

MINUTES
UAF STAFF COUNCIL #231
Wednesday, September 19, 2012
8:45-11:00AM
Wood Center-Carol Brown Ballroom

1. CALL TO ORDER AND ROLL CALL

- President Juella Sparks called the meeting to order at approximately 8:45 a.m.

A. Roll Call

Present:

Juella Sparks
 Claudia Koch
 Pips Veazey (phone)
 MaryAlice Short
 Debbie Gonzalez (phone)
 Kala Hansen (phone)
 Nichole Kloepper (phone)
 Debbie Coxon
 Gary Newman
 Jennifer Elhard (phone)
 Ryan Keele (phone)
 Ashley Munro
 Robin Weinant
 Jed Lowell (phone)
 John Clendenin
 Jennifer Youngberg (phone)
 Walker Wheeler
 Brad Krick
 Richard Machida

Excused:

Robert Mackey
 Evelyn Pensgard
 Sara Battiest
 Deb Jeppsen
 Mary Sue Dates
 Kim Eames
 Travis Brinzow
 Britton Anderson

Absent:

Carolyn Simmons

Guests:

Brian Rogers, Chancellor (phone)
 Kayt Sunwood, Manager – Women’s Center
 Brad Lobland, Interim Director – Human
 Resources
 Mae Marsh, Director – Diversity & Equal
 Opportunity
 Sean McGee, Police Chief
 Jennifer Reynolds, President - Faculty Senate

- Quorum was met

B. Approval of Agenda for Staff Council Meeting #231

- The agenda was approved as presented.

C. Approval of Minutes for Staff Council Meeting #230

- A motion was made to postpone approval of the minutes. The motion failed since it did not receive a second. The minutes were approved as presented.

2. STATUS OF PENDING ACTIONS (none)

A. Actions Approved (none)

B. Actions Denied (none)

C. Actions Pending (none)

3. PUBLIC COMMENT

The President's Report was presented prior to public comment in order for Public Comment to remain at 9:00AM. For clarity, items are included in the minutes in the same order that they appeared on the agenda.

A. Kayt Sunwood, Manager - UAF Women’s Center

- Kayt spoke in favor of the Staff Council resolution on diversity and shared governance (Attachment 231-5). (See further discussion under item 8D). She requested that council members vote in favor of the resolution in an effort to reaffirm the status of shared governance within the university system.

4. OFFICER REPORTS

A. Juella Sparks, President

- Since our last meeting, Juella met with President Gamble, Donald Smith, and Chancellor Rogers. Her meeting with President Gamble was positive, while the meeting with Donald Smith was not as positive. Specific information from these meetings will be discussed later, under other agenda items.

Employee Tuition Benefit Update:

- There were a few minor issues remaining on the employee tuition benefit, including whether the minimum GPA requirements are linked to the cumulative GPA, or to the GPA for classes taken under the waiver. A second, related issue is whether withdrawals and other factors will affect this GPA. The current draft does not indicate repercussions for falling below the minimum GPA (2.0 for undergraduate, 3.0 for graduate). Staff Alliance is requesting this be clarified. Juella is working with statewide on these issues, and any remaining issues will be taken to the regents next week. Staff Alliance is also trying to identify the specific version of the benefit that will be presented to the BOR; currently there multiple versions exist. The current draft will be distributed once this is clarified.

Women's Center and OMAD Update

- During Convocation, Chancellor Rogers affirmed his commitment to diversity on campus and to governance. (See item 8D. for more information).
- At our last meeting, Mae Marsh, Director of Diversity and Equal Opportunity, spoke briefly about intended changes, including closing OMAD in Eileson Bldg. and turning the Women's Center space into a resource center. There have been multiple campus meetings regarding this. Faculty members were upset about these changes. Agenda item 8D includes a resolution clarifying Staff Council's position on this matter. Changes have taken place since this resolution was written. The Women's Center remains intact. Kayt Sunwood, Director of the Women's Center, was returned to her former position and position description and a Women's Center advisory council is being created.
- OMAD no longer has space on the first floor of Eielson. Ana Richards, manager of OMAD, is now in the Nordic House under a new position description. A task force will be setup to review the mission of OMAD and make recommendations for expanding this program.

Chancellor's Diversity Action Committee (CDAC)

- Juella attended a recent CDAC meeting to determine CDAC's position on the recent changes to the Women's Center and OMAD. These issues had not been brought to CDAC. CDAC had not discussed or taken a position on this situation. Staff Council has two seats on CDAC, one of which was vacated by Mary Sue last spring. At this CDAC meeting, Juella requested that she be added to the CDAC distribution list as the second Staff Council representative.
- Juella asked if there was any opposition to her remaining on CDAC, or if anyone was interested in serving on CDAC. No opposition was voiced. A motion and second were made to allow Juella to remain in the second Staff Council CDAC representative. The motion passed unanimously.
- CDAC was undergoing an internal reorganization. Chancellor Rogers indicated during PreStaff that he plans to thank CDAC members for their service and then disband the group. The new task force would then make recommendations on the new CDAC.
- Juella's understanding is that Chancellor Rogers plans to contact governance leaders to request nominations. The chancellor will likely announce both groups and then request nominations. From there he will select a chair. Those interested in serving on either of the new groups may send an email of interest to Juella or directly to the chancellor.

B. Claudia Koch, Vice President

- Staff Alliance last met on Sept. 11.
- Staff Alliance recently discussed the need for a stronger statewide voice for issues that affect all UA staff. This resulted in the creation of the Staff Alliance blog (<http://uastaffalliance.wordpress.com/>), which is designed to improve communication with constituents, collect constituent feedback, and create an open dialogue on issues that affect staff statewide.
- The Staff Alliance work-life balance survey closed on September 7 with over 800 responses. Preliminary results show that approximately 60% of respondents were from UAF, 20% from UAA,

10% from UAS, and 10% from statewide. Nine percent of all respondents were rural employees. Next, results will be analyzed and a plan of action will be formed regarding Staff Alliance's response to the results. The results will then be rolled out on the new Staff Alliance blog.

- A hiring committee was formed for the statewide governance executive officer. The job description should be posted soon. This will initially be an internal search. It is still unclear if an additional support staff will be hired. There are no recent Staff Alliance minutes due to these vacancies. Meetings have been recorded. Minutes should be written once the position is filled.

Grievance Process Review

- President Gamble supports a review of the current grievance process, as presented in BOR Policy and Regulations. He requested appointments and two UAS Staff Alliance representatives volunteered. They will work with Tara Ferguson and Donald Smith to conduct this review.

Staff Alliance Compensation Working Group:

- The group has been established and members will be announced once a chair is selected.

PreStaff

- During PreStaff, Chancellor Rogers reiterated his concern about the FY14 budget with salary and benefits being the largest part of the budget. Any compensation increase over the 2% tuition increase could result in staff reductions. He was hesitant to state any hard numbers since he does not know what the legislature will do with the budget request.
- President's Cabinet is on Tuesdays, making it difficult for the Chancellor to attend some of our meetings. On days when he is travelling, he will try to call in.

