

**UAF Staff Council Motion 2012-226-1**

**Motion to Forward the Staff Council Reorganization Proposal to the Elections, Membership, and Rules Committee for Further Consideration**

The UAF Staff Council passed the following motion at Staff Council Meeting #226 on March 27, 2012, by a vote of 14-For, 6-Against, and 1-Abstention.

**MOTION:**

“The UAF Staff Council moves to forward the UAF Staff Council Proposed Reorganization plan, as presented below, to the Elections, Rules, and Membership committee for further evaluation and processing.”

**UAF STAFF COUNCIL  
PROPOSED REORGANIZATION  
3/2012**

**BACKGROUND:**

**Mission –**

Authorized by the Board of Regents Policy 03.01.01 to represent both APT and Classified staff of the University of Alaska Fairbanks in its entirety, the organization formed by this Constitution enhances the staff's ability to serve the university and the public, provides a communication network between staff and the rest of the University community, and offers the considered views of staff necessary for decision making and problem solving on issues of common importance to achieving the mission of the University.

**Membership –**

Units shall have 1 voting representative for every group of 1 to 50 constituents, with a maximum of 4 representatives for any unit.

**PROPOSAL:**

- 1) UAF Staff Council would be comprised of 17 at-large representatives with staggered two-year terms.
- 2) The ratio of off-campus representatives to on-campus representatives would be the same as that of the overall employees ratio at UAF.
- 3) One representative's primary function would be to work with the president to communicate to all staff about the activities and issues that affect them.
- 4) Transition - Current members would retain their seats until their next election cycle

EFFECTIVE: Immediately

RATIONALE:

- In flat funding years ahead, issues affecting the working conditions of non-represented staff are going to become increasingly challenging and critical to our environment and employment. A strong and informed representation of staff at UAF is critical and necessary for their welfare and the future of our university.
- Widely recognized that communications to staff is inconsistent and ineffective.
- Have had large number of open seats for some time; currently 11 of 37 are open.
- Attendance at council meetings has been low.
- Attendance and participation at committee meetings has been low

  
\_\_\_\_\_  
Pips Veazey, Staff Council President

4.5.12  
\_\_\_\_\_  
Date

ATTACHMENTS:

- Fall 2009 Staff Survey Results
- UAF Staff Council participation
- Letter to staff requesting information

**ATTACHMENT #2  
UAF STAFF COUNCIL #205  
March 19, 2010  
SUBMITTED BY: Ashley Munro**

**Fall 2009 Staff Survey Results  
Total participants 335**

- 1. Did you know Staff Council is the governance body that represents staff employees and serves as an advisory board to the Chancellor in matters concerning UAF Staff?**  
YES- 268  
NO- 66  
OTHER- 1
- 2. Did you know that Staff Council welcomes and encourages all Staff to attend council meetings?**  
YES- 146  
NO-188  
OTHER-1
- 3. Have you ever attended a Staff Council meeting?**  
YES- 65  
NO- 269  
OTHER- 1
- 4. Did you know Staff Council meetings are audio conference?**  
YES- 197  
NO-137  
OTHER-1
- 5. Have you ever attended a Staff Council sponsored event?**  
YES- 197  
NO- 137  
OTHER- 1
- 6. If you answered no to questions 3 or 5, what reasons would best describe why?**  
Workload- 132  
Unaware of event or that staff could attend- 43  
Inconvenient location- 28  
Inconvenient time- 28  
Lack of supervisor support- 24  
Lack of desire to attend- 13  
New employees- 9  
Parking- 8  
Promptness of meetings- 4  
Lack of tangible results- 4
- 7. What Staff Council events would you most likely participate in?**  
Staff Appreciation Day- 217

Health/Wellness Events- 201

Staff tours- 97

Charity drives- 85

8. How effective do you feel electronic forms of communication are for Staff Council to notify you of events, opportunities and important information?

(scale of 1 to 5 with 1 being "not effective" and 5 being "very effective")

1-10

2-21

3-96

4-114

5-94

9. How could Staff Council communication improve?

Newsletter, advertise in Cornerstone, place ad in departmental newsletters, post "latest news" fliers, blog, create a website, more emails, mail, UAF Events Calendar, create a Google calendar, Facebook, include information in Employee Handbook, have local representatives spread the word, host information sessions, send out minutes, host forums

10. Which items below do you feel should be focus points in the upcoming year for UAF Staff Council?

Employee Compensation- 210

Profession Development- 184

Health care/Wellness- 153

Childcare/Daycare-105

Employee Advocacy/Mediation-101

Advocacy for UAF Funding-97

Write ins: Environmental health (specifically in the Eielson Building); Fairness and ethics issues regarding staff and faculty procedures and protocol; non-smoking campaigns; benefits; parking (several); combining sick/annual leave (several); payout of sick leave at retirement; flex schedules; job sharing; sharing information; improved pro student attitudes in service; unions (several)

11. Where are you located?

Fairbanks (not on campus)- 37

Rural campus-37

Tanana Valley Campus-7

UAF campus-253

Other- 1

12. Would you be more likely to attend a Staff Council meeting if they were held via Elluminate live or webcasting?

YES-85

NO-104

MAYBE-145

OTHER-1

13. Do you know who your Staff Council Representative are?

YES-127

NO-207

OTHER- 1

14. Are you aware that some units do not have representation?

YES-88

NO-246

OTHER-1

15. If you are interested in participating on Staff Council, please provide your name and contact information in the box below.

