

MINUTES
UAF STAFF COUNCIL #229
Tuesday, June 19, 2012
8:45-11:00AM
Geophysical Institute, Globe Room – Elvey 215

Audio Conference information: 1-800-893-8850, Participant PIN: 8244236

1. CALL TO ORDER AND ROLL CALL

A. Roll Call

Present:

Pips Veazey
Juella Sparks
Evelyn Pensgard (phone)
Sara Battiest (phone)
Deb Jeppsen (phone)
MaryAlice Short
Debbie Gonzalez
Kala Hansen
Nichole Kloefer (phone)
Carolyn Simmons
Debbie Coxon
Gary Newman
Mary Sue Dates (phone)
Claudia Koch
Heather Leavengood (phone)
Robin Weinant (phone)
Jed Lowell (phone)
John Clendenin
Jennifer Youngberg

Present (cont.):

Walker Wheeler
Brad Krick
Cat Williams (Alt, phone)
Travis Brinzow
Richard Machida
Gary Bender (phone)
Britton Anderson

Excused:

Jennifer Elhard
Robert Mackey
Kim Eames

Absent:

Maria Russell
Ryan Keele

Guests:

Chancellor Brian Rogers
Doug Schrage, Fire Chief
Deb Blevins

- Quorum was met

B. Approval of Agenda for Staff Council Meeting #229

- The agenda was amended to allow Chancellor Rogers to speak upon arrival. The agenda was approved as amended.

C. Approval of Minutes for Staff Council Meeting #226 – March 2012

- Minutes approved as presented

D. Approval of Minutes for Staff Council Meeting #227 – April 2012

- Minutes approved as presented

E. Approval of Minutes for Staff Council Meeting #228 – May 2012

- Minutes approved as amended.

2. STATUS OF PENDING ACTIONS (no pending actions)

3. PUBLIC COMMENT

- There were no public comment participants at this meeting.

4. OFFICER REPORTS

A. Pips Veazey, President

- The focus of today's meeting will be officer elections. Copies of the President's Report are available on the back table; it has also been emailed to members. The report includes a summary of Staff Council work over the past years, including a status update on the proposed Staff Council reorganization. If there is anything that you would like to have added to this annual report, contact Pips. Next year, Pips will be working with Staff Council as Past President. She hopes that this work will include additional progress on the proposed reorganization.

B. Juella Sparks, Vice President

- Last week, Staff Alliance passed a motion requesting that the administration include a 5.5% placeholder for the compensation increase in the projected FY14 budget. This motion should now be on the president's desk. The administration will review this request and, in August or September, they will present their budget to the board of regents.
- Staff Alliance's retreat is scheduled for August. Juella will serve as Staff Alliance chair until this time.
- The Health Care Taskforce will be meeting this summer. An announcement went out last week welcoming the eleven taskforce members. They hope to have their first audio meeting either later this week or next week during which they plan to divide responsibilities and begin working. The taskforce is a one-time taskforce that includes faculty, staff, and administration. They plan to look for different solutions to our health care issues. They will present their findings to the Joint Health Care Committee and President Gamble in August or September. Following this, the taskforce will dissolve.

5. REMARKS BY CHANCELLOR ROGERS

- There is a large amount of construction on campus this summer. Next year we will see the beginning of construction on the new engineering building that will essentially connect Duckering and Bunnell buildings through an area designed for students to interact. Construction on the engineering building will disrupt the campus for some time, including the closure of the road near these buildings. This will require some adjustment during the summer of 2013, the 2013-2014 school year, and the summer of 2014.
- The Chancellor's Cabinet took their first look at the FY14 capital budget request yesterday. This coming year we will be requesting additional funds for deferred maintenance and specific research projects in our legislative request. This year we received research money in the capital budget for the first time. This included money for research on ocean acidification and unmanned aerial systems. We plan to repeat this request next year along with an additional request for funding to cover planning and design of the new heat and power plant.
- Next summer we also expect to begin construction on a public-private partnership to expand the Wood Center. This Wood Center extension will essentially become the dining facility for all students, replacing Lola Tilly Commons. This will be an addition to the south and west of the existing Wood Center.
- Work on the operating budget will begin soon. Yesterday, Chancellor Rogers reviewed assumptions for the FY14 budget with Michelle Rizk. FY14 is expected to be a tight year.
- The president and board of regents are looking to minimize the FY14 tuition increase. The board's policy holds that tuition increases are to be the average of inflation for the last three years, unless they decide otherwise. This year we may see a 2% increase in tuition which would be the smallest tuition increase in over a decade. This will not leave a lot of funding for compensation increases, especially since the legislature maintains that we provide half of the money for pay increases. The governor will likely hold this line. The FY14 budget is not likely to include a lot of funding for new programs. A suggestion was made to try to use the fact that we are holding the line on tuition increases as a bargaining point when requesting funding from the legislature.
- Chancellor Rogers thanked Pips and Juella for their work over the past year. The working relationship between the chancellor and the officers has been very strong. He further expressed his appreciation for Staff Council's recent work and encouraged members to think about ways that Staff Council can be most effective in communicating and working on behalf of staff.
- Chancellor Rogers thanked those committees that have submitted regular reports over the past year. The reports assist the chancellor in keeping track of the work being done by the various committees. Chancellor Rogers specifically thanked the Elections, Membership, and Rules Committee for their hard work over the past year. He also thanked Staff Council for their work on Staff Appreciation Day.

- The chancellor stated that although we have had a difficult year in terms of challenges related to compensation and benefits, we have been fortunate compared too many other states that have been forced to make significant cuts. Our legislature and governor have treated us very well, thanks to high oil prices. We hope to continue this in the future.
- *UAF's Unmanned Aerial Systems Research:* UAF is looking at potential civilian applications and development for these systems. This includes attempting to find applications and creating the equipment to accomplish this. We are working with DOD and we are looking at how to make sure Alaska has prominence in the industry. Our role will probably not be in building the UAVs themselves, but working on the instrumentation and associated packages. Senator Mark Begich asked the legislature to provide five-million dollars in funding to UAF for this research. This request was approved of by the legislature. We are also attempting to develop an additional mission for Eielson Air Force Base that would be a primary site for unmanned aerial systems involving research and development for military and civilian systems. Part of our goal is to assist in the community effort to hold on to Eielson Air Force Base.
- Chancellor Rogers concluded his remarks by encouraging Staff Council to consider opening each meeting with a safety minute as we work towards our goal of instilling a culture of safety across campus.

6. GOVERNANCE REPORTS

A. Jennifer Reynolds, President – Faculty Senate (Presented immediately following officer elections).

- Jennifer is the Faculty Senate President for the 2012-2013 school year, having served this past year as President Elect of as UAF Faculty Senate. She has also served the past two years on Faculty Alliance. Jennifer is a UAF faculty member with the School of Fisheries and Ocean Sciences.
- Faculty Senate has been working on an effort to institute an electronic faculty activity reporting system. This effort originated in the Provost's Office and is important for faculty, staff, and the administration alike. The purpose of the system is to gather information pertaining to faculty activity reports. These reports contain a large amount of information both confidential information and general activities that are public. For some time, the university has desired the capability to easily mine these reports for data on university performance and unit performance. Because these contained confidential information, this was problematic and time consuming. Eric Maddson, on behalf of the provost, looked at available software. This is the second round of this effort. The first attempt occurred five years ago, it did not involve Faculty Senate and ended in failure. This time, Faculty senate has participated from the beginning. They selected two software programs for further review. Based on this, UAF Faculty Senate voted in favor of a program called 'Faculty 180' by *Data 180*, for which they were interested in a pilot test. It is likely that this pilot test will begin either this fall or in winter. If successful, the software may be used throughout UAF the following year. As of now, working on selecting software is solely a UAF effort run from the Provost's Office, but could eventually be used systemwide, following successful testing. This software will ideally reduce the burden on staff members that typically have to gather data from various sources in order to produce reports. This software would benefit faculty, staff, and the administration, and would ideally, enhance our ability to present the university to the legislature and the public. Faculty Senate is concerned about issues pertaining to the implementation of such software, but they are moving forward due to their confidence in the positive nature of their relationship with the provost, chancellor, and Dana Thomas who is now with statewide. Access to the data would be authorized by the Chancellor's Office and the Provost due to the sensitivity of the data.
- Faculty Senate unanimously passed a 'Tobacco No-Hire Resolution in April. This resolution was adopted verbatim by both Juneau and Anchorage Faculty Senates. Faculty currently has the impression that there is interest at the statewide level, and possibly at the administrative level of doing something to discourage tobacco use by employees. Faculty Senate believes that when this issue is discussed as part of the health care package, it is a collective bargaining issue and it is therefore left to their unions. When it entered the realm of faculty hiring, it became a Faculty Senate issue that was beyond collective bargaining. Who you hire at the university has a major impact on everyone and such a policy would have interfered with our ability to hire from groups of people who are larger tobacco users as a whole, compared to UAF. This would include international faculty and researchers as well as Alaska Natives. Faculty Senate felt strongly against any policy that would affect the university's ability to hire from these groups, especially from the Alaska Native group, which is very important for rural campuses. It is Faculty Senate's current impression