5. REMARKS BY CHANCELLOR ROGERS (Phone)

- Chancellor Rogers briefly addressed council, noting that the majority of his comments were presented during convocation last Thursday.
- He appreciates the quick response on safety related items, if you see something, say something.
- The Master Planning Committee met last week. The discussion centered on the campus trails and pathway system. They plan to identify gaps in this system and prioritize needed improvements.
- The board of regents meets next week where they will get their first view of the president's recommended budget. This information will be posted on the board's website. In terms of capital funding, there is significant funding for deferred maintenance, the heat and power plant design, and the engineering building.
- Chancellor Rogers requested that Juella identify nominations for a permanent Women's Center Committee and for a task force that will examine student multicultural programming. He would like to make appointments by Oct. 1. Please let Juella know if you are interested in serving.
- The second round of the Fittest Winner will begin in early Oct. Your participation is encouraged.

6. GOVERNANCE REPORTS

Governance reports were presented prior to the Chancellor's Remarks due to the chancellor's schedule. For clarity, items are included in the minutes in the same order that they appeared on the agenda.

A. Jennifer Reynolds, President – Faculty Senate

- Faculty Senate last met on September 10.

Faculty Senate Resolution on Shared Governance

- At this meeting, a resolution reaffirming a commitment to shared governance was passed unanimously. This was prompted by the changes in the Women's Center and OMAD, but it was not directed towards determining what changes should or should not be made to those offices. It was directed at the issue of shared governance.

Complete College America

- This program encourages students to complete degrees rapidly and prescribes university changes. The state determines if they will sign up for this program, not the university. The governor asked President Gamble to provide a recommendation. Over the past year, he reviewed the program and requested feedback from Faculty Senate at each MAU. All three MAUs recommended against signing up for this program and President Gamble formally recommended to the governor that the state not participate in this program. President Gamble's recommendation was received favorably in the governor's office, but this is yet to be finalized. The governor and the legislature will make the final decision for the state. Faculty Senate hopes their work in this issue is complete.

Blackboard

- Blackboard is not widely used at UAF and the software costs continue to rise. Faculty Senate is discussing other software options. This fall, Faculty Alliance will create a task force for this issue. Other software being considered: *Canvas, Moodle, and Desire2Learn.*
- Faculty Senate is working on general education requirements. They have spent two years working on a new, updated set of requirements. In the end, this may or may not include a set of core courses and core curriculum. They have also established a set of learning outcomes. They will now determine how to implement these outcomes.

B. Mari Freitag, President – ASUAF (No report)**7. UNFINISHED BUSINESS****A. Staff Council Strategic Reorganization Proposal Update from EMR**

- At the September EMR meeting, reorganization options were discussed (See attachments under section 6C.). EMR outlined the goals of the former president and confirmed these with the current officers. The reorganization originally started as a conversation among Pips, Juella, and Chancellor Rogers about ways to make Staff Council more productive. We are in a situation where we have to do something in order to get more staff involved. Originally, the restructuring proposal was based on the underlying thought of forming an assembly, a representative body that could show change.
- The EMR report includes a list of three possible options - these are only discussion items at this time, no implementation is currently planned. One of the options organizes representation without using the unit concept as it currently exists. Additionally, everyone should have received Gary's comments on these options. The floor was opened for discussion. Factors discussed included overall membership numbers, member participation, issues with units based on TKLs, and the goal of improving the effectiveness of Staff Council. A suggestion was made to place all alternates in a general pool for both Staff Council and regular committee meetings to increase participation.
- It was then determined that council needed to table the proposed reorganization or provide additional direction for EMR. A motion and second were then made to determine if council still wished to change its current organizational structure. It was clarified that a vote of NO would end our efforts in this area, a YES vote would result in continued assessment of reorganization. It was further clarified that this was not a vote about specific changes, but a vote to determine if EMR will continue to look into reorganization. This motion passed (Vote: For =10, Against =4); EMR will continue to look at possibilities for restructuring Staff Council. You are encouraged to submit any suggestions or ideas to EMR for consideration. These do not have to be structural changes, submit any changes that you feel might have an impact in moving towards our stated goals.

B. Health Care Benefit Update

- The Health Care Task Force meets this afternoon to review a draft of the task force recommendations. This draft, containing approximately fifteen suggestions, will be presented to the Joint Health Care Committee (JHCC) tomorrow morning. As chair of Staff Alliance, once the document containing recommendations has been viewed by JHCC, Juella will forward it to the Staff Health Care Committee (SHCC) who will then begin working on responses and concerns about these suggestions.
- The new Staff Alliance blog will be used as a centerpiece for collecting staff feedback regarding on the task force suggestions. The feedback will then be forwarded to the administration.
- As a voting member of the task force, Juella does not support 100% of the task force suggestions. She also stated that it is also likely that staff will not be in favor of all of the suggestions.

C. Employee Tuition Benefit Update

- As indicated earlier today, Staff Alliance is working with the administration on this benefit. Every effort will be made to circulate the information prior to the BOR meeting (See Also Section 4A.)

D. Staff Resources Website Update

- Mary Sue Dates and Jennifer Elhard have agreed to work with HR to review this website. It is unclear at this time who they will be directly working with at HR. We hope to have more to report on this in October. Please email any initial views or problems that you see with the website.

E. Compensation Increase Update

- In Juella's recent meeting with President Gamble, they discussed the 3.5% request. He was amenable, but he did not specify the actual number. You are encouraged to read the BOR agenda and budget request for this week's meeting, which should be posted online soon. We hope it includes a compensation increase of 3.5%, but it is unclear if this will be the case. BOR votes in early November to approve the budget request; from there it goes to the governor. If the number presented to the BOR this week is not 3.5%, there is about one month for us to work on changing it.

F. Grievance Process Review / Mediation Program

- President Gamble supports a review of the current grievance process found in BOR policy and regulations. Two UAS Staff Alliance representatives volunteered to work with Tara Ferguson and Donald Smith to conduct this review (See Also Section 4A.).
- During PreStaff, Chancellor Rogers explained that the UAF budget included a request for funding for an alternative dispute resolution (ADR) center. Chancellor Rogers sees this ADR Center as a possible home for the mediation program, at least on the campus level. The funding request must remain in place through the governor and the legislature for this to occur. Juella was pleased with Chancellor Rogers' inclusion of this in the budget request, as this would be a wonderful tool for staff.

BREAK

8. NEW BUSINESS

(Due to timing, item '9. Guest Speakers' was moved ahead of item '8. New Business.' The numerical order of the agenda is maintained here for clarity. There was no opposition to these changes.)

A. Staff Council Odd Unit Elections

- Notice: Opening of Nomination Period for 2012 Fall Odd Unit Elections
- Attachment 231-2: 2012 Proposed Election Timelines
- At the last EMR meeting, two election timelines were discussed. Both of these are included in the attachment. One of the options would require a bylaw change, therefore, EMR has opted to use the other timeline. Nominations for odd numbered units will open Oct. 1 and close on Friday, Oct. 19. Voting will open the following week.
- Currently our bylaws state that election results will be presented at the December meeting. An earlier date would make it easier to include contact information for current members on the annual Staff Council Calendar. This would be possible with the second timeline, which is not being used this year, since it would have required a bylaw change. This change would be possible for next year, if a bylaw change is made.

B. RISE Board

- Juella attempted to contact Michelle Hebert about the staff seat on the RISE Board, but she has yet to hear back on this matter.

C. UAF Strategic Plan

- Attachment 231-1: Draft UAF Strategic Plan 2012
- The Draft UAF Strategic Plan is attached. When reading over it, note that the word 'staff' does not appear in the document. You are encouraged to submit feedback. We may use Mary Sue's blog for this. We plan to announce that we are taking feedback through the blog, then compile the information and forward it to the chancellor.

