Session	WIN	9:45-10:45	QMenu/QAdhoc -Crystal Goula ROOM Limit 15	Yoga Sculpt -Mary Bellamy SRC Limit 20 (weights?)	Team Building -Lisa Hall ROOM Limit 20	Lead from Where You Are -Wendalyn Tisland ROOM Limit (this class is 2 hours)	Rock Climbing -instructor Climbing Wall Limit
10:30-11:30	Composting with Earthworms -Taylor Maida ROOM Limit 20	Learning about Customer Service & Group Dynamics -Charu Uppal ROOM Limit 25	May Daisies -Debbie Mekiana & Carol Murphy ROOM Limit 20	HR Session		11:00-12:00	Science of the Aurora -Karen Remick ROOM Limit	Greening Your Department -Michele Herbert ROOM Limit 35	Money Management for the Long Haul -Roxie Rogers Dinstel ROOM Limit		
11:30-12:30	Lunch (Lola Tilly Commons)					Lunch (Lola Tilly Commons)					
12:45-1:45	Using OnBase -Crystal Goula COMP LAP Limit 15	Campus Walking Tour -Mary Kreta No Limit	Zumba -Tammy Long SRC Limit 30 (or space)	HR Session		12:00-1:00					
1:00-3:30	Resource & Health Fair (Wood Center)					Resource & Health Fair (Wood Center)					
2:00-3:00	He Sounds So Real! -Barbara Gabel ROOM Limit 30	What is Sustainability? -Kaz Alvarez ROOM Limit 25	Getting Out of Debt -Roxie Rogers Dinstel ROOM Limit	HR Session		1:00-2:00	Can You Really Write a Book? -Barbara Gabel ROOM Limit 30	Introduction to FileMaker Pro -Derek Bastille ROOM Limit 25	Rock Climbing -instructor Climbing Wall Limit		
						2:15-3:15	Pop Select -Crystal Goula ROOM Limit 15	Gardening -Emily Reiter ROOM Limit 25			
3:30-4:30	Longevity & Awards Ceremony (Wood Center Ballroom)					Longevity & Awards Ceremony (Wood Center Ballroom)					
4:30-5:00	Ice Cream & Cotton Candy Social (Wood Center)					Ice Cream & Cotton Candy Social (Wood Center)					

Orientation

Professional Development

Personal Development

EMR Committee Report

Location: Rasmuson 341

Time: 2/6/2012 3:00pm to 4:00pm

Invitees: Kala Hansen, Nicole Dufour, Shawn Houston, Walker Wheeler, Gary Bender, John Clendenin

Attendees: Walker Wheeler(Chair), Kala Hansen, Nicole Dufour, Shawn Houston, John Clendenin

The main focus of the meeting was review of possible issues with the current Constitution and Bylaws. The group was asked to keep in mind possible modifications to Staff Council that has been brought up in our previous meetings and to keep in mind that the Board of Regents (BOR) Policies are currently under review. John Clendenin lead the discussion that took place and several point in the Constitution and Bylaws were reviewed and discussed. The committee has been tasked with reviewing the documents in whole to determine if there are other issues that were not yet brought up.

In the Constitution the following items were discussed.

Article 1. B., the correct BOR Policy needs to be referenced. Change to 03.01.010. from 03.01.01.

Article 1. B., expand APT to Administrative, Profession, and Technical followed by the abbreviation because it is the first use in the document.

Article 2. A. might need a better clarification of members/constituents. The questions that have risen is: Where do the following employee types fit, if anywhere? Temporary, Extended Temporary, Adjuncts, and Post Doc Fellows.

In the Bylaws the following items were discussed.

Section 3. A. V. b. should be referencing Section 3, Article A, Subsection II of the Bylaws instead of Section 2, Article A, Subsection 2.

Section 3. A. VI. was noted that each staff council representative must serve on at least one permanent committee which is ambiguously defined in Section 5.

Section 5. was reviewed and discussed and all the EMR members were asked to review the section and come up with recommendations on clarity between what a permanent committee is and what it is not. There exists ambiguity in the definition of whether or not permanent committees are only those internal or if they really do extend to adhoc and external committee appointments.

Section 5. A. II. b. needs to specify that the president is on the Administrative Committee as one of the members. This is intended to reflect the statement in Section 4. A. I. b. which states a duty of the President is to "Serve as a member of the Administrative Committee."

Section 7. is to be reviewed by EMR members and have recommendations to clarify quorum for both Staff Council's greater body and at the committee level. Discussion took place that pointed out with the way it is written

Additional questions that have come up during this discussion

Hiring directly someone into a temporary position without full hiring process and then being able to allow that person to be able to be considered an internal applicant. Is there a check and balance that exists for these cases?

Do we or should we be representing temporary employees? They make up approximately 1/3 to 1/4 of the UAF work force.

Master Planning Committee Report – February 2012
Gary Newman – Staff Council Representative

There has been no meeting of the Master Plan Committee since the last Staff Council meeting.

