

MINUTES
UAF STAFF COUNCIL #230
Wednesday, August 15, 2012
8:45-11:00AM
Wood Center-Carol Brown Ballroom

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

- Staff Council President, Juella Sparks, called the meeting to order at 8:47AM.

A. Roll Call

Present

Juella Sparks
 Claudia Koch
 Pips Veazey
 MaryAlice Short
 Debbie Gonzalez
 Kala Hansen
 Nichole Kloepfer (phone)
 Gary Newman
 Jennifer Elhard (phone)
 Mary Sue Dates
 Ryan Keele (phone)
 Robin Weinant
 Jed Lowell (phone)
 John Clendenin
 Jennifer Youngberg
 Walker Wheeler
 Brad Krick
 Cat Williams, Alt (phone)
 Richard Machida

Excused

Evelyn Pensgard
 Deb Jeppsen
 Carolyn Simmons
 Kim Eames
 Travis Brinzow
 Britton Anderson
 Robert Mackey
 Sara Battiest
 Debbie Coxon

Guests:

Mae Marsh

- Quorum was met.

B. Approval of Agenda for Staff Council Meeting #230

- The agenda was approved as presented.

C. Approval of Minutes for Staff Council Meeting #229

- The minutes were approved as presented.

2. STATUS OF PENDING ACTIONS

A. Actions Approved

i. UAF Staff Council Motion 2012-228-1: Motion to Amend the UAF Staff Council Constitution Regarding Staff Council Representation on Staff Alliance - Approved by Chancellor Rogers (6/19/2012)

- Chancellor Rogers approved our motion to change the UAF Staff Council Constitution regarding Staff Council representation on Staff Alliance.

B. Actions Denied (none)

C. Actions Pending (none)

The meeting was running ahead of schedule. As a result, section "4. Officer Reports," was presented prior to section "3. Public Comment" in order to maintain the standard 9AM time slot for Public Comment. For clarity, these sections are documented below in numerical order, as they appeared on the approved agenda.

3. PUBLIC COMMENT

A. Mae Marsh, Director of Diversity and Equal Opportunity

- Mae announced upcoming changes to diversity and equal opportunity on campus, including the relocation of Diversity and Equal Opportunity to the Nordic House, located near Hess Village. This move is set to begin next week and will likely be complete in September. Mae feels that this is a better location for people to file complaints. Along with the move, there will be restructuring. The Office of Multicultural Affairs and Diversity (OMAD) will no longer be on the first floor of Eielson, the Women's Center will become a resource center, which will serve as the primary point of contact for students, faculty, and staff. The resource center will be able to provide information regarding the location of the Nordic House and available resources. These changes will not affect the function of these offices. Mae's office recently added diversity to their workload and they are trying to cover all areas with their current staff.
- OMAD events will be moved to the Wood Center and the resource center will be located where the Women's Center is currently located. Everything else will be moved to the Nordic House. The work time saved by these changes will be used to review our policies; to ensure that we are offering opportunities to everyone. Their objective is not to drop any of the current services. Concerns were raised by Staff Council members regarding the changes. If you have specific concerns, please send them to Mae.
- The Nordic House has an accessibility problem. To counter this, they are putting signs on their offices and websites to inform people. Meetings can be scheduled at the Resource Center for anyone with a mobility issue preventing them from entering the Nordic House. A question was raised about the usefulness of placing signs outside the Nordic House with possible issues due to people attempting to get to the Nordic House only to find out once they are there, they cannot access the building. Please contact Mae if anyone has suggestions or ideas for sign placement or getting the word out regarding this issue. The move to the Nordic House is a temporary move. Diversity and Equal Opportunity can only be located in this location for three years without creating appropriate accessibility.
- Juella noted that some issues have been raised regarding this move and restructuring. Juella will meet with Jennifer Reynolds, Faculty Senate President, to discuss this issue. Depending on developments, we may request that Mae address council in more detail in September.