that the possibility of establishing a no-hire policy for tobacco users is no longer on the table, but that interest remains in finding some workable policy that would actively discourage tobacco use.

- Faculty Senate is also working on topics related to academic programs, the organization of Faculty Senate, faculty performance evaluations, distance delivery of science labs, and the decision of whether Alaska should participate in the ‘Complete College America Program.’ UAF Faculty Senate previously voted unanimously against the ‘Complete College America Program,’ as did UAA and UAS Faculty Senates. Faculty Alliance then voted against it and this position was forwarded to President Gamble.
- This year, Cathy Cahill will serve as the statewide chair of Faculty Alliance.

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

7. UNFINISHED BUSINESS

A. Staff Council President and Vice President Elections

- Candidates on the ballot for Staff Council FY13 President were Gary Newman and Juella Sparks. Candidates provided a brief statement regarding their qualifications and answered questions. Juella Sparks was elected Staff Council President for FY13.
- Candidates for the office of Staff Council Vice President were Claudia Koch and Ashley Munro. Claudia provided a brief statement and answered questions. Ashley was unavailable for today’s meeting. A brief summary of Ashley’s Governance contributions was provided in her absence. Claudia Koch was elected UAF Staff Council Vice President for FY13.
- Voting for both offices was conducted by EMR. Representatives participating via teleconference submitted votes for both president and vice president through email.
- Both terms of office began immediately following the meeting and run through May 31, 2013.

B. Staff Council Strategic Direction Proposal Update from EMR

- EMR has not had the opportunity to address this issue to date due to time and scheduling constraints.

C. Staff Council Representation on Staff Alliance Update from EMR

- Amendments to the UAF Staff Council Bylaws regarding UAF Staff Council representation on Staff Alliance are now complete. Amendments to the UAF Staff Council Constitution on this same matter are complete and awaiting approval by Chancellor Rogers. Once this is complete, updated versions of both the bylaws and constitution will be posted online.

D. Health Care Update

- Staff Council members serving on the Staff Health Care Committee should plan on a busy fall at which time SHCC will address both the proposals developed by the Health Care Taskforce and vendor contracts that are up for renewal.

E. Employee Tuition Benefit Update

- Attachment 229-4: System Governance Council Motion 2012-1
- Attachment 229-5: Letter from President Gamble to SGC
- Pips recently worked with Monique Musick, , Vice Chair of Staff Alliance, to write up remaining staff concerns with the latest proposed changes to the Employee Tuition Benefit. This has been forwarded to President Gamble. Staff Alliance passed a letter stating that they liked the overall concept of GPA, but that there were other issues they felt needed to be addressed. These proposed changes may be addressed at the September board of regents meeting. Juella will keep council up to date on this issue.

F. Staff Appreciation Day Update

- Staff Appreciation Day was successful. It was noted that the event could be more successful if assistance could be obtained from some of the other departments across campus. Development course offerings and availability were discussed as issues that could benefit from additional attention for future years. One major issue regarding development courses pertained to staff registering for courses and then failing to attend. The two separate scheduling tracks were noted to be problematic. The two tracks were implemented to ease the flow through lunch lines. This was successful in that lunch lines moved very smoothly, but some staff experienced confusion and problems in the registration process due to this format. The food selection this year allowed for improved flow of staff through the lines. Lola Tilly staff members were complimented for their excellent service during Staff Appreciation Day. Requests were made for the combination of some of the prizes in future events in order to streamline the process.

BREAK**8. NEW BUSINESS (None)****9. GUEST SPEAKERS (None)****COMMITTEE REPORTS****10. INTERNAL COMMITTEE REPORTS****A. Staff Affairs – Mary Sue Dates**

- Attachment 229-9: Annual Committee Report

B. Rural Affairs – Brad Krick

- Attachment 229-10: Annual Committee Report
- Rural Affairs had a very successful year, highlighted by their work on geographic differentials. The committee is hopeful that this might have some effect at the Staff Alliance level.

C. Elections, Membership, and Rules – Walker Wheeler

- Attachment 229-3: Annual Committee Report
- EMR has a large task before it in addressing the Staff Council restructuring proposal. The committee will be working to ensure that all appropriate parties are given adequate representation. This is a complex issue, but they hope that they can produce a useful proposal, which will then be presented to council as a whole.
- A motion was made to ratify the election results for FY13 Staff Council President and Vice President. The motion was approved unanimously. (UAF Staff Council Motion 2012-229-1)

D. Advocacy Committee – Debbie Gonzalez

- Attachment 229-2: Annual Committee Report
- Advocacy is looking to increase the committee's role on campus during the upcoming year. Additional committee members are needed in order to make this possible. Please consider serving on this committee.

*Committee Chairs: Please forward your reports to uaf-staff-council@alaska.edu.

11. EXTERNAL STATEWIDE COMMITTEE REPORTS

- Staff Alliance committees are usually comprised of members of Staff Alliance. If you are currently on one of these committees and interested in continuing to serve, please contact Juella as soon as possible so that the officers are aware of your interest in serving when they begin to divvy up workloads.

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

- Staff Alliance is made up of eight people; these are generally the officers from each campus, council, and statewide. A significant portion of the Staff Health Care Committee members is actually members of Staff Alliance. This year, Pips and Juella designated two individuals, other than themselves, to serve on the Staff Health Care Committee. This could change depending upon whether or not newly elected officers choose to be on the Staff Health Care Committee this coming year.

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

- It is likely that there will be a new chair for this committee next year. One of the possible goals for this committee next year is to apply out of the box thinking, such as that being used by the Health Care Taskforce, to compensation issues. Attempting to get the proposed 5.5% raise that Staff Alliance requested as a placeholder in the budget will take a lot of work.

*Committee Chairs: Please forward your reports to uaf-staff-council@alaska.edu.

12. EXTERNAL UAF COMMITTEE REPORTS**A. Master Planning Committee (MPC) – Gary Newman**

- Attachment 229-15: Annual Committee Report

B. Parking Advisory Committee (PAC) – Britton Anderson

- Attachment 229-14: Annual Committee Report
- C. Chancellor's Diversity Action Committee (CDAC) – Ross Imbler**
 - Attachment 229-1: Annual Committee Report
- D. Chancellor's Planning and Budget Committee – Nichole Kloepper**
 - Attachment 229-8: Annual Committee Report
- E. Chancellor's Advisory Committee for the Naming of Campus Facilities – Debbie Coxon**
- F. Accreditation Steering Committee – Claudia Koch-Goddard**
 - Attachment 229-6: Annual Committee Report
- G. Meritorious Service Awards Committee – Claudia Koch-Goddard**
 - Has not met
- H. Technology Advisory Board Committee (TAB) – Walker Wheeler**
- I. Work-Life Balance Committee – Walker Wheeler**
- J. Intercollegiate Athletic Council – Debbie Coxon and Britton Anderson**
 - Attachment 229-12: Annual Committee Report
- K. Review of Infrastructure and Sustainability Energy Board (RISE) – Mayanna Bean**
- L. People's Endowment Fund Committee – Claudia Koch-Goddard**
 - Attachment 229-7: Annual Committee Report

*Committee Chairs: Please forward your reports to uaf-staff-council@alaska.edu.