D. Women's Center and Office of Multicultural Affairs & Diversity (OMAD)

- Attachment 231-5: Resolution Regarding Diversity and Reaffirmation of Commitment to Shared Governance (UAF Staff Council Resolution 2012-231-1)
- This resolution was drafted by Staff Affairs. There have been significant developments that have taken place since the time that this resolution was written, including Chancellor Rogers' mention of his support of shared governance and diversity on campus during his Convocation address.
- This resolution addresses two issues: shared governance and diversity. Governance was not given an opportunity to provide input when the decision was made to close OMAD's space in Eielson and transform the Women's Center into a resource center. The language in this resolution is designed to remind the administration of the role of governance as put forth in BOR policy. The second decision pertains to the changes seen with the Women's Center, OMAD, and diversity on campus. At PreStaff,

Chancellor Rogers indicated that he would be accepting nominations for the task force to review and make recommendations on diversity and for the Women's Center Advisory Group. Because of Chancellor Rogers' statements at convocation, his actions in forming these two advisory groups, and the discussion between the chancellor and the officers during PreStaff, you are encouraged to consider changes to this resolution. It is important to document mistakes so that we can learn from them and in line with this; it was recommended that council move forward with the resolution. Additionally, Juella encouraged council to keep in mind the events and make changes to the language of the resolution prior to passing it. Juella provided an explanation of her suggested changes. The resolution with the suggested changes was read before Staff Council:

RESOLUTION

DIVERSITY AND REAFFIRMATION OF COMMITMENT TO SHARED GOVERNANCE

WHEREAS, Regents Policy requires the University to "provide an effective opportunity for university faculty, staff and students to play a meaningful role in matters affecting their welfare"ⁱ through participation in shared governance; and

WHEREAS, the University administration has recently demonstrated a lack of commitment to the principle of shared governance through its decisions to close the Office of Multicultural Affairs and Diversity (OMAD) and the UAF Women's Center without including governance organizations in the decision-making process; and

WHEREAS, the University administration has since rescinded its decision to close the Women's Center and agreed to appoint an advisory group, to include governance for the center; and

WHEREAS, the University administration has agreed to appoint a task force to include governance to review and update the mission of OMAD in its support for students; and

WHEREAS, the chancellor stated his recognition of and commitment to governance during his Fall 2012 convocation; now

THEREFORE BE IT RESOLVED, that the Staff Council urges the University administration to reaffirm its commitment to the principle of shared governance by communicating to the UAF community the successful installment of the above referenced advisory group and task force; and

BE IT FURTHER RESOLVED, that the Staff Council urges the UAF administration to seek input from governance in advance of decisions to close or reorganize offices or departments that significantly impact staff.

¹ Regents Policy, Part III—Faculty, Staff, and Student Governance, Chapter 03.01.D.1

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- Discussion ensued of whether the resolution, as attached to the document, should be returned to Staff Affairs. A motion and second were made to send this resolution back to Staff Affairs. This motion failed (VOTE: For = 2, Against = 11, Abstained = 2).
 - There was no further discussion or changes to the resolution read on the floor. A motion and second were made adopt the resolution as amended and read before council. The resolution passed as modified and read on the floor (VOTE: For = 10, Against = 3, Abstained = 1).

9. GUEST SPEAKERS

(Due to timing, item '9. Guest Speakers' was moved ahead of item '8. New Business.' These items are included in the minutes in the order they were listed on the agenda.).

A. Brad Lobland, Interim Director of Human Resources

Recent Staffing Changes

- Recruitment recently closed for the new Associate Director of HR position. Becky Conner now works for statewide HR. Sherry Soileau was internally promoted to Lead Payroll Technician. There are plans to fill the position vacated by Sara Smith.

New Supervisory Training program:

- A new supervisory training program was created in 2008 as requested by Chancellor Rogers. The chancellor recently requested an update for the program that includes more interaction, case studies, and hands on training as opposed to lectures. Efforts have also been made to streamline training. Eighteen-hour long training classes have been combined into three – three-hour sessions. This includes one session that covers recruitment, hiring, and on boarding.
- New supervisor training will roll out next month. Additional information will be forthcoming. Supervisors who have previously completed supervisory training will likely receive an email indicating the timeframe within which the new program must be completed. Training is always evolving and HR is attempting to keep up with changes. Attempts have been made to make training timelier and easier for people to attend. The new supervisor-training program will also be offered every Thursday. Training for newly hired supervisors will be held on the first Tuesday of the month in an effort to acclimate new supervisors.
- HR is also working to include online training available through a more accessible website where information is easier to locate.
- There are currently no penalties associated with not attending training. Training is mandatory, but people have not been held accountable. This could change, but they want people to choose to attend training to improve their skills as opposed to having to force people to attend training.
- Supervisory training will not be required for faculty. Brad will meet with department chairs and faculty over the next year to develop this area of training. This year they will assess the participation based on people self-selecting to enroll in training. Based on that response, a determination will be made regarding the need to address accountability.
- Safety training will be a separate, three-hour session, but information will be on the same website.
- This year, Brad's goal is to get West Ridge HR and UAF HR fully functioning. Supervisory Training is also high on his list of priorities.
- At this time, FileMaker Pro databases are used to track some training. They are being cautious in assessing ways to track training as it has become clear to HR that people do not want another system to which they must login. For example, over 200 supervisors and employees did not submit timesheets within the new system because a paper timesheet was not in front of them. Brad wants to invest in having a face behind some of these issues as opposed to another system.
- Flor Banks, Barbara Gable and a consultant will work with Ashley Munro from Staff Council to plan Staff Appreciation Day.
- Brad did not have any updates on the Work-Life Balance Committee.

B. Mae Marsh, Director of Diversity and Equal Opportunity

- Mae attended to discuss the two groups that the Chancellor is working to create: the Women's Center Advisory Committee and a Diversity Task Force. The actions that are being taken are to promote diversity and inclusion at the university. When making your recommendations, please be mindful of this goal. The university system is often hard to navigate, and this becomes more difficult for anyone in a disadvantaged perspective. We want to make sure that, in composing these groups, that we are mindful of including those who may have a different perspective.

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

- Attachment 231-7: Meeting Notes from Sept. 7, 2012
- Attachment 231-8: Meeting Notes from Aug. 23-2012

B. Rural Affairs – Brad Krick

- Rural Affairs met earlier this month. This year, the committee plans to monitor issues related to geographic differentials and compensation and costs related to rural campuses and employees. They are looking for feedback regarding how individuals are directly impacted by these factors.
- Robert M. noted that the Chukchi Campus recently lost half of their staff. Three out of five of these individuals have gone to work for the state. The committee plans to discuss this further.

- Brad is resigning as committee chair at the end of the year. A new chair is needed for January. Another possibility would be to have a co-chair until January at which point the new person would become chair. If you are interested in serving as Rural Affairs chair, contact Brad.

C. Elections, Membership, and Rules – Walker Wheeler

- Attachment 231-2: 2012 Proposed Election Timelines
- Attachment 231-3: September Committee Report

D. Advocacy Committee – Debbie Gonzalez

- Attachment 231-11: September Committee Report

11. EXTERNAL STATEWIDE COMMITTEE REPORTS

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

- Attachment 231-12: SHCC August 28, 2012 Meeting Notes
- Carolyn Simmons is retiring as of Oct. 1; leaving one of our representative seats open. One of our alternates will likely move into this representative seat, leaving an open alternate seat on SHCC. Contact Juella if you are interested in serving on SHCC as an alternate. SHCC meets next week. They will be discussing the Health Care Task Force suggestions.