4. OFFICER REPORTS

A. Juella Sparks, President

- Staff Alliance held its annual President's Retreat last week. Participants included the presidents, vice presidents, or their designees from each MAUs and the Statewide Assembly. During the retreat, Juella was reelected Chair of Staff Alliance.
- This year, officer reports during the Staff Council meetings are likely to be brief with detailed information presented under the appropriate agenda items later in meetings.
- As of Friday, there will be no staff members at the statewide governance office. This will probably be the case for a month to six weeks. Dana Thomas' administrative assistant will assist with governance until we are able to hire an executive officer. The executive officer 'position description' has yet to be approved; it is in process. Once it is approved, there will be an appropriate recruitment period.
- The location of the governance office remains up for discussion, it could either remain under Dana Thomas, Vice President Academic Affairs or it could be placed under Carla Beam, Vice President for University Relations. Staff Alliance voted last week to keep the governance office under Dana Thomas to not be splitting up governance. They did not view the separating of these functions as being in the best interest of governance. This is still up for discussion and must be approved by President Gamble.

B. Claudia Koch, Vice President

- Since being elected vice-president in June, Claudia has transferred to a new position. She is now the Assistant to the Vice Chancellor for Research. The Vice Chancellor supports Claudia's work as Staff Council Vice President.

Compensation:

- During the officer's meeting with Chancellor Rogers, he explained that we would see a 2% rise in tuition and that we are not likely to see the salary increase we requested. (See also Section 8A.)

Staff Alliance Survey:

- During the retreat, Staff Alliance decided to distribute a survey about UA. This survey is modeled after the *Chronicle of Higher Education's* annual "Survey on Great Colleges to Work for 2012." The Staff Alliance survey will be distributed via *SurveyMonkey*. Once it has been finalized by Staff Alliance, they will work with the individual councils to distribute the survey. They hope to get a similar response to that seen with the WIN Survey from last semester, which had around one thousand responses. This will be an open survey, no identifying

information will be collected; this is part of the reason why Alliance chose to use *SurveyMonkey*. Claudia passed a draft of the survey around the room and Staff Council members were given the opportunity to provide feedback.

Statewide Governance

- Vice President Dana Thomas addressed Staff Alliance during the retreat. During the search for a governance executive officer, Dana will serve as the liaison between governance and the administration. He has requested that a representative from Staff Alliance serve on the hiring committee. They are going forward with the executive officer position. Our hope is that once the executive position is filled, a coordinator will also be hired. However, Staff Alliance is hearing mixed signals regarding the hiring of a second staff member; the result may be the hiring of a single executive officer and student workers.
- Dana Thomas is now the Vice President for Academic Affairs and has resigned from his position at UAF. He is currently reviewing all board of regents' policies. Proposed revisions can be found on his website.
- Michelle Rizk, Associate Vice President for Finance, spoke with Staff Alliance regarding the budget. There is currently no placeholder in the budget for a staff increase. With the enrollment numbers being low, in addition to the low tuition increases, funds are very limited.
- President Gamble also addressed Staff Alliance. President Gamble recently announce the SDI five themes. These are drafts, he noted that this is not set in stone as of yet and input is still welcome.

Staff Development and Evaluations

- President Gamble is in the early stages of developing a better staff development program and he is interested in receiving feedback regarding what staff want and need. He is also working on performance evaluations; input is also sought on this topic. President Gamble does not like the form currently used for performance evaluations. He has asked to discuss the form he has in mind with Juella. After this, he plans to distribute it out to governance. Staff Alliance has not seen this document as of yet. When he first presented this to Juella, last year, she requested the inclusion of a fair system for rewarding performance. Additionally she suggested the implementation of an appropriate grievance policy that includes procedures for addressing disagreements resulting from evaluations.
- Currently, evaluations are annual. Statewide HR has a specific form they would like people to use, but use of this specific form has not been mandated. This form does contain a supervisor component.

Staffing Changes:

- Donald Smith, former Interim Chief HRO and Director of Labor Relations for statewide, has been named the permanent Chief Human Resources Officer. There will be a recruitment for a Director of Labor and Employee Relations who will report to Donald Smith. This affects us greatly as Juella meets regularly with the Chief HRO Officer discuss compensation, benefits, work environment, grievances, and other issues.
- Kris Racina accepted a position within the administration. Brad Lobland is now the Interim Director of HR.