13. AD HOC COMMITTEE REPORTS

- A. Staff Appreciation Day Committee – Ashley Munro, Maria Russell, Barbara Gabel, Katrina Paul**
- B. Communications Committee – John Clendenin, Jr.**
 - Attachment 229-12: Annual Committee Report
 - Determining the official role of the committee and the manner in which meeting information is disseminated immediately following meetings was discussed. A decision regarding this issue was postponed until a later date.
- C. Chancellor's Cornerstone Award Committee – Kala Hansen**
 - Attachment 229-11: Annual Committee Report

14. Resolution of Recognition and Appreciation for 2011-2012 Staff Council President Pips Veazey

- UAF Staff Council Resolution 2012-229-1: Resolution of Recognition and Appreciation for Pips Veazey was read before council. This resolution was unanimously approved by Staff Council.

15. ROUND TABLE DISCUSSION

16. ADJOURN

Chancellor's Diversity Action Committee

Annual Report

June 2012

Staff Council Committee Representative: Ross Imbler

- Moved meeting procedures from a parliamentary style to a consensus style.
- The *Sixty-Seven Percent Satisfaction: Analysis of the Online Campus Climate Survey* was published online on CDAC's website.
- Per the Chancellor's recommendation, CDAC has completed reviewing membership selection criteria — who, how many, and how selected. New selection procedure recommendations will be made to the Chancellor by the end of FY12. CDAC will be moving toward an application-based membership process. Committee seats will be limited to 9 with an additional three advisory positions representing the offices of Diversity & Equal Opportunity, Multicultural Affairs and Diversity, and the Women's Center. Members of CDAC will meet in the fall to finalize membership changes, after which, all CDAC members will resign. All interested parties will apply to serve on CDAC; applications will be reviewed, and forwarded to the Chancellor for approval, by the three standing office positions.

Advocacy Committee Report FY12

Chair: Debbie Gonzalez, Nov 2011 to Present
Jodi Baxter, July-Nov 2011

Members: Robin Weinant, Cat Williams

Meetings: Committee meetings were somewhat sporadic throughout the year, with more actual meeting occurring in the fall.

The committee decided to focus more on tours and forums, rather than brown bag lunches, although we struggled with the committee's mission, focus, and lack of membership. There has been discussion about the possibility of combining Advocacy with one of the other committees, like Staff Affairs or Communications, with pros and cons noted.

Events: Cold Climate Housing Research Tour, Nov 2, 2011

Rasmuson Library Tour, Dec 15, 2011

Q&A with Chancellor Rogers, Feb 10, 2012. Over 40 people attended in person and approx same number called in from all over the state.

The committee has not met since January and has not acquired any new membership since the elections. Part of this is due to the small size of committee and work constraints on chair/members (my office has been and continues to be short-staffed. As committee chair I hope to ramp up membership in the fall (maybe acquire 1-3 members?), maintain a regular meeting schedule and increase activities.

Debbie Gonzalez

Elections, Membership, and Rules Committee Yearly Report FY12 submitted by EMR Chair, Walker Wheeler

Chair's Remarks:

I personally feel that EMR has done a great deal of quality work this past year. There is always room to have done more, but that balance is a difficult one. We had several time consuming questions and processes that we had to handle and we were able to coordinate these major pieces fairly well. The biggest objective for EMR as we move into the next year is providing a complete proposal for implementing a more agile Staff Council through the Constitution and Bylaws. This one issue did not receive enough attention this year, and is probably the best change that Staff Council can implement as it would finally separate many people from the belief that they only represent a small community, and that their representation is meant on behalf of all Staff at UAF. There are certain challenges in executing this change, but they are ones worth meeting.

Summary of Activities:

Over the past year, EMR has continued to fulfill its role in Staff Council. Several large discussion and investigations took place in EMR this past year.

OIT's affiliation and eligibility for Staff Council were reviewed and explained again to the rest of Staff Council. OIT has full rights to participate at all levels of Staff Council even though they are a split reporting agency to UAF and UA Statewide, including the ability to participate at Representatives, Alternates, and be able to hold any office of Staff Council including President and Vice President.

This past year's annual Representative and Alternate Electronic Election was made a little more difficult resulting from the departure of Brad Havel who had formerly created and stood up the software initially, and not having the experienced leadership formerly held by Katrina Paul. As a result of Brad and Katrina's departure, EMR was off to a shaky start for elections. A new web server to host the elections had to be identified (graciously provided by the UAF Rasmuson Library), the software had to be setup again and configured with little documentation for the manual portions of the processes, and EMR started late on the Elections which pushed back the overall completion. Goes that have come out of this most recent election process included having the information to the Staff Council Calendar Committee to be able to list the SC Representatives and SC Alternates by unit on the calendar so that people would more easily be able to find their Unit's representatives. Another conclusion was to make the request for the employee list to HR much earlier in the process. As a result, the election process will not be held up, if HR needed additional time to furnish the list. The Presidential and Vice Presidential election setup and organization was mainly handled by the Staff Council Secretary, Nicole Dufour, and should conclude at the coming Staff Council meeting.

EMR's maintenance and review of the Constitution and Bylaws had much more activity than anticipated this past year. EMR was asked to enable the President and Vice President to appoint a representative to Staff Alliance in their stead with the hopes of increasing continuity to Staff Alliance and at the same time removing part of the burden of new Presidents and Vice Presidents. Another consideration for the Constitution and Bylaws was raised when; President Veazey and Vice President Sparks were asked by Chancellor Rogers to think about how Staff Council was organized and propose a better way of doing business. EMR was forwarded this request with a focus of making a more agile Staff Council, including a focus to retain representation from 4 different core groups (Off Campus, Administrative, Research, and Academic) around UAF. There are several focuses included in this request including: fair and equitable representation; reduced time commitments for those interested in participating; a group that can respond much better to administrative proposals; and a desire to make Staff Council a much more prestigious group to take part.

The more minor efforts of EMR included:

1. Need for better on boarding of reps and alts. Possible documentation on website and quick tutorials were suggested.
2. Bylaws and constitution review for current organization terminology. This discussion concluded with a list of possible modification to the Constitution and Bylaws, but never was made into a formal proposal to Staff Council. This will be revisited.
3. The question came up regarding temporary employees and if they are to be represented by staff council. Whether we officially are supposed to or not is debatable, but it is agreed that Staff Council should. Interestingly enough, during the election time a very large percentage (between 1/3 and 1/4) of UAF employees were identified to be temporary non-benefitted staff.
4. Vacancy issues: About 50% of reps and alts spots were vacant. This issue is being addressed as part of the reorganization proposal.
5. Question of quorum on committees for doing business, with the following rule identified: "In committee of the whole the quorum is the same as in the assembly; in any other committee the majority is a quorum, unless the assembly order otherwise and it must wait for a quorum before proceeding to business." -- Roberts Rules of Order, Section 43, paragraph 3, line 1
6. Accommodating UAF reorganization of departments by updating units with the current associated TKLs.
7. 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 for an internal applicant. Is there a check and balance that exists for these cases? EMR has not been able to pose this question to HR as of yet, but is interested in the answer.

UNIVERSITY *of* ALASKA

System Governance Council

Joe Hayes, Chair
Phone: 907-474-6281
E-mail: jhayes2@alaska.edu

SGC 2012-1

MOTION SUPPORTING STAFF ALLIANCE MOTION 2011-9 AMENDED TO ADDRESS ONLY NON COVERED EMPLOYEE EDUCATION BENEFITS

"The System Governance Council moves to support Staff Alliance motion 2011-9 relating to non covered employee education benefits. This action is effective January 23, 2012."