However, of note:

1. The West Ridge Deferred Maintenance Plan is proceeding with C.B. Bettisworth & Co. as primary contractor with stakeholder meetings planned for Feb. 14-16, 2012. Attached is the RFP which outlines the project, due for completion in June 2012. This is an attempt to develop a plan to systematically upgrade aging facilities on West Ridge.
2. Schematic design continues on the Engineering Building addition.
3. Chancellor Rogers commented on a number of other facilities related projects/proposals at the last Staff Council meeting.

Respectfully,

Gary Newman

February Report
Intercollegiate Athletic Council

The Intercollegiate Athletic Council met January 24 to discuss the upcoming elections for Student Athlete of the Year. Committee members were provided a list of names of student athletes with grad point averages over 3.5 who are planning to graduate this year. The IAC members decide who will receive the award; typically there is one male and one female chosen each year.

There is a lot of energy being put toward advising by the athletic department this year as some of our athletes have run into problems by not taking the correct classes or classes that do not fulfill requirements. This is placing a huge strain on the department due to the additional responsibilities of advising students who are athletes specifically. Department personnel take this very seriously and are working hard to find a sustainable solution that can help students be aware that the choices they are making in their academic careers can affect their eligibility as athletes.

We will be looking for an additional staff representative to fill the seat that Heather Leavengood occupied until recently.

We currently do not have another meeting scheduled but will be meeting again soon to move forward on the Student Athlete of the Year.

Advocacy Committee Report 2/13/12

Debbie Gonzalez, Chair

The Q&A with Chancellor Rogers on February 10th was a great success. Over 40 people attended in person and approx same number called in from all over the state.

Topics included building a safety culture on campus, elements of a good compensation plan, Staff Council organization/membership, supervisory training, campus construction, staff use of SRC, accreditation success and more. A Sun*Star reporter attended so we may see an article in this week's paper (I hope). The session was recorded and we are working to make the recording and/or more detailed notes of discussion available.

The committee will meet again on Thursday 16th to discuss upcoming staff tours and advocacy events.

Motion relating to geographic differential at UAF

Whereas, the University of Alaska established current geographic differentials in 1970,

Whereas, the only significant adjustment to the 1970 geographic differential was to eliminate Fairbanks as an eligible site in 1994,

Whereas, the cost of living in most locations as measured by the State of Alaska's 2008 survey is greater than UA's current geographic differentials,

Whereas, many Alaska State Government employees have benefited from updated geographic differentials for FY 12 (see attached General Government Unit Salary Schedule),

Whereas, the new differentials adopted by other Alaska State Government agencies will put many UAF Campuses at a competitive disadvantage for attracting and retaining talent and labor,

Whereas, we want to maximize our opportunities to recruit and retain highly qualified staff throughout the University of Alaska System,

Whereas, anticipating impacts of changing geographic differentials is a responsible and proactive institutional method of projecting future costs and defining priorities,

Therefore UAF Staff Council moves to have the University of Alaska System re-examine geographic differentials in light of the most recent cost of living survey in 2008 by the McDowell Group.

Therefore let it further be resolved that the University of Alaska System have a data-driven plan and rationale to change or continue with current geographic differentials by May 2013.

Geodifferentials between the SOA, UA and what the McDowell survey recommend

		Geo Diff Amounts (percent)									
UA		State	State GGU				Difference				
Current	FY10	FY11	FY12	FY13	Svy Geo Diff	McDowell	GGU FY12	UA			
Adak						50	-50	27			
Aleutian Islands						50	-50	27			
Anchorage	0	0	0	0		0	0	0			
Angoon	0						0	0			
Aniak	30	30	30	40	50	44	-4	-10			
Barrow	42	42	46	50	50	50	-4	-4			
Bethel	38	38	44	50		53	-9	-6			
Bristol Bay	27					0	0	27			
Chugiak	0						0	0			
Cooper Center	11						0	11			
Cordova	11	11	11	11		13	-2	0			
Delta Junction	16	16	0	0		4	-4	16			
Dillingham	27	27	32	37		37	-5	-5			
Eagle River	0	0	0	0		0	0	0			
Fairbanks	0	4	3	3		3	0	-3			
Fort Yukon	42	42	37	37		31	6	5			
Galena	30	30	34	37		31	3	-4			
Girdwood	0	0	0	0		0	0	0			
Glenallen	11	11	0	0		-3	3	11			
Haines	5	5	0	0		5	-5	5			
Homer	0	0	0	0		1	-1	0			
Juneau	0	0	2	5		11	-9	-2			
Kenai	0	0	0	0		1	-1	0			
Ketchikan	0	0	0	0		4	-4	0			
Kodiak	9	9	11	11		12	-1	-2			
Kotzebue	42	42	51	60		61	-10	-9			
McGrath	30	30	34	37		31	3	-4			
Nenana	20	20	0	0		0	0	20			
Nome	34	34	37	37		39	-2	-3			
Palmer	0	0	0	0		-5	5	0			
Sand Point	27	27	39	50		50	-11	-12			
Seward	0	0	0	0			0	0			
Sitka	0	0	5	5		17	-12	-5			
Skagway	5	5	0	0		17	-17	5			
Soldotna	0	0	0	0		1	-1	0			
Tok	16	16	0	0		4	-4	16			
Valdez	11	11	11	11		8	3	0			
Wasilla	0	0	0	0		-5	5	0			
Yakutat	5	5	0	0		2	-2	5			

Rural Affairs Report for Staff Council Meeting #225

The Rural Affairs Committee met several times during the second week of February to work on the a motion relating to the geographic differential at UAF. The geo diff is additional pay based on location to account for cost of living, calculated as a certain percentage above base pay (Fairbanks, Anchorage, Juneau).