UAF Strategic Plan 2012:

- The UAF Strategic Plan is in draft stage and open for comment. The strategic plan is the direction of the university as a whole, so it is surprising that the word 'staff' does not appear in the draft. Please review the draft and submit feedback. As you review it, assess whether or not it addresses the role that staff should play as part of this larger team. The five themes are the president's statewide initiative and the UAF strategic plan relates specifically to us.
- Juella has encouraged Chancellor Rogers to announce, during convocation, that Staff Council meetings are public meetings and that people are welcome to call in, to listen, and to participate during public comment. Staff Council members are also encouraged to spread the word about our meetings and the fact that anyone can participate in public comment. There are possibly big changes in health care and compensation coming and we want to raise the level of awareness people have about these issues. We hope that by informing people about opportunities to participate that more people get involved.

5. REMARKS BY CHANCELLOR ROGERS

- Chancellor Rogers was travelling and unavailable for this meeting.

6. GOVERNANCE REPORTS

A. Jennifer Reynolds, President – Faculty Senate (no report)

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

7. UNFINISHED BUSINESS

A. Staff Council Strategic Reorganization Proposal Update from EMR

- EMR was unable to meet over the summer. Walker has begun drafting some of the potential directions that we could move. He will bring this information to EMR's next meeting.

B. Health Care Update

Health Care Taskforce:

- Both JHCC and SHCC met over the summer. In addition, President Gamble approved of and appointed a one-time Health Care Task Force to review and develop 'out-of-the-box' suggestions for JHCC and President Gamble to review. The taskforce met weekly over the summer and will hold a daylong face-to-face meeting tomorrow. The taskforce consists of two representatives from Anchorage, two representatives from UAS, two statewide representatives and three representatives from UAF. The taskforce does not have a website as of now since they are simply collecting resources and reviewing them.
- Their goal after tomorrow is to have draft recommendations to present to JHCC and President Gamble. These are draft recommendations and they are likely to undergo change as the taskforce moves forward. The taskforce will likely continue to meet for approximately a month. Following this, we are likely to see the committee's final recommendations.
- The taskforce has been collecting a lot of information, including information strings from large private employers in the state, the state's health care plan, industry trends, and trends at other universities. They have also collected demographic information, including information on the number of university employees who opted out and those that switched to a HDHP during open enrollment. These numbers are not publically available yet; it is possible that these will be presented at JHCC's next meeting for discussion.
- Tomorrow the task force will bring all of this information together from which final recommendations will be developed. Juella is pleased with the energy brought to this task force. Cathy Cahill and others have contributed great amounts of information. People may find some of the ideas collected by the task force surprising, including the possibility of a campus clinic. They are looking at such a clinic as a possible recommendation and assessing the various options available for an on-campus clinic. A campus clinic would likely reduce premiums and would therefore benefit all employees, including rural employees.

Open Enrollment Statistics:

- The number of people opting out or moving to a higher deductible plan appears to have exceeded the administrations expectations, but we are yet to see specific numbers. It is unclear if, to date, these numbers have been made available publicly. It is possible that the numbers will be first presented to JHCC at their next meeting and then released publicly for general distribution.
- Statewide has already brought some items for FY14 to SHCC and JHCC including removing the option to opt out, and doing away with the high premium plan or 500-plan since so many people have opted out and very few people remain on the 500-plan.

Medical Tourism:

- Medical tourism is being considered, but there are challenges to this. With Blue Cross, we have negotiated a preferred provider contract as part of that plan. By moving towards medical tourism, the people within the state who have negotiated a preferred provider plan with Blue Cross would not be happy since they have already negotiated for this service. Medical tourism is being addressed by the state, but it is has not been listed as of yet as part of the taskforce suggestions for FY14.
- SHCC is looking at maintaining the current HDHP, but also creating a HDHP that is Health Savings Account (HSA) compatible. The current HDHP is not compatible with HSA.
- Mike Humphries position has been combined with Erika Van Flein's position. Erica is now responsible for both retirement and benefits.

Communication:

- Staff Alliance discussed the importance of communication out as well as developing the ability to get information back from constituents. We really need to show the president and the board of regents that we are an engaged staff. We can do this by demonstrating an interactive conversation, such as that seen on the blog. We need to show that staff are engaged, that they are paying attention. Staff Alliance is also discussing using a blog for statewide issues. They have not fully developed this idea.
- It is possible that the Unit 7 blog could become a Staff Council blog. Mary Sue currently sends the blog to all deans, directors, PPAs, and asks that they forward the blog to their staff. Juella, John and Mary Sue will meet in the next few weeks to discuss further use of the blog.