RATIONALE:

On November 29, 2011, the Staff Alliance passed a motion endorsing the UAF Staff Council resolution relating to employee education benefits and encouraged reconsideration of the dependent tuition waiver changes. President Gamble disapproved the Staff Alliance motion stating that the tuition waiver benefit affects employees through the UA system and should be considered by the System Governance Council. The System Governance Council took up the issue on January 23 and discovered that at least one collective bargaining agreement covered education benefits; thus the motion above speaks only to education benefits for non covered employees.

Signed: _____

Chair, System Governance Council

02/12/12
Date

For UA President's Use:

Check one:

☐

Approved

☐

Modification Recommended

☐

Disapproved

Signed: _____

President, University of Alaska

Date

Comments: Original SGC motion was submitted without pertinent SAA motion.

UNIVERSITY of ALASKA

Staff Alliance

Received

DEC 05 2011

SA Motion 2011-9

Office of The President

MOTION: Relating to Opposing Altering the UA Employee Tuition Waiver and Requesting Reconsideration of Proposed Changes to Tuition Waiver for Dependents.

"The Staff Alliance moves to agree in full with the UAF Staff Council Resolution Opposing Altering the UA Employee Tuition Waiver that is attached. Staff Alliance also requests that the proposed changes to the Tuition Waiver Benefit for Dependents be reconsidered. This action is effective November 8, 2011."

Rationale for this action:

In addition to the problems with regards to Satisfactory Academic Progress (SAP) rules for financial aid, Staff Alliance would like to point out additional specific problems that add restrictions and unnecessary rules to a benefit that is highly valued by staff. Some problems that Staff Alliance members have identified include:

- 1) SAP will not cover 500-level (CEU) courses
- 2) SAP will not cover academic year-long courses
- 3) SAP requires a student be admitted to a degree, but SAP states that dependents using a tuition waiver don't have to be admitted. Lack of a declared degree makes some of the rules unenforceable.

Signed:

Chair, Staff Alliance

11/29/11
Date

For UA President's Use:

Check one:

☐

Approved

☐

Modification Recommended

☒

Disapproved *

Signed:

President, University of Alaska

Date

12/16/11

President's Comments on Recommended Modification or Disapproval:

* The tuition waiver benefit is an issue that affects employees throughout the UA system. I therefore recommend SA advance its motion / concerns on this issue to the System Governance Council.

Resolution Opposing Altering the UA Employee Tuition Waiver

In response to calls to alter the University of Alaska Tuition Waiver program, the UAF Staff Council reviewed available research concerning the program for signs of abuse, waste, and relative importance to the University of Alaska Staff.

WHEREAS, Regents policy 04.01.010 includes providing “for continuing opportunities for training and development” as part of the Human Resources Mission Statement; and

WHEREAS, in response to Representative Anna Fairclough, the University of Alaska Statewide Planning and Institutional Research Office conducted an Employee Education Benefit Analysis that examined FY06 through FY10; and

WHEREAS, this research found that “providing an employee education benefit is a customary practice in both public and private higher education institutions”; and

WHEREAS this research found that the overwhelming majority of all higher education institutions, including 50% of all public institutions, provide educational benefits to their employees; and

WHEREAS, this research found that the tuition waiver benefit only accounts for “approximately 6 percent of the total UA student population” and that “persons using the UA Employee Tuition Waiver had a successful completion rate of 80%”; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it “attracts and retains staff/faculty” and “sustains a competitive position in relation to other universities”; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it “provides required work-related training and skill upgrades without additional training costs”; “provides financial support to educational delivery” and “keeps training dollars at the university”; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it “increases the university’s human capital and encourages skill development”; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it “expands staff understanding of the university’s mission and programs”; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it provides staff contact among both faculty and students”; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it is “consistent with Board of Regents’ position on the value and commitment to higher education”; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it “keeps students/dependents in-state”; and

WHEREAS, the University of Alaska customarily provides tuition waivers to a number of other groups: including citizens 65 and older and qualified participants in the UA Scholars program; and

WHEREAS, the University of Alaska Staff have seen significant increases in Healthcare benefit costs, layoffs, the loss of step-increases and other significant downward economic pressures since FY 2007;

THEREFORE, LET IT BE RESOLVED:

The UAF Staff Council finds no statistically significant failure of courses that creates the need for change to the UA Employee Tuition Waiver benefit according to the FY06 - FY10 data provided and does not support altering the employee tuition waiver for non-represented staff as described in May 3rd, 2011 email message.

LET IT BE FURTHER RESOLVED:

The UAF Staff Council considers the employee tuition waiver a valued benefit for non-represented staff of UAF and will engage in further research, as this issue requires.

LET IT BE FURTHER RESOLVED:

The UAF Staff Council supports further data-driven review of this benefit and a cost/benefit analysis of the proposed changes to the UAF Tuition Waiver program, and

BE IT FINALLY RESOLVED, that at this time, the UAF Staff Council requests that the University of Alaska Board of Regents reject any changes to the UA Tuition Waiver.

Staff Council Resolution 2011-221-1

Approved: 10/19/11

The UAF Staff Council unanimously approved the following resolution on October 19, 2011:

Resolution #2011-221-1: Resolution Opposing Altering the UA Employee Tuition Waiver

In response to calls to alter the University of Alaska Tuition Waiver program, the UAF Staff Council reviewed available research concerning the program for signs of abuse, waste, and relative importance to the University of Alaska Staff.

WHEREAS, Regents policy 04.01.010 includes providing "for continuing opportunities for training and development" as part of the Human Resources Mission Statement; and

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WHEREAS, this research found that "providing an employee education benefit is a customary practice in both public and private higher education institutions"; and

WHEREAS this research found that the overwhelming majority of all higher education institutions, including 50% of all public institutions, provide educational benefits to their employees; and

WHEREAS, this research found that the tuition waiver benefit only accounts for "approximately 6 percent of the total UA student population" and that "persons using the UA Employee Tuition Waiver had a successful completion rate of 80%"; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it "attracts and retains staff/faculty" and "sustains a competitive position in relation to other universities"; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it "provides required work-related training and skill upgrades without additional training costs"; "provides financial support to educational delivery" and "keeps training dollars at the university"; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it "increases the university's human capital and encourages skill development"; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it "expands staff understanding of the university's mission and programs"; and

ORIGINAL

Staff Council Resolution 2011-221-1

Approved: 10/19/11

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it provides staff contact among both faculty and students"; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it is "consistent with Board of Regents' position on the value and commitment to higher education"; and

WHEREAS, this research concluded that the tuition waiver is important to the University of Alaska System because it "keeps students/dependents in-state"; and

WHEREAS, the University of Alaska customarily provides tuition waivers to a number of other groups: including citizens 65 and older and qualified participants in the UA Scholars program; and

WHEREAS, the University of Alaska Staff have seen significant increases in Healthcare benefit costs, layoffs, the loss of step-increases and other significant downward economic pressures since FY 2007;

THEREFORE, LET IT BE RESOLVED:

The UAF Staff Council finds no statistically significant failure of courses that creates the need for change to the UA Employee Tuition Waiver benefit according to the FY06 - FY10 data provided and does not support altering the employee tuition waiver for non-represented staff as described in May 3rd, 2011 email message.

LET IT BE FURTHER RESOLVED:

The UAF Staff Council considers the employee tuition waiver a valued benefit for non-represented staff of UAF and will engage in further research, as this issue requires.

LET IT BE FURTHER RESOLVED:

The UAF Staff Council supports further data-driven review of this benefit and a cost/benefit analysis of the proposed changes to the UAF Tuition Waiver program, and

BE IT FINALLY RESOLVED, that at this time, the UAF Staff Council requests that the University of Alaska Board of Regents reject any changes to the UA Tuition Waiver.