We received 16 names, which were forwarded to the EMR Committee Chair.

We also received the following comments:

- Thank you for your service! (1 response)
- Not at this time, but perhaps in the future (6 responses)
- Would like to, but do not have the time (3 responses)
- There is no point to it, Staff Council has no authority (2 responses)

16. Please feel free to share any other thoughts regarding Staff Council and how they can better assist you.

We had the following responses:

- Several 'Thank you's'
- Upper management needs to reinforce the importance of Staff Council so that supervisors will allow staff to participate and so that the council will have more authority.
- Staff Council needs to bring more relevant issues to the table.
- The audio conference is so horrible that you can't hear anything.
- I didn't realize that Staff Council is an advisory board to the Chancellor. I thought it was a governance representation of unrepresented staff.
- If this job takes too much time, what can you do as a group to make the time more manageable, and therefore get more people to participate?
- Rural Campuses are not fully recognized as being a part of UAF and we do not have the opportunities offered to UAF staff and faculty living in Fairbanks.
- Staff Council has no power, therefore the President and BOR need not pay attention to recommendations.
- I'm pleased to see minutes from past meetings posted on the web. They add historical perspectives to issues I have had to review.
- I don't mean to be negative, but I'm not sure exactly what Staff Council is all about and how it benefits staff, other than honoring longevity and the like. In all the years I've worked at UAF I've only once had a Council representative who made himself known to me and my colleagues, he sent all of us summary reports after meetings, especially when big decisions were made. That was helpful and made me feel like Staff Council had some relevance to me.
- I really don't have a firm grip on what exactly the Staff Council does. It would be good at the start of each new school year to have some sort of convocation for the staff to introduce the council members and to explain a bit what it is there for.
- I don't know how hard they are fighting for employee compensation, as I can't attend most meetings due to my night work schedule, but it really chaps my A\$\$ that I haven't received any step increases and that we are going to only a 1% raise every

year. Why stay at UAF, what's the incentive? Their main focus, in my opinion should be staff salaries currently.

- I feel we have no representation for certain issues. For example, I am unhappy with my retirement plan, but I feel nothing can be done about it. Perhaps we should unionize.
- Sometime are work load is tedious and not all that exciting not too sure about jumping up and down over a staff council meeting.
- I occasionally read that Staff Council represents staff (using similar wording to that at the start of this survey) but that's very vague. I'm happy in my job and am treated well (I also do good work), so I need concrete examples of what it means to represent me as staff. It's like having someone represent me to the Belgian prime minister; I didn't know I needed it.
- I think you need to be more vocal. I believe most employees know about what you do but don't feel you are effective (not necessarily because of you, but because top administration don't take you seriously).
- I've been almost completely uninvolved, and it seems like a distant and unimportant part of my employment here—another thing that takes up time I don't have. This attitude on my part is contradictory to what I believe in terms of civic duty (political action, for example) so I feel sort of guilty about it, but there you have it. My focus is on my work, and there's so much to do I feel bound to concentrate on it rather than staff council or even talks given by students or faculty in my school. So I miss out. I'm not sure how to reconcile this. They all seem important.
- Publish more information about successes? I don't hear much about that either—although the last Staff Appreciation Day was really amazing. I felt that was really great—although more staff should have participated.
- I was a Staff Council rep many years ago.  
As long as we have no union, Staff Council is only advisory.  
Every gain is painstaking. Thanks to all who work so hard for us.
- I have been at UAF 19 years and I know how important staff council is. My workload is such that I do not have the time or energy to join the council. I fear things will be getting even worse due to the McTagger report so I feel we need strong support for staff as they cut and combine our jobs.
- I feel that the last meeting I listened into was boring. There were plenty of items that needed a persons emotional motivation/ambition on such as compensation and nobody had any heartfelt, take no prisoners opinions. It was like they were rolling over and taking it. I mean come on reps, this is our pay!
- Really don't hear much from them or sure if they've accomplished much. Not sure if administration pays much attention to them. At times I hear that Staff council is focusing on 'this' and 'that' but then never hear if anything ever comes of it.
- In general Staff Council seems pretty ineffectual and more of a mouth piece and rubber stamp for administration then a force for change or positive impact for staff. It's not that I don't know about Staff Council it's more that I don't care.
- I'm not convinced of staff council's effectiveness. I haven't seen a marked improvement in the divide between Fairbanks and rural, and between staff and UA administration. What goes on in Fairbanks tends to be a Fairbanks thing. Then again, my workload is such, that I don't usually read communications from staff council, so maybe I'm not well informed.
- Thank you for the hard work you do. I was particularly impressed with the Staff Development Day, and I recognize it was an extraordinary effort to organize such a large event.
- I feel staff council has no power and very limited influence on staff affairs
- Get out and meet people. Use the list of projects / problem solving to get multi-discipline teams and representation to work and achieve together (with faculty and administrators)  
Meet your constituents