C. Employee Tuition Benefit Update

- The employee tuition benefit remains an active issue. The online tuition waiver benefit is the current benefit; President Gamble has not signed a new version. There was some confusion due to the circulation of a draft with a July 1 start date. This was not put into effect; we are still under the old policy.
- As of July, President Gamble had received a memo with concerns about the proposed benefit changes; he viewed some of the concerns to be reasonable. Based on this, a tentative agreement was developed. However, to date, Staff Alliance has not received a draft to review. As it stands now, we remain under the old tuition benefit and there currently is no set timeline for changes. A new draft was not made available to Staff Alliance at last week's retreat.

D. Staff Appreciation Day Update

- Chancellor Rogers has taken over leadership of this event. He welcomes and expects Staff Council to continue to provide volunteers for this event. Juella has suggested that Staff Council provide a co-chair. Someone in the Chancellor's Office or their HR will be the lead and someone from council will provide Staff Council input. We will soon put out a call for a co-chair who will be responsible for recruiting volunteers. Essentially this allows us to provide input and muscle, taking pressure off of Staff Council.

BREAK

8. NEW BUSINESS

A. Compensation Increase Update

- Last June, President Gamble requested that Staff Alliance provide a number for the compensation increase. Staff Alliance met last June and after discussion and review, passed a motion requesting a 5.5% compensation increase for FY14. Juella met with President Gamble in early July at which time she delivered the Staff Alliance motion. President Gamble essentially said that although the board of regents supports an increase in staff compensation, we would not get 5.5%. He essentially suggested 2.9%; the same amount that UAFT is receiving. He did not say 'no,' we could still take this 5.5% number to the board of regents, but there are challenges.
- Staff Alliance's rationale behind this number is partly based on numbers, including cost of living increases, the steep rise in health care premiums, and other factors. Another aspect of this 5.5% represents how well the university values its staff. Non-represented staff have not had a market adjustment survey in some time. We no longer reward longevity and we have a formal, but unfair policy for rewarding excellence. Numbers are important to the president and part of the 5.5% is backed by numbers, but it is also backed by the request that staff have to the administration: that they recognize our value and recognize our role.
- Last week, Staff Alliance discussed the significance of the 5.5% requested increase in terms of representing our unhappiness and our frustration with what is happening to our paychecks. However, given the fact that they have only requested a 2% tuition increase, enrollment is flat, and that the governor's approach to all budget requests is to hold the line, the odds are slim that we could get this 5.5%.
- We can push hard for this raise by talking to our constituents, talking to our local legislators, and we can put together the full package demonstrating where we are coming from, and justifying our requests for things that cannot be quantified. Alliance officially voted to request no lower than a 3.5% increase. We need to understand the fiscal environment we are in, but also as employees, we need to understand the impacts we are seeing on our paychecks. Your feedback is needed on this issue. The floor was then opened for feedback at which time it was noted that we might be able to reduce the amount we are requesting for compensation, if we reintroduce a salary differential. This could take into account the significant difference between the cost of living in Fairbanks and that of Anchorage. UA employees in Fairbanks do not receive a geographic differential while state employees in Fairbanks do receive one.
- During PreStaff, Chancellor Rogers basically said that any significant increases over 2% would result in forced reductions. This translates into staff losing their jobs.
- Attempts to talk to the administration about a big picture approach have failed thus far. Every year we are forced to haggle and justify our request for a compensation increase, yet some years we have lost benefits, we have lost coverage, premiums have gone up, or we have lost longevity. The university is losing employees. The administration is looking at the bottom line according to how much we have saved in various places through cuts, but they are not looking at the amount being spent on recruitment or the extent of the brain drain at the university. Part of Juella's focus this year is to try to get across the idea that we have to look at the big picture and what things are being done. When they talk about forced reductions, that job does not go away; the work goes to someone else.