Signed: _____

President, UAF Staff Council

10.19.11
Date

Distribution: Staff Alliance, Pat Ivey, Beth Behner,
CC/ Chancellor Rogers, President Gamble



University of Alaska Southeast

Staff Council

Juneau, Ketchikan, and Sitka

UAS STAFF COUNCIL RESOLUTION AY12-01

Approved December 9, 2011

TO: Patrick Gamble, President University of Alaska

VIA: Juella Sparks, Chair Staff Alliance

CC: John Pugh, Chancellor University of Alaska Southeast
Dr. Dan Monteith, President Faculty Senate/Alliance

DATE: 9 December 2011

RE: Employee Tuition Waiver Benefit Changes

UAS Staff Council fully supports the Staff Alliance Resolution on "Employee Tuition Waiver Benefit Changes" (attached) and the UAF Staff Council "Resolution Opposing Altering the UA Employee Tuition Waiver" (attached).

In addition to those identified in the UAF Staff Council and Staff Alliance resolutions, UAS Staff Council has the following concerns:

- Application of SAP to dependents under the proposed regulation and possible future changes applying SAP to employees
- FERPA issues related to release of student records to HR without consent
- Flexibility for supervisors to waive six month waiting period for new hires
- Lack of an appeals policy specific to tuition repayment
- Insufficient time frame for employee input into proposed regulatory changes

We believe that the University is best served by encouraging maximum availability and use of the tuition waiver benefit for employees and their dependents. We believe that the University benefits from the tuition waiver in several ways such as:

- Attracting and retaining quality employees in a cost-effective manner
- Contributing to enriched student-university relationships when students attend alongside employees and dependents
- Increasing the quality of customer service that the University provides

In order to support the best interests and long term viability of the University, employees request clarification of the rationale and basis of the proposed changes to R04.06.010. We challenge the assumption that the proposed changes will result in significant cost savings. We will continue to work with the Administration through shared governance to strengthen the University.

This resolution passed unanimously on December 9, 2011.

Mary McRae Miller, President, UAS Staff Council

The mission of the University of Alaska Southeast is student learning enhanced by faculty scholarship, undergraduate research and creative activities, community engagement, and the cultures and environment of Southeast Alaska.

SAA Motion 2012-1

MOTION: Related to opposing proposed changes to the UA Employee Tuition Waiver for benefits eligible employees and their dependents.

"The Statewide Administration Assembly moves to support the findings of the attached UAF Staff Council and the Staff Alliance resolutions Opposing Altering the UA Employee Tuition Waiver. The Statewide Administration Assembly requests that a cost benefit analysis be conducted and that neither staff, nor their dependents be limited to Standard Academic Progress (SAP) rules. This action is effective February 8, 2012."

Rationale for this action:

SAA agrees with the UAF Staff Council's findings regarding the value of the tuition benefit to the university, UA employees and their dependents. Of greatest concern is that a data-driven review and a cost/benefit analysis of the proposed changes to the tuition waiver benefit be conducted before any changes are enacted.

SAA fully supports the Staff Alliance resolution with regards to the problems identified with the restrictions imposed by utilization of Standard Academic Progress (SAP) rules.

SAA supports a level of responsibility for utilizing the tuition waiver benefit but opposes applying full SAP rules to this benefit. SAA recognizes the legislative pressure to change the administration of the benefit and believes there are positive ways to do so. For example, SAA would support requiring staff to pay for the next class, or classes, totaling the number of credits that the benefit covered, if they fail a course. While SAA recognizes the need for changes to the waiver system, the proposed changes do not work for everyone and could be detrimental to a portion of the university community.

Signed: Monique Musick 3/13/12
President SAA Date

Signed: _____
UA President Date

Check One : ☐ Approved ☐ Modification Recommend ☐ Disapproved

Please attach comments or rationale on recommended modification or disapproval

SC 229
Patrick Gamble, President
Phone: (907) 450-8000
Fax: (907) 450-8012
Email: ua.president@alaska.edu




UNIVERSITY
of ALASKA
Many Traditions One Alaska

Attachment 229-5
202 Butrovich Building
910 Yukon Drive
P.O. Box 755000
Fairbanks, AK 99775-5000

MEMORANDUM

DATE: May 8, 2012

TO: Joe Hayes, System Governance Council Chair

FROM: Pat Gamble, President 

RE: System Governance Council Motion 2012-1

This is in regard to System Governance Council motion 2012-1(SGC 2012-1). The subject of the motion was employee education benefits. SGC 2012-1 supported Staff Alliance motion 2011-9. The Staff Alliance motion incorporated four resolutions. Inasmuch as the four resolutions were the actionable items please let me address each of those resolutions.

The first resolution stated, "The UAF Staff Council finds no statistically significant failure of courses that creates the need for change to the UA Employee Tuition Waiver benefit according to the FY06-FY10 data provided and does not support altering the employee tuition waiver for non-represented staff as described in the May 3rd, 2011 email message." We agree with that resolution. The University's revision of regulation R04.06.010 does not have financial consequences with regard to failure of courses.

The second resolution stated, "The UAF Staff Council considers the employee tuition waiver a valued benefit for non-represented staff at UAF and will engage in further research, as this issue requires." Once more, we agree with that resolution. In fact, I understand completely that the tuition waiver is a valued benefit for all University of Alaska employees and their dependents. And of course, since we are a university more research and data is always welcome on any subject including the tuition waiver.

The third resolution stated, "The UAF Staff Council supports further data-driven review of this benefit and a cost/benefit analysis of the proposed changes to the UAF Tuition Waiver program - -." Statewide staff did in fact perform extensive analysis

Joe Hayes
May 8, 2012
Page 2

of the subjects covered in the revision of R04.06.010. For example, after researching data about tuition waiver recipients who fail a course(s) my staff concluded that the failure rate was low and the cost of tuition recovery high. Accordingly, that proposal was pulled. Similar data-driven processes went into decisions about Satisfactory Academic Progress (SAP), 500 level courses, and year-long courses. For example, we can handle the SAP issue by requiring students in degree programs who receive financial aid to achieve a "C" average or better for undergraduate studies and a "B" average or better for graduate level studies. 500 level courses are excluded from Federal and State financial aid, so of necessity the revision of R04.06.010 excludes those courses from the tuition waiver. Year-long courses are all being eliminated by the MAUs, making the point moot. Finally, where we can find improvements we certainly will, such as adding the additional employee/dependent credit limits.

And finally, the fourth resolution states, "BE IT FINALLY RESOLVED, that at this time the UAF Staff Council requests that the University of Alaska Board of Regents reject any changes to the UA Tuition Waiver." That is a problem. Our response has to also address concerns about the tuition waiver program made by members of the Alaska Legislature. An example of that sensitivity resulted in the decision requiring employees to complete employment probation before the tuition waiver benefit becomes available. Not being responsive to certain legislative concerns and not being in accord with State of Alaska student financial aid regulations would place the entire tuition benefit in a risky position.

So obviously the "any" part is the problem with the fourth resolution. But if we can come together on the responses we have provided to you and Staff Alliance Motion 2011-9, then the health and well-being of the tuition waiver program for our employees will not be jeopardized in any way.

PKG

Attachment (Revised R04.06.010)

cc: Donald Smith, UA Interim Chief Human Resources Officer (with attachment)
Juella Sparks, Staff Alliance Chair

**UNIVERSITY REGULATION
PART IV - HUMAN RESOURCES
Chapter 04.06 – Benefits and Leave**

R04.06.010. Employee Education Benefits.

Regular employees, spouses and dependents are authorized a waiver of course charges under the following conditions:

- A. Regular employees and employee dependents are education benefits eligible after the employee completes an employment probationary period. Any waiver of this requirement must be in writing with document coordination between the chancellor or president, as appropriate, and SW Human Resources.
- B. Eligible regular employees of the university may have a maximum of eight credit hours waived in each fall and spring semester.
- C. Eligible regular employees may have a maximum of four non-credit courses waived in each fall and spring semester. The non-credit course must be chosen from a UA-approved list of acceptable courses. This waiver requires prior written approval by the employee's supervisor.
- D. In an academic year a maximum of sixteen credit hours and eight non-credit courses may be waived. An academic year begins with the fall semester and ends with the summer term. Prior to the start of each academic term, the list of UA-approved non-credit courses will be provided by the Statewide Office of Human Resources.
- E. Eligible regular employees with an employment agreement with the university for the following academic year, but who are off contract during the summer, may have up to sixteen graduate or undergraduate course credit hour charges waived per summer session. That same category of employees may have up to eight non-credit courses waived from a UA-approved list per summer session. In all cases these waivers, combined with fall and spring semesters, cannot exceed the sixteen credit and eight non-credit course limitation in each academic year.
- F. Eligible regular employees may take up to three credit hours during working hours with prior written approval by the supervisor. Employees are not required to make up the time if the supervisor believes the coursework will directly benefit the university.
- G. Eligible regular employees may take UA-approved non-credit courses during working hours with prior written approval by the supervisor. Employees are not required to make up the time for their attendance at UA-approved non-credit courses.