B. Staff Alliance's Compensation Committee

- Has not met
- As discussed earlier, the committee has been composed. Committee membership will be announced once a chair is selected.

12. EXTERNAL UAF COMMITTEE REPORTS (In Written Format)

A. Master Planning Committee (MPC) – Gary Newman

- Attachment 231-10: September Committee Report
- If anyone is interested in serving on the upcoming task force to review paths and trails on campus, as described earlier by Chancellor Rogers, contact Gary or the committee chair.

B. Parking Advisory Committee (PAC) – Britton Anderson

- Has not met

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

- Attachment 231-6: September Committee Report

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

- Has not met

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

- Attachment 231-9: September Committee Report

F. Accreditation Steering Committee – Nichole Kloepper

- Has not met

G. Meritorious Service Awards Committee – Claudia Koch

- Attachment 231-4: September Committee Report

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

- The committee has not officially met, but members have been working on their website in an effort to simplify the application process.

I. Work-Life Balance Committee – Walker Wheeler

- Has not met

J. Intercollegiate Athletic Council – Debbie Coxon and Britton Anderson

- Has not met

K. People's Endowment Committee – Debbie Gonzalez

- Has not met

13. AD HOC COMMITTEE REPORTS

A. Communications Committee – John Clendenin, Jr.

- Has not met

B. Staff Council 2013 Calendar Committee – Brad Krick

- Has not met
- Sara Battiest, Mary Sue Dates, and Gary Newman are serving on the committee. Contact Brad if you are also interested. The committee will meet before the next Staff Council meeting.

14. ROUND TABLE DISCUSSION

15. ADJOURN

University of Alaska Fairbanks Strategic Plan 2012

[draft - July 13, 2012]

As we approach the 100th anniversary of our charter, we will reflect on a century of growth and change that set our current trajectory to become recognized as one of the nation's outstanding student-oriented research universities. The world is changing rapidly, demanding flexibility and nimbleness from an active citizenry. Over the past decade climate change and economic, social and environmental sustainability have emerged as significant issues. Today's universities must educate students to address challenges yet to be identified and prepare graduates for jobs that do not yet exist. This Strategic Plan provides a map whereby UAF can capitalize on new opportunities and engage Alaskan communities in developing the state's future. The seven goals and associated strategies provide a vision of how we see ourselves serving Alaska and the world in the coming years.

The Strategic Plan was developed by dozens of faculty and staff members. Led by a steering committee, participants were organized in subcommittees according to UAF's five core themes and one for resources and capacity. Through this process it became clear that many of the University's goals reach across more than one of our core themes, demonstrating the profound degree to which the mission is as integrated as it is complex. The Plan is organized around goals and corresponding strategies, each followed by a short elaboration. Associated core themes are identified after each strategy. In the final goal the strategies are relevant to all themes.

Goal 1: Educate students to be informed, responsible, and active citizens by incorporating real-world experiences and applications into the undergraduate curriculum.

Goal 1 Strategies

- Implement new general education requirements, designed for the 21st century. *(Educate, Prepare)*
This updated curriculum will improve our ability to serve diverse student needs, take advantage of broad faculty expertise, and prepare our students for 21st-century life.
- Empower students to achieve their educational objectives in a timely manner. *(Educate, Prepare)*
This focus on the objectives of the students themselves is appropriate for the diverse student body and broad mission of UAF.
- Increase undergraduate participation in research and creative scholarship. Support for this activity will involve new strategies including mentorship by graduate students, more research-based capstone courses, and a stronger Honors research program. *(Educate, Research)*

- Provide more opportunities for experiential learning.
Academic exchanges (national, international, and rural Alaskan), internships, discipline-specific competitions, service learning, and other forms of experiential learning enhance “regular” classroom work.
(*Prepare, Educate, Engage*)

Goal 2: Promote UAF as Alaska’s premier research enterprise in partnership with state agencies, industry, and civic organizations.

Goal 2 Strategies

- Establish new research partnerships in targeted growth industries that have potential to improve life in the north or competitive advantages of Alaskan business. (*Research, Connect*)
Relationships with industry may be strengthened through establishment of testing centers, intellectual property licensing agreements, and grants and contracts.
- Respond to emerging issues in Alaska through greater integration with state agencies. (*Research, Connect*)
Establish institutional links such as co-location of state agency offices on the Fairbanks and regional campuses, internship programs, and conventional grants and contracts.
- Increase partnerships with Alaska Native organizations and other rural groups. (*Research, Connect*)
Augment current research efforts in rural development, behavioral health, and Native languages and arts, and establish more rural scholarships and visiting artist/scientist programs.
- Focus federal research efforts on growth areas in which UAF has a demonstrated expertise or natural advantage. (*Research*)
Growing fields include biomedical, energy, natural resources, and climate research.
- Diversify Alaska’s economy through promotion and commercialization of intellectual property. (*Research, Engage*)
Increase the number of licenses per year and establish a formal research corporation.

Goal 3: Serve Alaska’s diverse communities in ways that are more responsive and accessible and enhance the social, economic, and environmental well-being of individuals and communities.

Goal 3 Strategies

- Incorporate traditional and local knowledge more fully in appropriate curricula at every level from college preparation to graduate programs.
(*Connect, Educate*)
University teaching and research should be reciprocal in nature.

- Expand accessibility for a variety of learners. *(Educate, Engage, Connect)*
Increase continuing education, e-learning, and asynchronous offerings, and certificate and degree programs available entirely by distance.
- Undertake focused recruitment of underserved and underrepresented Alaskan populations and provide appropriate support services following enrollment. *(Connect)*
UAF will seek ways to serve populations such as young men in rural areas, with historically low enrollment rates in higher education.
- Obtain classification as a Carnegie Community Engaged Institution. *(Engage, Connect)*
Document engagement and outreach efforts across all campuses and sites to demonstrate clear commitment to public access.
- Build outreach efforts to Alaska's youth. *(Engage)*
UAF will be the state's leading resource and information source for positive youth development, by building on successful models such as youth camps.
- Foster scholarship in the discipline of outreach and engagement. *(Engage)*
UAF's land grant mission would benefit from study and promotion of best practices in outreach, engagement, and applied research.
- Establish new economic development partnerships with the business community. *(Connect, Engage)*
Such partnerships can generate new research ideas and student internships and address needs of the business community.

Goal 4: Improve assistance to students in making transitions across all phases of the education continuum.

Goal 4 Strategies

- Implement a new comprehensive undergraduate advising model. *(Educate, Connect)*
Help students transition successfully from high school into college and from college to graduate education or the workforce using current research on effective practices.
- Extend efforts to collaborate with rural and smaller high schools to improve readiness for post-secondary education and training. *(Connect)*
Coordinate course offerings to increase opportunities for tech prep, college readiness, and eligibility for the Alaska Performance Scholarship.
- Ensure availability of professional development opportunities for students at all UAF campuses. *(Prepare)*
Useful examples are seminars and colloquia in skills such as resume building and effective interviewing.