- Staff Alliance is interested in educating staff on their right to, for example, a ten percent out of class adjustment when you are given someone else's work, including the process that you can go through to get your position description reviewed. Staff can file a grievance within the university; they can also take their case to the department of labor. Alliance has determined that they have to educate staff about their rights, not just within the university, but also outside of the university because we are not getting through to the administration that they cannot just keep cutting forces and expect us to take on the load. This does not work, the system will break, and the quality of our work goes down because we are overworked and stressed.
- The other side of the coin is that the chancellors have their burden with increasing fixed costs. Staff salaries and positions represent the soft spot; we are the easy way to make up fixed costs not adequately covered by the legislature. Chancellors have their own set of burdens, but we are taking gradual steps towards a cliff. That cliff being the quality of the education and services we can provide to our students.
- In terms of the budget, the next step in the process is for the increase to be included in the budget, which will be approved by the board of regents at their November meeting. From there it is forwarded to the governor. We have to make our statements and impact at the September meeting, we then have to be able to back our plan again in November.
- Staff Alliance has directed Juella to ask, if the 5.5% is not entirely possible, that the administration agree to provide improvements in ways that do not cost money. For example, making the grievance process more transparent and fair to staff.
- It was suggested that we also take into account the history of raises and the various other different aspects of prior increases, such as geographic differential. Staff Council members also expressed concern about the inability of many staff to raise such labor concerns when they need their paycheck to survive. Other topics discussed included issues in retaining quality staff members and challenges associated with the ability to hire appropriate staff due low pay rates.
- Staff are very low on the priority list. If we each take time during the week to go to our constituents, face-to-face, not through email, we may be able to improve the situation. We can change this, but the change cannot happen overnight.
- Juella has explained to the president that if they create an environment where their staff is not happy and they are not loyal, then they are not motivated. They will not do their job as well; this is human nature. Staff love working with students and this may be the main reason why staff remain here. However, at some point people's lives change to the extent that they are no longer able to make ends meet. Love of what you do will only keep you going so far in an environment where you are not appreciated and not given the resources you need to do your job well.

B. Staff Resources Website

- Juella requested that Staff Affairs add a review of the HR Staff Resources website to their agenda for this year. The current webpage represents a compromise between a paper staff handbook and making resources available to staff. It is time for that website to be reviewed by staff to determine if it still meets our needs.
- The website is maintained by UAF HR. Staff Affairs will email Brad Lobland to determine if there is one person working on this website, from there they will request to work with that individual.

C. 2013 Meetings

- **Attachment 230-1: Motion 2012-230-1: Motion to Adopt 2013 Staff Council Meeting Schedule**
- Concern was raised about the days of the week chosen for meetings. This is a reoccurring issue faced by Staff Council, and for this reason, meetings are now held on different weekdays throughout the year.
- There will be two face-to-face meetings this year, both held in the spring. Face-to-face meetings involve rural representatives travelling to Fairbanks to attend meetings in person. The February face-to-face meeting will be held in conjunction with Staff Council Orientation and the May face-to-face meeting will be held in conjunction with Staff Appreciation Day. The number of face-to-face meetings is limited and based on the number of rural representatives needing to travel and available funding. Juella would be willing to discuss the possibility of a fall face-to-face with Chancellor Rogers if there is interest.
- The proposed January 22, 2013 meeting was moved to January 23, 2013. The March meeting will be held on Wednesday, Mary 27, 2013.
- A motion was passed unanimously to approve the amended meeting schedule for 2013.
- A Google calendar containing all meetings is available, contact the Staff Council Office for access. *(Item 8.D. was a typographical error on the agenda).*

E. Committee Staffing and Assignments

- **Attachment 230-3: Staff Council Committee Assignments as of August 14, 2012**
- As a reminder, Staff Council representatives are required to serve on one Staff Council committee and there are several internal committees are in need of additional members: EMR, Advocacy, and Communications.
- The annual review of committee membership and appointments was conducted to verify representatives continued interest in serving on the various committees and to provide others with an opportunity to serve on committees that interest them.
- Discussions of Staff Council representation on specific committees, including confirmed assignments and changes, appear below under items 10, 11, and 12.

F. Grievance Process Review

- Juella has long thought that the grievance process is unfair and extremely ambiguous to the extent that there appears to be fundamental unfairness. We would like to have statewide review this policy and regulation in order to look for ways to increase the fairness of the process for staff. In the past there was a completely different system and included a grievance process handbook. This year she would like to have Staff Affairs review this process to identify places that need to be altered to correct problems and to make improvements. Staff Alliance is also looking at this. An additional request was made to review the mediation process. Juella will meet with Mary Sue to develop a plan for addressing this issue.