- H. Eligible regular employees may attend credit courses that do not directly benefit the university during working hours with prior written approval by the supervisor. The employee will use accrued leave time or be responsible for making up lost work time through a flexible work schedule requested through and approved by the supervisor.
- I. Spouses, financially interdependent partners, and dependent children under the age of 24 of eligible regular employees will have course credit hour charges waived. Course charges for non-credit courses will not be waived for spouses, financially interdependent partners, and dependent children of employees.
- J. An individual who qualifies for permanent disability during his/her regular employment under the University of Alaska's long-term disability plan will have course credit hour charges waived for a period of three academic years following qualification.
- K. An employee who has included university coursework as part of an approved leave of absence is entitled to the same education benefits as an eligible regular employee.
- L. 500 level courses and year-long courses are not eligible for the education benefit.
- M. Employees and dependents receiving undergraduate education benefits must maintain a "C" or better GPA in the waived courses. Employees and dependents receiving graduate level education benefits must maintain a "B" or better GPA in the waived courses. Appeals will be handled through academic channels as per normal.
- N. University employees who by virtue of their employment status qualify for the education benefit cannot also claim spouse or dependent education benefits.
- O. Education benefits cease upon termination of employment except for those courses in which the employee, spouse or dependent(s), are currently enrolled and classes are in session at the time of termination.
- P. Education benefits provided by this section apply to the total number of credit hours in which the employee, spouse, and/or dependent enrolls.
- Q. An employee is responsible for any tax liability generated from employee education benefits.
- R. With the exception of non-credit UA-approved courses taken by employees, other self-support course charges are not eligible to be waived under this benefit.
- S. For a student enrolled in the WWAMI Medical Program the education benefit is applicable only for University of Alaska-provided coursework.

Accreditation Steering Committee Final Report

May 22, 2012

Accreditation Steering Committee Annual Committee Report:

Outcome of yearlong discussions: The revised mission and core themes that will be brought before the Board of Regents at their June meeting

Proposed revised mission statement:

The University of Alaska Fairbanks is a Land, Sea, and Space Grant university and an international center for research, education, and the arts emphasizing the circumpolar North and its diverse peoples. UAF integrates teaching, research, and public service as it educates students for active citizenship and prepares them for lifelong learning and careers.

Proposed revised core themes:

Educate: Undergraduate and Graduate Students and Lifelong Learners

Research: To Create and Disseminate New Knowledge, Insight, Technology, Artistic and Scholarly Works

Prepare: Alaska's Career, Technical, and Professional Workforce

Connect: Alaska Native, Rural, and Urban Communities by Sharing Knowledge and Ways of Knowing

Engage: Alaskans through Outreach for Continuing Education and Community and Economic Development

Proposed revised draft of the objectives and indicators:

Objective	Indicators
1. Meet standards for learning outcomes of academic programs.	1. Students achieve intended learning outcomes within their programs.
2. Retain and graduate degree-seeking students.	2. Students perform similarly to peers on programmatic national exams.
	3. First-time undergraduate degree-seeking students persist and graduate.
3. Prepare undergraduate students for further study and contemporary life.	4. Academically underprepared undergraduate degree-seeking students complete college-level coursework.
	5. Seniors score similarly to their peers at other institutions on the ETS Proficiency Profile examination.
	6. Students participate in community-based learning
	7. Graduates complete further higher education programs.
	8. Seniors respond similarly to their peers at other institutions to select National Survey of Student Engagement questions.
4. Mentor (or guide) graduate students master a subject area or advance knowledge.	9. Students participate in extracurricular and co-curricular activities.
	10. Graduates secure jobs or continue their education.
	11. Students produce independently reviewed research and creative products.

Research: To Create and Disseminate New Knowledge, Insight, Technology, Artistic and Scholarly Works	
Objective	Indicators
5. Conduct, disseminate, and demonstrate leadership in basic and applied research.	12. Faculty publish peer-reviewed journal articles, book chapters, and books.
	13. Faculty conduct externally funded research at a rate comparable to peer research institutions.
	14. Faculty conduct research in areas of significant interest to Alaska.
	15. Faculty members hold national and international leadership positions and contribute to local, state, national and international policy decisions.

Accreditation Steering Committee Final Report

May 22, 2012

	16. Faculty who have a research workload report one or more peer-reviewed publications with at least 12 lifetime citations.
6. Exhibit, perform, and demonstrate leadership in creative works.	17. Faculty perform and exhibit at the state, national, and international level.
	18. Faculty members hold national and international leadership positions and contribute to local, state, national and international policy decisions.
7. Engage graduate and baccalaureate students in research, scholarship, and creative activity.	19. Baccalaureate students complete a research course or project.
	20. Students produce independently reviewed research and creative products.
8. Collect, preserve, and provide access to intellectual, cultural, and natural history collections	21. Loans, data inquiries, and research use of UA Museum of the North Collections.
	22. Loans, data inquiries, and research use of Rasmuson Library Alaska and Polar Regions Collections.

Prepare: Alaska's Career, Technical, and Professional Workforce	
Objective	Indicators
9. Prepare students for the Career and Technical Workforce.	23. Career and technical students graduate in Alaska Department of Labor and Workforce Development high-demand job area programs.
	24. Career and technical graduates find employment.
	25. Career and technical students pass programmatic state or national exams.
10. Prepare students for the Professional Workforce	26. Professional students graduate in Alaska Department of Labor and Workforce Development high-demand job area programs.
	27. Professional graduates find employment
	28. Professional students pass programmatic state or national exams.
11. Help prepare secondary students for postsecondary career pathways.	29. High school students complete college level courses and programs (includes tech prep and college course enrollment).

Connect: Alaska Native, Rural, and Urban Communities by Sharing Knowledge and Ways of Knowing	
Objective	Indicators
12. Culturally relevant and placed based programs are delivered broadly across Alaska.	30. Campus and select place-based program advisory council recommendations are implemented
	31. Alaska Native and rural high school students enroll and earn certificates and degrees at rates similar to other students.
	32. Students complete Alaska Native and rural-related courses and programs
13. Multiple ways of knowing are integrated into the academic programs	33. Student projects, theses and dissertations that incorporate indigenous knowledge.
	34. Collaborative use of indigenous knowledge is demonstrated in independently reviewed research and creative products.
14. Document and share Alaska Native and rural cultural and historical information.	35. Alaska Native Language Center collections and their use.

Engage: Alaskans through Outreach for Continuing Education and Community and Economic Development	
Objective	Indicators
15. Partner with Alaska communities on issues of mutual interest.	36. Educational and workforce partnerships
	37. Research partnerships
	38. Economic development partnerships
16. Involve Alaskans in lifelong learning, cultural, and athletic activities.	39. Alaskans complete non-credit courses and workshops.
	40. Residents attend or participate in lifelong learning, cultural, and athletic activities.
	41. Youth participate in school-age programs.
17. Engage the public in defining research priorities and communicate research-based knowledge	42. Research-based publications intended for the general public are distributed to Alaskans.
	43. Alaskans provide meaningful input through participation in advisory board meetings and consultations with service faculty and staff.
18. Collaborate with individuals, businesses, and agencies to diversify and grow local and state economies.	44. Businesses engage with UAF in agreements that lead to economic development.