The State conducts a cost of living survey every five years. The most recent survey was done by the McDowell Group and is available online here:

<http://doa.alaska.gov/dop/gds/home.html>

The May 2011 issue of Alaska Economic Trends is focused on cost of living trends and contains relevant information for interested parties:

<http://labor.alaska.gov/trends/may11.pdf>

UAF Staff Council President's Report, February 2012

Face-to-Face Meeting in February

I would like to welcome both new and returning members to the February staff council meeting and offer an especially warm welcome to our off-site representatives. I am looking forward to a new year with some new faces to add to those returning and hope to continue to work to build a strong and vibrant staff council community.

Orientation

Plans are underway for our new staff council member orientation that will be held in conjunction with our February 17 meeting. This will be a face-to-face meeting in the Wood Center Ballroom with our off-site representatives and will follow a breakfast with Chancellor Rogers at his house 7:30-8:30am. All staff council representatives and alternates are welcome to join us for orientation. I encourage returning members to participate and join us for both informational sessions and informal discussions.

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. The internal listening session for staff members took place this week and was well attended by approximately 50 people. Staff council was well represented by both current and past representatives.

Feedback from request for information about Staff Council: With the conclusion of elections and participation from our new members, I have spent a considerable amount of time thinking about how to energize this council, increase our visibility on campus and maximize our effectiveness. I have asked you your input and have received limited responses (5) but thoughtful ideas on what we are doing well as a council and what we need to improve. A synopsis of the results will be included as an attachment to this report.

System Governance Reorganization

Pat Ivey, a long time university employee and current executive officer for system governance, has announced her retirement this month. Pat has been a mentor and friend to many staff governance leaders. Members of student, faculty and staff governance groups are working with Vice President of Academic Affairs Dan Julius to ensure a smooth transition within the governance office.

Staff Appreciation Day

Staff Appreciation Day will be held Wednesday, May 16, 2012. This is an important staff event and will take all of us working together to ensure that the day runs smoothly. Please consider volunteering to help and make sure to add this to your calendar!

UAF Staff Council

Response to Request for Information: What are we doing well and what can we do better (and how)

What are we doing well?

1. Expressing the interests and concerns of our constituents
2. Addressing issues in a timely manner (tuition waiver, tobacco surcharge)
3. Standing firm on those topics that are important to staff, regardless of the outcome
4. People on committees are working well together; president and vice president want to do a great job; apathy seems to have gotten worse over time; we need to stand strong and speak with a strong and unified voice
5. The connections that SC has made with other entities [administration] within the UA system is wonderful; the leg work has been done and those connections are working well; we have the tools to do a great job; a restructure might be the way to fix this issue with good oversight
6. Identifying the important topics
7. Listening and communicating people's views
8. Joined staff council because this is where the information seemed to be; I like knowing what is being discussed.

What could we do better, and how?

1. Compensation and Health Care issues
Suggestions: combine these committees so that benefits and compensation are considered simultaneously
2. Coordinate with other governing bodies and collective bargaining groups
Suggestions: schedule regular meetings throughout the year
3. Communication to all staff
Suggestions: no clear answer on this one
4. Coming to the table with personal agendas and voicing our own opinions and not those of our constituents
Suggestions: get out and speak with staff in assigned units, ask for feedback and concerns, communicate information about staff council business

5. UAF governance voice to constituents is confusing and broken

Suggestions: provide staff council handbook; have a dedicated council rep sit with employees and educate them about governance; work with hr on-boarding

6. Staff Council does not have enough manpower; too many committees

Suggestions: we need more people on council...allow and staff to sit on committees, allow units additional seats (although these seats are currently unfilled), simplify and streamline committees, hand out governance org charts

7. Increasing involvement

Suggestions: Increasing communication – Google groups for staff council and individual units; clearer definitions of jobs and duties, streamline meetings – do we all need to meet at the same time or can work be done in smaller groups; get all reports ahead of time and limit discussions to clarification s and questions, not rehashing content

8. Advertising of workload – it was never specified that I would be joining for 2 years and that meetings were once a month. I was not aware I had to join committees. I did not know that I had to report back to my unit. I work in a small department and do not interact or even know who other staff are that are in my unit.

Suggestions: none

9. Changing the meeting time – one of the reasons that I joined was the meetings were held on a Wednesday. This year when we added Fridays and Tuesday it has put a kink in my schedule.

Suggestions: none

10. Coffee and Tea service would be nice at the meetings. If the budget does not allow that, pitchers of water would be nice.

Total number of people who responded: 5