G. Ad Hoc 2013 Staff Council Calendar Committee

- **Attachment 230-2: Motion to Create Ad Hoc 2013 UAF Staff Council Calendar Committee**
- A motion was made and seconded to establish this ad hoc committee. The motion passed unanimously. Brad Krick was appointed committee chair. He will form a committee and a plan for the 2013 calendar and he will present this information to Staff Council at the September meeting.

9. GUEST SPEAKERS (None)

- Due to workload, there were no guest speakers scheduled for this meeting.

COMMITTEE REPORTS**10. INTERNAL COMMITTEE REPORTS****A. Staff Affairs – Mary Sue Dates**

- Staff Affairs' first meeting of year is on Thursday, Aug. 23. Committee members are asked to bring a list of topics identifying any issues that they would like Staff Affairs to work over the next year.
- The committee plans to schedule committee meetings in advance for the year.
- Jed Lowell's name was omitted from Staff Affairs on the committee membership document. The document will be updated to correct this error.
- Juella has a list of items that she would like for Staff Affairs to include on their agenda for the year. This includes the review of the grievance process discussed under 8E.

B. Rural Affairs – Brad Krick

- Rural Affairs will meet in September. They will likely continue to meet the first Tuesday of the month, but this will depend on a discussion with committee members during the September meeting.

C. Elections, Membership, and Rules – Walker Wheeler

- EMR will soon begin working on the odd unit elections that will occur this fall. They are also working on the strategic reorganization of Staff Council.

D. Advocacy Committee – Debbie Gonzalez

- Advocacy is also working on establishing a set meeting schedule for this year.
- Advocacy will be hosting its first tour of the year on Friday, August 17 at noon. They will tour the Horticulture Research Area of the Experimental Farm. They have received a great response with over 20 people from across campus already registered.
- Advocacy is still in need of additional members. At the next Administrative Committee meeting, we will begin discussing options for possibly combining committees. The floor was opened for comments. There were no comments so the discussion regarding permanent committees was moved to the next Administrative Committee meeting. The Administrative Committee will present information or a proposal to council at the September meeting.

11. EXTERNAL STATEWIDE COMMITTEE REPORTS

- Staff Alliance Committees are typically made up of Staff Council Officers or their designees from the three MAUs and statewide. Last year, Juella and Pips appointed representatives to serve in their place. This year Juella and Claudia will also designate members to serve in their place.

A. Staff Alliance's Staff Health Care Committee (SHCC)

- Melodee Monson is the UA-APT Council's President; a member of Staff Alliance and the chair of SHCC. Melodee will continue to serve as SHCC chair for the coming year. Staff Alliance did not get much of a report from SHCC during last week's retreat.
- Our current Staff Alliance Staff Health Care Committee representatives are Cat Williams and Carolyn Simmons. Our alternates are Maria Russell and Mary Sue Dates. Mary Sue will contact the other members to confirm their interest in serving on this committee. Mary Sue requested to move from an alternate seat to a representative seat, in the event that a representative steps down. Debbie Gonzalez and Gary Newman are interested in serving on SHCC.
- SHCC met throughout the summer. They typically meet the fourth Tuesday of the month. These meetings are open to the public. They are currently discussing FY14 plan designs, changes, updates, and revisions and are in the process of gathering staff feedback so that they can write recommendations or motions to the Joint Health Care Committee (JHCC). SHCC wants to provide staff input to JHCC for consideration.
- The Joint Health Care Committee (JHCC) is made up of statewide administration, union representatives, and two staff seats. This serves as the advisory body to the president on health care.
- SHCC was originally designed to be a group of staff, separate from JHCC, who gathered and reviewed health care information. From there, SHCC would make recommendations to Staff Alliance and Staff Alliance would then inform the two staff members on JHCC. SHCC's role is to keep everyone informed of what is taking place.
- JHCC meetings, by charter, are closed; they are only open to members. Within the last month, Juella was informed that JHCC meetings remain closed meetings. They are able to keep it closed because it is a union meeting. Union oriented meetings or groups do not require meetings to be open to the public.
- Staff Council can formally address the closed nature of JHCC meetings, if it chooses to do so.