- Establish a comprehensive English as a Second Language (ESL) program to open education and workforce training opportunities to a broader population. *(Connect, Educate)*
Improve transition of international students into UAF programs and provide a community resource for non-English-speaking residents.
- Increase the effectiveness of mathematics programs that help students make the transition from developmental to post-secondary higher education. *(Educate)*
College-level mathematics is crucial for educational and employment advancement, and has been identified as a road block for many students.
- Expand the Rural Alaska Honors Institute in the area of workforce development. *(Connect)*
Pursue new initiatives; recent examples are Geoforce and Process Technology.
- Identify additional opportunities to showcase events that emphasize applied learning. *(Connect, Engage, Prepare, Educate)*
These events attract prospective students and enhance professional development of current students.

Goal 5: Expand graduate programs in targeted areas of identified need and existing strengths.

Goal 5 Strategies

- Maintain an average of 50 doctoral degrees per year over the next five years. *(Educate, Research)*
This is a criterion for Carnegie classification as an RU/VH (Research I) university, which improves UAF's competitiveness for federal research grants.
- Explore opportunities for new doctoral programs in areas for which there is demonstrated need and existing capacity. *(Educate, Research)*
As the state's lead research university, UAF has a responsibility to meet the state's needs for highly educated citizens.
- Diversify sources of graduate student funding. *(Educate, Research)*
Pursue endowed graduate student funding to support recruitment of exceptional students and timely completion of graduate degrees.
- Double the number of Alaska Native graduate students. *(Educate, Connect, Engage)*
Alaska Native students are underrepresented in graduate programs relative to their proportion in the state's population.
- Implement 2+2 veterinary program. *(Educate, Research)*
This program will address the shortage of veterinarians in rural areas of Alaska.

- Expand UAF's commitment to the University of the Arctic. (*Educate, Research*)
UAF is the lead institution for graduate programs in the University of the Arctic and is well positioned to increase access for students around the circumpolar north.

Goal 6: Enhance UAF's competitive advantage by attracting and keeping the best and brightest students and faculty.

Goal 6 Strategies

- Create and implement compensation models for faculty that allow the university to attract and retain high-profile faculty members. (*Research, Educate*)
UAF needs to compete effectively with other universities for high-profile faculty within the constraints of collective bargaining agreements.
- Expand support for visiting scholars, artists, and industry professionals, particularly in those areas of research and creative activity for which UAF is already recognized nationally. (*Educate, Research*)
Visiting experts enrich the university and give students a broader learning experience.
- Pursue strategies to increase the quality of students attracted from Alaska and elsewhere. (*Educate*)
Diversify and enhance the intellectual capital of the University by considering such options as in-state tuition for Outside students in the top 10% of their classes or better marketing of UAF's nationally recognized programs.
- Leverage faculty resources by strengthening collaborative partnerships among schools, colleges, and campuses. (*Prepare, Educate, Research*)
Research, teaching, and public service benefit from interdisciplinary cooperation.

Goal 7: Develop innovative approaches to resource management that support the University's mission and position UAF to meet the challenges of the future.

Goal 7 Strategies

- Insure that the budget and planning process is clearly tied to the objectives of the Core Themes.
Core Themes have been recently developed and the planning and budget process should be integrated to match.
- Identify and implement administrative efficiency and effectiveness.
Complete the current comprehensive administrative review and process mapping efforts.

- Conduct a fundraising campaign centered around the 2017 centennial celebration of the University charter signing.
This serves to publicly highlight UAF's rich history and diversify its funding.
- Complete the plan for the West Ridge Deferred Renewal project.
This will result in upgrades and new construction to support UAF's extensive research enterprise.
- Finalize plans for and begin construction on a new co-generation power and heat plant for the Fairbanks campus.
The current plant is well beyond its intended lifespan.
- Complete a new Engineering building.
This will significantly enhance the capacity to train engineers for which Alaska has a high demand.
- Develop public-private partnerships for construction of dining and housing facilities on the Fairbanks campus.
This new fiscal model will be used initially in expansion of Wood Center dining facilities.
- Optimize use of teaching space and campus facilities during off-peak hours and summer and other "vacation" months.
Benefits include more efficient use of our resources and more options for nontraditional students.
- Develop a sustainability plan for library materials, electronic resources and services.
Library resources directly impact teaching, student learning outcomes, research, and accreditation requirements.
- Develop and implement a comprehensive plan for campus computing upgrades and sustainability of the system.
Information technology is increasingly central to all activities at a university.

2012 Proposed Election Timelines

Timeline Notes based off of SC Bylaws

- There can only be 4 representative per Unit.
- The Elections, Membership, and Rules Committee shall be responsible for conducting elections. - *Bylaws Section 3 E I*
- Elections will be conducted in the fall. The voting time frame will be a minimum of 30 days. - *Bylaws Section 3 E II A*
- The election results will be reported during the December meeting - *Bylaws Section 3 E II B*
- January 1, newly elected representative take office. - *Bylaws Section 3 E II C*
- All election decisions need to be approved through EMR.
- Proposed timeline are base off receiving the HR feed of staff within a week of the request.
- The minimum 30 day rule for elections to be open predates the electronic mechanism. This could be modified to a shorter time frame, as all is done electronically now.

Proposed Timeline 1

Classic Schedule:

- First Week of September - Request staff listing from HR.
- September 17, 2012 - DB/Web-Site Ready with HR Feed loaded
- October 1, 2012 - Nominations Open (Monday)
- October 19, 2012 - Nominations Close - (Friday, open for 3 business weeks.)
- October 22, 2012 - Elections Open (Monday)
- November 26, 2012 - Elections Close (Monday, 5 full weeks, could end on Fri Nov 26)
- EMR discusses the same or following week, and prepares statement for SC meeting.
- December 19th, 2012 - Staff Council Meeting, Election Results presented

Proposed Timeline 2

The second timeline being proposed could be executed as a way to introduce the election results in the November meeting with the caveat that the Bylaws have to be changed (Bylaws Section 3 E II B). The benefit to this modification is for determining the membership prior to the SC Calendar going to print, and to be able to invite newly elected members to sit and observe the December meeting.

- First Week of September - Request staff listing from HR.
- September 17, 2012 - DB/Web-Site Ready with HR Feed loaded

- September 24, 2012 - Nominations Open (Monday)
- October 12, 2012 - Nominations Close - (Friday, open for 3 business weeks.)
- October 15, 2012 - Elections Open (Monday)
- November 15, 2012 - Elections Close (Thursday 30 days later.)
- EMR discusses the same or following week, and prepares statement for SC meeting.
- November 20, 2012 - Staff Council Meeting, Election Results presented.

Staff Count Feed from HR Notes

For the purpose of running the election, a feed is needed from both Statewide and UAF HR. The contact for UAF HR has been Flor Banks <fmbanks@alaska.edu> (ext. 6955). The OIT for Statewide HR contact is TBD.