**Peoples' Endowment Committee Meeting
End of year report
Staff Council Representative – Claudia Koch**

**The Peoples' Endowment Committee Members approved the
Following proposals to be awarded funds from the endowment for the spring
award timefram:**

- **Arctic Gardeners**
- **Service Point for the Alaska Native Language Archive**
- **Permafrost**
- **Student Thematic Sculpture Project**
- **Sikuliaq**

**Fall 2012 Award announcement timeframe will be September 15, 2012
announcement date.**

June 5, 2012

End of Year Chancellor's Planning and Budget Committee Report

Nichole Kloepper

The Budget and Planning Committee meets weekly and is currently reviewing FY13 funding requests. A total of 52 requests were submitted by the various units at UAF. A total of 14 million is being requested. These proposals break into allocation, one-time, capital, and legislative.

The committee is in the process of change. In order to evaluate the need of proposals differently the Provost separated the PBB committee into accreditation theme sub committees: Educate Prepare, Research, Engage, Connect and Capacity.

The committee mainly works with operating requests. CIP request have been difficult to pass.

General criteria for applying to all budget requests:

- For all legislative requests, must have identified community and/or business/industry support, preferably from at least several House/Senate districts.
- For internal reallocations, Vice Chancellors responsible must rank all requests in their area and provide a rationale. The P&B Committee can recommend differently but should be informed of the VC priority. The VS may offer to do his/her own internal reallocation as a "match" to stand behind their own priorities. (Not all VC's have equal ability to do that)
- For internal reallocations, broader benefits to the university will be a major creation.

The subcommittees are charged to:

- Create a definition and criteria for each theme and use them to rank the 50 PBB requests for FY13 and;
- Identify additional criteria for ranking requests within subcommittees theme:
 - For example, criteria under educate might include:
 - Number of student who will benefit magnitude of improvement
 - Cost/Revenue
 - Alignment with strategic plan
- Develop rationale for prioritization of theme
- Select top priority budget requests from those submitted

I was tasked to sit on the capacity subcommittee. The subcommittee defined capacity which is important because capacity speaks to fixed costs. Our committee developed a spreadsheet of

June 5, 2012

criteria and I sorted all proposals per the criteria. This in turn proved to be inconsistent due to the fact that some of the proposals submitted didn't follow directions when submitted etc.

Later that week the subcommittee turned in the rankings of the 4 proposals that fell under capacity.

Those requests included:

34 DGS Electronic Faculty Activity Reporting

39 LibrarySustain current electronic subscriptions (increase base budget) and archive shelving: \$250,000 to cover projected reduction in ICR and former budget reallocations from other library department lines (primarily positions now filled); \$250, 000 to install archival shelving; \$185,000 to cover projected increase in subscriptions (annual need 7-10% - fixed cost).

48 OIT/SW "UAF Infrastructure Upgrade & VoIP Implementation

Capital Funding Required in Phase 3 of 3"

49 OIT/SW High Priority FY13 Operating Needs & FY14 Adobe Audit Licensing Changes

For the next meeting dated 5/30/12 the subcommittees are tasked to:

- Rank the budget requests in your subcommittee theme category.
- Rank the budget requests in your subcommittee 2nd category, separately.
- Rank from 1 (top choice) to higher numbers for less favored requests. You may stop numbering after a high number (e.g., 10); all un-numbered items will be assumed to be less favorably ranked than the numbered ones.

Soon the committee as a whole will be forwarding their recommendations to Chancellor Rogers and the Chancellor's cabinet.

Staff Affairs Annual Report FY2012
Committee Chair: Mary Sue Dates

Staff Affairs
April 2, 2012
9:00 – 10:30 am
Meeting Minutes

Attendance: Mary Sue Dates - chair, Nicole Dufour (non-voting member), Ryan Gailor-Keele, Jed Lowell, Robert Mackey, Juella Sparks (non-voting member), Jennifer Youngberg

Excused Absence: Deborah Coxon, Jennifer Elhard, Kim Eames, Heather Leavengood, Pips Vealey (non-voting member)

Health Care

There was a healthy discussion of the current introduction of the new health care costs and the general feeling of UAF staff as a whole. Now is the time for staff to let their voices be heard as all of the vendor contracts (Blue Cross, Premeria, VSP, etc) are up for renewal. The contracts are written in 5 year increments.

It was agreed there need to be more options. Staff Affairs discussed the option of a higher deductible plan with a health savings account. To have the health savings account the pharmacy plan would need to be re-worked. It is not clear to us, as we have not had the time to do much research, this would be a great option of UAF staff. The health savings account allows you to make withdrawals outside of medical expenses and the amount in the savings rolls over every year; neither of these are an option with the flexible spending account.

The committee agreed to create a petition for staff to sign expressing our concerns about health care and how staff feels devalued in the lack of fight for them by the administration. It is agreed the petition would not be electronic as it is important to get actual signatures. The petition will also provide represented staff and faculty to sign showing support of the unrepresented staff. Once the petition has been approved by the UAF Staff Council President, Pips Veazey, it will be sent out to all staff council representatives. As signatures are gathered the completed pages will either be scanned and emailed or delivered to Mary Sue Dates as chair of the committee. It will be her responsibility to forward the petition to the UAF Staff Council President, Pips Veazey, and/or Vice President, Juella Sparks. They in turn will provide the information to the administration and Joint Health Care Committee.

As signatures are gathered staff should be encouraged to write an email or letter to Joe Paskvan, President Gamble, Chancellor Rogers, and the Board of Regents. One email or letter can be written and sent to all listed above. This must be done on personal time and through a personal email.

Staff Affairs will continue to work on and discuss this topic until we believe we have done all we can to represent the staff.

Tuition Waiver

Discussion about the possible changes to the tuition waiver recognize the increase in benefits with the increase in possible credit hours taken each semester and each academic year.

However, concerns were voiced about capping credit hours and that the waiver should fall under Satisfactory Academic Progress (SAP) for students. The committee agreed to review the proposed changes and SAP to come back to the next meeting to discuss a written outline such as SAP. The outline would be reflective of staff using the tuition waiver.

Tobacco Policy

The committee is in favor of a Tobacco Free Campus and not a Tobacco Free Hiring Policy. It was stated UAKJobs has already instituted the Tobacco Free Hiring with a question asking if the applicant or any dependent living in the household uses tobacco. Before going further in action to draw up a motion, it was decided a member of the committee would contact UAF Human Resources and verify if UAKJobs has instituted the Tobacco Free Hiring policy.

Annual / Sick Leave (Cash Out/Buy Out/Combine)

The committee briefly discussed this topic as most of the meeting covered health care costs. The general attitude at this time is UAF has a good system. This will be table to discuss at a later date.

Supplemental Insurance

This will be included in the petition for health care.

Bereavement Leave

UAF has an established bereavement policy.

Meeting adjourned at 10:30 am

Staff Council Rural Affairs Committee

Annual Report, June 2012

Brad Krick, Committee Chair

The Rural Affairs committee oversees the general welfare of the UAF community not residing on the Fairbanks campus and monitors all activities affecting compliance with the Rural College mission statement of UAF.

The committee met monthly from September of 2011 to May of 2012, excepting January. We primarily covered the following items:

1. Geographic Differentials - We had long term discussions on UA's geographic differentials. In December, Tara Ferguson, Compensation Director for UA, attended our meeting and took some of our questions and comments. As a result of that meeting, the committee worked in February to draft a resolution regarding geographic differentials. It was unanimously passed at the Feb. SC meeting and sent to Staff Alliance.
2. Peggy Wood Award - During an early 2012 Administrative Committee meeting, concerns were raised about Staff Council administering (setting rules and evaluating said rules) awards that it does not own. Since the Peggy Wood award is owned by the College of Rural and Community Development but administered by Rural Affairs, it was decided that the award should be returned to CRCD.
3. During our April meeting, we discussed the proposed reorganization of Staff Council. One suggestion which we took back to Staff Council: if we have fewer SC members overall, we should have more face-to-face meetings during the year.
4. Rural Nominations for Staff Make Student Count Award – during our May meeting, we discussed concerns about the award and ways to improve it. We specifically noted that the 2012 and 2011 awards were done on a fairly short timetable as compared to 2010 award. This likely has a greater impact on rural staff. Without a closer look at statistics for the award – how many rural staff are nominated each year, for example – we cannot make any specific claims.