B. Staff Alliance's Compensation Committee

- As Staff Alliance Chair, Juella essentially disbanded the Staff Alliance Compensation Working Group. It is Staff Alliance's intent to reappoint eight members, two from each MAU. They are also willing to entertain volunteers interested in chairing this committee. Staff Alliance has a very specific task for this committee, but at this time, they would like to find someone who is not serving on Staff Alliance to chair this committee. If you are someone you know are interested, email Juella within the next two weeks.
- This committee did not meet over the summer.

12. EXTERNAL UAF COMMITTEE REPORTS

- Staff Council members currently serving on external UAF committees were asked to confirm their continued interest in remaining on each of the committees listed below. Individuals interested in being appointed to serve on these committees were also asked to state their interest.
- As a reminder, those serving as representatives on external committees should submit their reports to the Staff Council Office prior to each meeting.

A. Master Planning Committee (MPC) – Gary Newman

- Gary Newman will continue to serve as the Staff Council representative on this committee. No additional Staff Council members voiced interest in serving on this committee at this time.
- Note for the Master Planning Committee's last meeting are available on their website.

B. Parking Advisory Committee (PAC) – Britton Anderson

- Britton was not in attendance. He will be contacted to confirm his interest in remaining on this committee. No additional Staff Council members voiced interest in serving on this committee at this time.

C. Chancellor's Diversity Action Committee (CDAC) – Ross Imbler

- Ross was not in attendance. He will be contacted to confirm his interest in remaining on this committee. No additional Staff Council members voiced interest in serving on this committee. CDAC did not meet this summer.

D. Chancellor's Planning and Budget Committee – Nichole Kloepfer

- Nichole Kloepfer will continue to serve as the Staff Council representative on this committee. No additional Staff Council members voiced interest in serving on this committee. This committee has finished meeting for the year. It will begin meeting again in the spring.

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

- Debbie was not in attendance. She will be contacted to confirm her interest in remaining on this committee. No additional Staff Council members voiced interest in serving on this committee.

F. Accreditation Steering Committee

- Nichole Kloepfer was appointed to serve as the Staff Council representative on this committee. No additional Staff Council members voiced interest in serving on this committee. This committee did not meet this summer.

G. Meritorious Service Awards Committee – Claudia Koch

- Claudia will continue to serve as the Staff Council representative on this committee.
- Nominations for this award are due by August 31. You should have received an email containing information on submitting nominations. Please review this information and get it out to your constituents.

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

- Walker will continue to serve as the Staff Council representative on this committee. No additional Staff Council members voiced interest in serving on this committee at this time. This committee did not meet this summer.
- Proposals are likely to be due sometime in September.

I. Work-Life Balance Committee (Inactive) – Walker Wheeler

- Juella will contact Brad Lobland with HR for information on the status of this committee.

J. Intercollegiate Athletic Council – Debbie Coxon and Britton Anderson

- Britton and Debbie were not in attendance. They will be contacted to determine their interest in remaining on this committee. No additional Staff Council members voiced interest in serving on this committee.

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

- Staff Council does not have a designated seat on this board. There is a staff seat on this board. The process to fill this seat requires that interested individuals apply. Those applications are then reviewed by the student board. If a staff member is approved to serve on the board, then Staff Council is asked if we would like them to represent Staff Council. This process is different from the seats we fill on other boards. At that point, discussion was opened regarding Staff Council’s representation on the RISE Board.
- Following discussion, a motion was made to remove the RISE Board from Staff Council’s agenda and responsibility. The motion was approved by a vote of 15 – For, and 1 – Against.

L. People’s Endowment Fund Committee

- Debbie Gonzalez was appointed to serve as the Staff Council representative on this committee. No additional Staff Council members voiced interest in serving on this committee. This committee did not meet this summer.

13. AD HOC COMMITTEE REPORTS

A. Communications Committee – John Clendenin, Jr.

- This committee did not meet over the summer.

14. ROUND TABLE DISCUSSION

15. ADJOURN

- The meeting was adjourned by President Juella Sparks at approximately 11:05AM.