The feed requires the following fields names:

- Last Name - Last name of employee.
- First Name - First name of the employee.
- MI - Middle Initial of employee if it exists.
- ID# - The employees University Identification number (30 million)
- TKL - The current Time Keeping Location code for the employee.
- Earnings Class Desc. (ECLS Desc) - Employees ECLS.
 - eg. NonExempt Staff - Temporary
 - eg. Exempt Staff - Regular
 - eg. NonExempt Staff - Regular
- Home Dept. (TITLE) - Name of Department
 - SFOS MAP
 - GI Seismology
- Dept Title 4 (TITLE4)- Name of Parent Department
 - School of Fisheries & Ocean Science
 - Geophysical Institute

EMR Committee Report – September 2012

Chair: Walker Wheeler

EMR Meeting
September 4, 2012

Members - Kayla Hansen(Excused), Gary Newman(Excused), Richard Machida (Attending), Walker Wheeler(Attending)
Also Attending: Nicole Dufour (SC Secretary)

EMR met and discussed two topics. The first of which was deciding on the election timelines. Two timelines were proposed. One met the traditional guidelines in the Staff Council Bylaws, and the second, which was an accelerated option, would allow the results to be reported in the November Staff Council meeting instead of the December meeting. The additional benefits the second option had were being able to communicate with high confidence to the Calendar committee the new Staff Council Reps, and give the newly elected reps the chance to attend and observe the December meeting. After discussion the first of the two timelines were decided upon. The timeline follows:

- First Week of September - Request staff listing from HR.
- September 17, 2012 - DB/Web-Site Ready with HR Feed loaded
- October 1, 2012 - Nominations Open (Monday)
- October 19, 2012 - Nominations Close - (Friday, open for 3 business weeks.)
- October 22, 2012 - Elections Open (Monday)
- November 26, 2012 - Elections Close (Monday, 5 full weeks, could end on Fri Nov 26)
- EMR discusses the same or following week, and prepares statement for SC meeting.
- December 19th, 2012 - Staff Council Meeting, Election Results presented

See attached document for both as well as additional considerations for the elections.

The second order of business was discussion of two partially developed reorganization strategies and focuses. A comment was made that when trying to convey any of the reorganization strategies the goals for the reorganization should be listed to help measure whether or not the proposal will move toward that goal. Although both proposed reorganizations are currently lacking, there was some good found in each. During the discussion of the different reorganization strategies a third one emerged that is a hybrid of the first and second proposed. Below are the goals of a reorganization (remembered in meeting), options one and two, and the third is a description of the combined proposal.

Goals of a Staff Council Reorganization

- Increase UAF staff's involvement with Staff Council and governance.
- Make Staff Council leaner and more responsive, with dedicated individuals.
- Make Staff Council more efficient, thereby decreasing active representatives' time commitment.
- Increasing involvement and effectiveness of Staff Council would elevate the role of governance in the eyes of both the staff and administration of UAF.

Proposed Reorganization Option 1

Move to fully at large with no differentiation between association at the University. The President and Vice President positions would continue to be the primary officers. The election cycle could be broken down into a similar even/odd year election cycles. Elections would be simplified, and highest vote totals would define who council members would be to fill the available seats that year. There is also the option in this scenario to have those running, run for seats that are arbitrarily numbered. For those who were not successful in being elected, they would only have to wait a year to re-run, as opposed to two years now.

Proposed Reorganization Option 2

Move to an at large membership that has three types of represented groups from the university. These groups would be Administrative, Research, and Remote? For those who were not successful in being elected, they would only have to wait a year to re-run, as opposed to two years now.

Proposed Reorganization Option 3

This option is similar to Option 2 in that it takes advantage of the different divisions into 3 main categories including Administrative, Research, Education Support staff and Non-Fairbanks staff. Each of the major categories would have a division to make two groups out of each category for rotating people on and off staff council. For elections cycles, the candidates would self select and explain why they are appropriate for a categories seat, only being able to choose one category seat to run for, and the election would then be at large. Each voting constituent would be able to vote as many times per category as there are open seats. (ie: 2 open Administrative Seats and 5 people running, a constituent gets to vote for 2 of them.) Highest number counts would determine who received the seat for each category. The number of seats available to each category would be done similar to how units are done currently. Groups will be determined based off likely function of the different groups, and percentages of the population will be used to determine number of seats.

Some of the optional components that were mentioned were the following:

1. **Communication Officer** The focus of this position would be to make minutes summary directly available after a staff council meeting for the constituent body as well as draft information to be communicated out to the constituents beyond normal minutes. The ideal person would likely have experience running a periodical publication system, such as a blog or newsletter.
2. **Technology Officer** The focus of this position would be to provide technical assistance during the time of elections, or other miscellaneous technology needs or recommendations. This officer could be always assigned to the TAB role and should have experience supporting various desktop, server, and web technologies.
3. **Elections** There are two ways to set these up. The first would include labeling each seat that is to be held, with candidates running for specific seats (though this only makes more sense if there is a division of types or locations). The second would take those seats that would be available, and have the highest voted in be placed in the available seats. If there were 5 seats available, then it would be the top 5 highest voted for members.

Meritorious Service Award Committee Report – September 2012
Staff Council Committee Representative: Claudia Koch

The Meritorious Awards Committee met and the committee selected one name to be forward for Chancellor and President approval. As soon as approved by those two, the name can be announced.

UAF STAFF COUNCIL

RESOLUTION REGARDING

DIVERSITY AND REAFFIRMATION OF COMMITMENT TO SHARED GOVERNANCE

WHEREAS, Regents Policy requires the University to "provide an effective opportunity for university faculty, staff and students to play a meaningful role in matters affecting their welfare"[1] through participation in shared governance; and

WHEREAS, the University administration has recently demonstrated a lack of commitment to the principle of shared governance through its decisions to close the Office of Multicultural Affairs and Diversity (OMAD) and the UAF Women's Center without including governance organizations in the decision-making process; and

WHEREAS, the University administration has since rescinded its decision to close the Women's Center and agreed to appoint an advisory group for the center; and

WHEREAS, the University administration has agreed to appoint a task force to review and update the mission of OMAD in its support for students; now

THEREFORE BE IT RESOLVED, that the Staff Council urges the University administration to recognize Staff Council as an important stakeholder and shared-governance partner;

BE IT FURTHER RESOLVED, that university administration reaffirm its commitment to the principle of shared governance by communicating the successful installment of the above referenced advisory group and task force to the UAF community;

BE IT FURTHER RESOLVED, that the Staff Council recognizes the opportunity and need for efficiencies within the organizational structure, but disapproves of the methods and lack of input prior to the attempted implementation of restructuring that affected OMAD and the Women's Center;

BE IT FURTHER RESOLVED, that staff council is an asset to university administration and can provide important employee perspectives, help achieve employee buy-in, and minimize the risk of political blowback when involved and engaged in the planning and implementation of organizational change, policy, and processes; and

BE IT FURTHER RESOLVED, that the Staff Council recognizes its role in share governance and wants to be a partner in future reorganizations;

THEREFORE BE IT FURTHER RESOLVED, that the Staff Council urges the University administration to seek input from governance in advance of decisions to reorganize offices or departments.

Offered to Staff Council by the Staff Affairs Committee.

[1] Regents Policy, Part III—Faculty, Staff and Student Governance, Chapter 03.01.D.1

Chancellor's Diversity Action Committee

Staff Council Representatives on Committee: Ross Imbler & Juella Sparks

After taking the summer off, CDAC met at the end of August. CDAC is still in the process of restructuring.

Staff Affairs Committee

September 7, 2012

9:00-10:30 a.m.

Library Room 341 – Joint Conference Room

Meeting Notes

Members Present: Mary Sue Dates – Chair, Deborah Coxon, Nicole Dufour, Jennifer Elhard, Jed Lowell, Robert Mackey, Juella Sparks, MaryAlice Short

Members Absent: Kim Eames, Ryan Gailor-Keele, Jennifer Youngberg

Notes:

This special Staff Affairs Committee meeting is to discuss the possibility of putting forth a motion or resolution regarding the changes to the EEO and Office of Multicultural Affairs (OMAD) offices and the Women's Center.