- In the governance hierarchy, staff council is largely dismissed by administration. We don't have a "hammer" that forces them to acknowledge our voice or concerns. I do NOT want to join a union but believe something stronger than lip service should come from administration & faculty.
- As stated - I haven't heard a thing in years. Didn't know they were still active.
- I had no idea there was a Staff Council, or what it does. After taking this survey, I know a little more, but I'm a relatively new (less than a year) staff member, but wasn't made aware of this Council at all, why it is there, or what it does. Anything to improve this for me (and other new staff members) may be a good area for improvement.
- I am grateful for staff council. It is extremely beneficial to participate and overall I think the body does a great job.
- Staff Council should act more as a liaison/ombudsman for staff with University departments. This should include child care and parking issues and maybe help with getting customer feedback of areas that staff work in such as financial aid, veteran affairs and HR. If feedback comes back negative, Staff Council can work with departments to identify negative perceptions and why they are occurring and help get to find solutions. This would improve customer service and boost morale for those departments, leading to more productive happier staff members. Staff Council also should work between campuses as this seems to be another major problem.
- I have wondered at times if we should have an official (i.e., with authority) ombudsman position – someone who can serve as a point person for concerns of individual staff. I have felt "blown off" on some occasions when I have brought a concern to UAF. It seems when push comes to shove, UAF employees/admins are concerned for UAF interests, not staff's.
- If there were no Staff Council nothing would change. That should be a big hint. The Staff Council has no decision making authority over anything that actually matters. The SC is just a farce the administration loves because it makes it appear as if there's actual collaboration when it comes to making decisions which affect non-represented employees.
- Please take on combining sick leave and annual leave.
- great calendars
- Staff Council is a great way to learn more about what is happening at the University, and to become involved

**UAF Staff Council  
Strategic Reorganization**

- Large number of representatives – is this effective?
- Overall participation rates are low relative to total numbers
- Compare to UAA – members elected at large
- Faculty Senate participants are rewarded for participation – what is the incentive for staff?
- Communication structure is not working – less than 50% getting info to staff
- Communication structure is cumbersome – every unit responsible for comm.

Staff Affairs	attend	total	percent
March	9	16	.56
April	6	16	.38
May	10	15	.67
June	8	15	.53
August			
September	8	15	.53
October			
November	4	12	.33
December	2	12	.17

**Staff Advocacy**

March	4	5	.80
April	4	5	.80
May	4	5	.80
June			
August			
September	4	4	.80
October	1	4	.80
November	0	4	0
December			

**Rural Affairs**

March	5	11	.45
April	8	11	.73
May	8	11	.73
June			
August			
September	4	10	.4
October	5	10	.5
November	7	10	.7
December	5	10	.5



#### EMR

Average			.50-.70
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#### Communications

March	0		
April	0		
May	0		
June	0		
August	0		
September	4	4	1.00
October	4	4	1.00
November	4	4	1.00
December	0	4	0

#### Staff Council

*December 2011: 25/34 rep seats filled (.74); 13/34 alt seats filled (.38)*

*January 2012: 24/34 rep seats filled (.70); 7/34 alt seats filled (.20)*

*Units 4 and 11 have no representation – IAB and Facilities Services*

	Attend	Total	Percent of reps	Percent of seats
March			.83	.69
April			.67	.56
May			.70	.58
June			.73	.53
August			.77	.56
September			.72	.50
October			.60	.42
November			.56	.39
December			.60	.44

Dear Staff Council members,

When Juella and I took office last summer, Chancellor Rogers asked us to take a critical look at the role of Staff Council in UAF governance. Two months ago we started a conversation with the intent of examining the current structure of Staff Council. With the yearlong statewide strategic direction activities and the recently initiated UAF strategic planning committee, the time is right to assess our own organization and take a focused look at how we do business. Does the current structure serve us well and, if not, what changes might we consider in order to enhance our effectiveness?

At the last Staff Council meeting Carolyn Simmons suggested that we make a list of what is working well and what is not working well for our organization. I think this is a great place to start and am happy to see your ideas and compile them into a short document for everybody to consider.

If you have been on Staff Council over the past year, please take a moment to send me (and cc Nicole Dufour) the following:

1. two things you feel Staff Council is doing well
2. two things Staff Council is not doing well AND a possible solution

For those of you who are new to Staff Council, please bring your questions to our orientation program February 17 at 1:00 in the Wood Center Ballroom. We will get you up to speed on this strategic reorganization mission and all of the others that Staff Council is currently addressing.

Thank you all for the time and energy that you put toward our common staff concerns.

Best, Pips