The committee adjourns over the summer, and will meet again in August or September 2012.

Chancellor's Cornerstone Award Committee Annual Report 2012

Committee Chair: Kala Hansen

Committee Members: Robin Weinant, Mary Sue Dates, Jeannette Altman, & Deb Jeppsen

The Chancellor's Cornerstone Award Committee met on March 28, 2012 to review nominations. The committee reviewed 91 nominations for 34 different individuals. We were genuinely impressed that 91 individuals took the time to nominate other UAF staff.

Committee members received and reviewed the nominations prior to this meeting. After much deliberation and consideration of the Cornerstone Award criteria, the committee settled on four nominees that truly exemplified the spirit of the award and ranked them accordingly.

Our recommendations were then forwarded to Chancellor Rogers. Chancellor Rogers selected Ronald Dupee of Facilities Services as this year's award winner. The award was given out at Staff Appreciation Day on May 16, 2012.

As a committee, we also submitted recommendations for next year's (and possibly this year's) award:

- Make this award on par with other awards of merit on campus, such as Staff Makes Students Count
 - Ideas to increase the appeal of this award:
 - A free parking spot for one year
 - Airline miles
 - Monetary award
 - Party for department of winner
- All nominees should be recognized, perhaps with a Cornerstone pin
- A wood or metal plaque
- Give nominee opportunity to see comments from nomination. This would be a huge morale booster.

Intercollegiate Athletic Council

2012 Annual Staff Council Report

Staff Council Representatives: Britton Anderson and Debbie Coxon

During the March and April months, the Intercollegiate Athletics Council served as the awards committee to select the male and female Student Athletes of the Year. Over these two months, the committee conducted several interviews with several extremely bright and talented Student-athletes. Although it was a tough decision, the committee was very pleased to present the award to two very deserving athletes in Scott Greenham (Hockey), and Teresia Schnurr (XC Skiing & XC Running). These awards were presented at the All Sports Banquet on May 5th.

Staff Council

Communications Committee Annual Report

June 5, 2012

The Communications Committee was established late 2011, first met in October, 2011, and has met 5 times. Clear, concise, and effective communication is extremely important for our organization. The committee has been identifying and addressing both good and bad points of communication internal to Staff Council (SC), out to staff and other employees, and feedback from employees.

Some highlights of issues the committee has/is addressing:

1. Training/orientation of staff council members
2. Periodic notifications to all staff
3. Staff Council membership expectations
4. Feedback form staff
5. Adding Staff Council member information to SC Calendar
6. FAQ's for SC members
7. SC member Google Group

One of the most significant progressive strategies of the committee for this year started from building and expanding a communication tool initially used by Walker and Brad to gather feedback from Unit 13, the Google Form survey tool. Unit 12 implemented the survey tool and realized similar effectiveness in gathering employee feedback. With very hot topics (smoking policies, code of conduct policies, health care changes) and relatively short time frames for employee feedback, the survey tool was implemented and we have realized its effectiveness as a communication tool.

As current Committee Chair, I feel we are just beginning to open up the communication lines internally and externally to SC. There is a lot of continued work to be done and much room for further improvement in communications thus:

1. I recommend Communications Committee be made a permanent committee of SC.
2. I further recommend SC appoint a member to an administrative role for central communications (communications that should go to ALL staff, ALL units), examples; SC meeting summaries immediately following SC meetings, communications affecting all employees, centrally send surveys, etc.

Thank you all for your time, involvement and support,

John Clendenin, Communications Committee Chair

UAF Parking Advisory Committee
2012 Annual Staff Council Report
Staff Council Committee Representative: Britton Anderson

The Parking Advisory Council was resurrected in December 2011 and serves to provide input into decisions made by UAF Parking and Facilities Services that would impact Parking on campus. This council also serves as the judiciary committee for parking infraction appeals across campus.

In December, Parking Services demonstrated new technology called IPC's, or Intelligent Power Controllers that came highly recommended by GVEA. These controllers monitor local ambient temperature and turn power off and on based on a programmed schedule with the intent to save money. Initial estimates showed an energy consumption and cost reduction as high as 60% during the warmer winter months, and approximately 25-30% during the colder months.

These controllers were undergoing a trial installation for this previous winter, and are currently only installed in the new parking lot addition in front of the Geophysical Institute on West Ridge. There will be a meeting scheduled in late summer 2012 to discuss the successes and savings of these controllers, as well as an initial upgrade plan to upgrade the rest of the lots

Over the past 6 months, there have been 2 appeals to parking tickets that have come to us. Both appeals were denied.

UAF Master Plan Committee
Annual Report for UAF Staff Council

June 2012

By Gary Newman

The UAF Master Plan Committee is an advisory committee to the UAF chancellor. Its official charge is to assist in the implementation and continual update of the current UAF Campus Master Plan. Meetings are typically held bi-weekly during the school year to discuss proposed projects, ongoing facilities issues, North Campus, Landscape, Outdoor Art and other topics. Notes of each meeting are on the website <http://www.uaf.edu/mastplan/committee/meetings/agendas/>

During the past school year, major projects of discussion have been the West Ridge Revitalization, the Engineering Building addition, a proposed roundabout at "Dysfunction Junction", impacts once the Life Sciences Building is complete, utility projects impacting campus, a plan to expand outdoor recreation with a terrain park, review of the Sustainable Village proposal next to the Cold Climate Housing Research Center, and the proposed Public-Private Partnership project to expand Wood Center to, amongst other things, replace Lola Tilly Commons as student food service to become a welcome center and to add more suite style dorm space adjacent to Wood Center. See the meeting notes mentioned above for further info.

It is helpful to have a Staff Council representative on this committee to represent a staff perspective as well as to gain an appreciation of a broader view of the physical aspects of the UAF campus. Meetings are seldom boring.

UAF Staff Council President's Report Summary Report for 2012-2013

This year UAF Staff council has addressed a number of important issues that have arrived at our doorstep along a number of different avenues. The common thread, however, is that each has had a potential impact on our constituents, UAF staff members.

The session began with a challenge from Chancellor Rogers who asked us to take a critical look at how we do business and to determine if there are better ways to both serve our constituents and enhance our effectiveness as an organization. As a result, the leadership proposed two ideas – to rethink the demands on Staff Council leaders in terms of serving as Staff Alliance representatives and to restructure Staff Council by reducing the total number of seats to more closely reflect the actual participation numbers. The Staff Council president now has the authority to appoint a representative to serve on Staff Alliance, and specifics for a proposed reorganization are working their way through our council and will be continued topics of discussion over the following year.

Another topic of conversation that progressed throughout the year revolved around communication - both within Staff Council and between representatives and their constituents. A significant amount of attention was directed toward increasing and defining our communication channels with the ultimate goal of maximizing our ability to get information to constituents and receive feedback in return. Two Google polls initiated from Staff Council during the second semester served to confirm that this is an effective tool for sharing information.

Specific issues that were addressed include the following:

- Proposed changes to the tuition waiver benefit
- Significant increases in health care costs
- Tobacco related issues regarding hiring and health care costs
- Staff compensation
- Proposed code of ethics
- Sun Star salary database
- Geo-differential
- Emergency closure and leave options policy
- UAF Accreditation
- Soft closure

Several of these items such as health rising health care costs, compensation packages and others will continue to be important for Staff Council to address this coming year.

Among the many activities that Staff Council members sought to undertake this year, there are several that stand out as providing important resources for staff:

Staff Council calendar

Staff Appreciation Day

Petition to Chancellor Rogers stating that the staff felt undervalued

The solid communication channels between Staff Council, Staff Alliance and System Governance helped us address all of the above issues and collaborate on issues of importance with both the other MAUs and UAF Faculty Senate. It is our hope and intention that this bond will remain strong in the coming year as the university faces significant challenges within the current economic climate.