UAF Administration has decided, at this time, to halt any further changes to the above mentioned offices. Dr. Kayt Sunwood will continue to be the Director of the Women's Center. This office will not be closed at this time. The administration has agreed to: set up an advisory council for the Women's Center and create a Task Force to determine what the mission of the OMAD should be and how to reestablish the office.

It is agreed by the committee to put forth a resolution to the UAF Staff Council expressing:

- a. The importance of shared governance, according to the Board of Regents Policy
- b. Agreement with the advisory group for the Women's Center and Task Force for OMAD
- c. Recognition by UAF Administration of the importance that governance plays as a stakeholder and partner in these types of decision making
- d. Our desire that the administration reaffirm its commitment to the principle of shared governance with UAF Staff Council

See attached resolution

Adjourn: 10:30 a.m.

Staff Affairs Committee

August 23, 2012

11:00-12:00 p.m.

Library Room 341 – Joint Conference Room

Meeting Notes

Members Present: Mary Sue Dates – Chair, Deborah Coxon, Nicole Dufour, Jennifer Elhard, Kim Eames, Ryan Gailor-Keele, Robert Mackey, Juella Sparks, MaryAlice Short

Members Absent: Jed Lowell, Jennifer Youngberg

Guests: John Clendenin, Jr.

Notes:

Staff Affairs Committee has agreed to review the below items for FY13

- a. Changes in the EEO, Office of Multicultural Affairs Offices and the Women's Center.
 - i. UAF staff governance was not part of this discussion or even made aware this was on the horizon.
 - ii. These offices are being moved to the Nordic House.
 - iii. The Women's Center will be staffed with students and utilized as a resource center.
 - iv. Chancellor's Diversity Action Committee met earlier in the week and took no action regarding these changes.
 - v. Staff Affairs to hold a special meeting on September 7, 2012 to discuss putting forth a motion to Staff Council regarding this issue.
- b. Employee Tuition Benefit
- c. Staff Resources Website
- d. Grievance & Mediation Process
- e. Supervisory Training Program

Adjourn: 12:00 pm

**Chancellor's Advisory Committee for the Naming of Campus Facilities
Staff Council Committee Representative – Debbie Coxon**

The Chancellor's Advisory Committee for the Naming of Campus Facilities last met on May 12, 2012. A request was submitted and reviewed for the naming of the new Life Sciences Facility. The committee's recommendation has been given to Chancellor Rogers on June 15, 2012.

UAF Master Plan Committee (MPC) Report**Sept. 13, 2012****By Gary Newman**

The meeting notes, once available, will include further information.

<http://www.uaf.edu/mastplan/committee/meetings/agendas/2012-2013/>

We now have a new chair, Joshua Greenberg of the School of Natural Resources and Agricultural Sciences

UAF Trails Plan

Chancellor Rogers joined us and requested we investigate doing a UAF wide trails plan, including connectors to off campus. Pete Fix, Chair of the North Campus Committee shared a presentation documenting the efforts in this regard with North Campus in 2004. It was also noted that there was a consultant bike plan for FNSB that included UAF as well as a student study performed earlier this year for campus only. These are all helpful. The chair requested volunteers to serve on a task force to clarify further steps.

Terrain Park

Vice Chancellor Sfraga outlined the latest plans for the terrain park on the field below the greenhouse and museum. The professional Terrain Council is advising UAF. It is the hope that UAF can have basic jumps and slides in place for this winter, with lighting, half-pipe and rope tow in future years. There will be a yurt to provide a location for monitoring and safety. Parking would be at Butrovich and Museum parking lots. There is no charge anticipated for students with other users some nominal fee to be determined.

Roller Ski Loop

Vice Chancellor Sfraga presented a concept plan for a summertime roller ski loop between Farmers Loop and N. Tanana Loop. It was anticipated to be a privately built and maintained facility. More info to follow in future meetings.

Solar Array

Briefly discussed by the Chancellor was an opportunity to partner with a company to install a large solar array directly downhill from the Butrovich Building. The MPC was asked primarily if there were any objections to placement of such an array in this location before the administration would proceed further. There were none.

Verizon Antenna and Hut

Facilities Services has been working with Verizon on placement of an antenna and related infrastructure on AHRB. The latest plan was to have the antenna near the SE corner of the AHRB penthouse with a small hut to house electronics and battery backup on the east side of AHRB and screened. The MPC, with some questions about co-location and asking if there was room inside the building in lieu of the hut (there wasn't) had no objections.

Lighting Plan

A consultant has been hired to develop a campus outdoor lighting plan. There was extended discussion on details about considerations for a cost effective, aesthetic plan. Besides their own survey, we suggested that the consultant do a campuswide user survey to determine where there might be issues or opportunities.

Facilities Report

The detour at SRC on Tanana Loop should be removed back to the regular road by end of September. The Nenana Lot is mostly open, though some additional contractor work will be completed on weekends.

SRC area grading will be completed in October, including the sliding hill.

A Life Sciences Building sewer line had to be dug up and regraded due to a contractor error, however Koyukuk Drive should be reopened very soon [it was on a check the same day]

Campus Landscaping

No report

Art on Campus

No meeting, but Da-ka-xeen noted the rehab and placement of the Kipp Lyman sculpture outside the Fine Arts Complex.

We also agreed to make a link to the Troth Yeddha' plan from the MPC page.

North Campus

The ASF/NASA antenna project will be closing down as of the 3rd week of October and restarting with the arrival of the dish in April 2013.

The archery range project is on hold for more safety evaluation of the berm, fencing and removal of abandoned equipment in the area. Opening perhaps summer 2013.

Mileage markers for some of the ski trails were proposed by Mark Oldmixon. More info on design and placement to follow.

It was noted that the UAF mobile app will show trail users where they are located on the trails with smartphones.

North Campus Subcommittee is soliciting for a non-West Ridge faculty member.

Transitional lighting from well illuminated to non-illuminated areas of our trails was discussed, more options to follow.

Public Comments

Brad Krick asked when the walking path would be stabilized between campus across the Fairbanks St. Bridge, as it has been disrupted for numerous projects. FS architect Jonathan Shambare indicated very soon, but would check with Tom Pascoe, project manager.

Brad Krick asked that consideration be made when establishing ADA access to buildings under construction as the workarounds have been very difficult for ADA users to accommodate, including the lack of driveable pickups at Constitution Hall during inclement weather. The latter was referred to Martin Klein.

Next Meeting

Next MPC meeting will be Sept. 27, 2012 at IARC 417.

Advocacy Committee September 2012 Report
Debbie Gonzalez, Chair

The Advocacy committee has not yet met or set a meeting date.

We have however, sponsored one staff tour this year that was quite successful, with 25 or so people attending our tour of the UAF Horticultural Research area at the Experimental Farm on Friday, August 17. We thank Dr. Karlsson and Cameron Willingham for showing us around.

U N I V E R S I T Y *of* A L A S K A

Staff Alliance Staff Health Care Committee

August 28th Meeting Notes Tuesday, August 28th

Attendees:

Melodee Monson – Chair, Constance Dennis, Carolyn Simmons, Gwenna Richardson, Linda Hall, Ivan Leibbrandt, Mae Delcastillo, Mary Sue Dates (alt), Heather Arana (alt), Erika Van Flein, David Hinkley, Juella Sparks

Absent:

Monique Musick (alt), Maria Russell (alt), Catherine Williams, Elizabeth Williams

Guests:

Jennifer Elhard, Andy Anderson, Nicole Dufour, JD Cross, Jessica Garron, Carol Way

Topics:

- a. **Meeting notes** - July's meeting notes were reviewed and approved. August 2nd, special meeting regarding communication to UA staff, were reviewed and approved.
- b. **FY13 plan number changes (migration):**
 - a. 500 Plan a reduction of enrollment by -25%
 - b. 750 Plan a reduction of enrollment by -23%
 - c. HDHP Plan an increase of enrollment by 33%
 - d. Opt out increased from 11% in FY12 to 12% in FY13

Discussion:

- 1. JHCC have been discussing the opt out provision of the plan. It is recommended allowing the option if both members of the family are UA employees, one should have the ability to opt out and be on the other staff members plan. This would have to be worked into the plan.
- 2. It is being discussed that all others would be required to participate in the health care plan.
- 3. There is discussion about a spousal surcharge if a spouse has the option of coverage from their employer and that coverage is waived.
- 4. Lockton will review and research FY12 claims of those who opted out to see the financial impact if they were back into the plan.

5. A question was asked why the HSA (Health Savings Plan) is unavailable to those in the military or with other health care coverage. It was explained that those are Federal guidelines which UA cannot control.
6. President Gamble has asked the JHCC to research the Fairbanks North Star Borough's health plan. It is a \$200 deductible and at a low cost to employees. The Borough does charge \$110 per pay period of each employee who waives coverage.
7. The current split of cost is UA 83% / staff 17%. Beginning FY14 it will be UA 82% / staff 18%.
8. In addressing the issue of joining the State of Alaska plan, although we are public employees we are not state employees. That makes us ineligible to join the health care plan.
9. In removing the ability to opt out there is a chance that those individuals coming back on the plan could bring big claims with them.
 - a. Increasing our insured base spreads the cost.
 - b. How can the administration work to ease into the removal of opting out of the UA health care plan?
 - i. Grandfather in current employees
 - ii. Determine the cost impact (positive & negative) to grandfather current employees
 - iii. Consideration of current morale of staff and how it has been affected by these drastic increases.
10. Discussion about including students in the health care plan, The Healthcare Taskforce determined this was not feasible because of funding issues. Funding is done at each MAU. When asked why it was not done like the staff, the same at all MAU's, it was stated that the Healthcare Taskforce decided this would not work. It was clarified that the Healthcare Taskforce does not have expertise in this matter. The taskforce researches and recommends the administration review the challenges with options and question whether or not the option is worth working through the challenges.

c. Healthcare Taskforce:


- a. There are currently 17 – 18 recommendations that have been divided amongst the taskforce. Narratives will be written for each recommendation and put into one document to be provided to the JHCC committee for its meetings on September 20, 2012.
- b. It is important that JHCC understands and hears the language that these are recommendations and not decisions of what should be done.
- c. Medical Tourism is continuing to be an open topic of discussion.
 - i. Staff should be aware that the administration has to handle this topic delicately. On one hand UA has been cultivating relationships with the medical industry in Alaska and the on the other hand UA is investigating sending staff out of Alaska for treatment. The financial impact on the Alaska medical profession does need to be taken into consideration. However, UA is aware how challenging it is to justify using Alaska when the cost of doing so is almost triple of what it is in Washington or elsewhere and in some areas there are no treatment options.
 - ii. Consider using the Centers for Excellence. Information provided by Lockton at the SHCC June meeting.

- iii. As there is a lack of network facility in Juneau it may be possible to do a pilot program and see the benefits and real costs.
 - iv. Premera is only Alaska and Washington. Blue Cross/Blue Shield is nationwide but airfare will only be covered to Washington.
 - v. Working to ensure that quality not most convenient location is built into the design changes.
 - d. Patient Care Advocate has been discussed. Waiting for a resolution from staff showing this is something they want. SHCC put forth a motion on this issue.
 - i. Jane Cooper a patient care services provider will be in Alaska. Erika to schedule a time for her to meet with Donald Smith.
 - e. HRA, HSA, FSA have all been discussed. It is highly suggested that the HSA would be the better plan. **HRA** is an employer only contribution plan. Most employers will increase the employees' health care cost to cover this contribution. If terminated an employee cannot take this with them. **HSA** rolls over each year and the employee owns this account. UA is also looking for an administrator for the HSA plan.
 - i. RFP for medical and dental went out Thursday, August 23, 2012
 - ii. RFP for pharmacy went out Friday, August 23, 2012
 - iii. RFP for vision is being worked on as of Tuesday, August 28, 2012
 - iv. RFP for a wellness program should go out by the end of September or early October
 - f. Abel Bult-Ito is now chair of JHCC.
- d. It was suggested and agreed that there should be continued review of the blogsite for UAF Staff Council and how to bring important issues from staff to the administration. Blogsite: <http://www.uafstaffcouncilinfo.blogspot.com>
- e. Juella Sparks, UA Staff Alliance Chair, requested that attendance by SHCC committee members be maintained. This is to ensure those on the committee are active and wish to remain on the committee.
- f. Next meeting: September 25, 2012
 - a. Topics for meeting
 - i. Review August 28 notes
 - ii. Discussion of FY14 Healthcare Taskforce recommendations as presented to JHCC.
 - iii. Blogsite <http://www.uafstaffcouncilinfo.blogspot.com>,

Meeting adjourned at 10:00 am

MEMORANDUM

TO: Brian Rogers, Chancellor
University of Alaska Fairbanks

FROM: Nicole Dufour, Executive Secretary 
UAF Staff Council

DATE: October 11, 2012

SUBJECT: UAF Staff Council Resolution Regarding Diversity and Reaffirmation of Commitment to Shared Governance (Staff Council Resolution 2012-231-1)

The UAF Staff Council respectfully submits the attached 'Resolution on Diversity and Reaffirmation of Commitment to Shared Governance.' This resolution was passed on Wednesday, September 19, 2012, at UAF Staff Council Meeting #231.

A copy of this resolution has been provided for reference. Please contact the UAF Staff Council Office if you have any questions or need any additional information.

Attachment

UAF Staff Council passed the following resolution (Resolution 2012-231-1), at Staff Council Meeting #231, on September 19, 2012. (Vote = 10 For, 3 Against and 1 Abstention):

RESOLUTION

DIVERSITY AND REAFFIRMATION OF COMMITMENT TO SHARED GOVERNANCE

WHEREAS, Regents Policy requires the University to “provide an effective opportunity for university faculty, staff and students to play a meaningful role in matters affecting their welfare”¹ through participation in shared governance; and

WHEREAS, the University administration has recently demonstrated a lack of commitment to the principle of shared governance through its decisions to close the Office of Multicultural Affairs and Diversity (OMAD) and the UAF Women’s Center without including governance organizations in the decision-making process; and

WHEREAS, the University administration has since rescinded its decision to close the Women’s Center and agreed to appoint an advisory group, to include governance for the center; and

WHEREAS, the University administration has agreed to appoint a task force to include governance to review and update the mission of OMAD in its support for students; and

WHEREAS, the chancellor stated his recognition of and commitment to governance during his Fall 2012 convocation; now

THEREFORE BE IT RESOLVED, that the Staff Council urges the University administration to reaffirm its commitment to the principle of shared governance by communicating to the UAF community the successful installment of the above referenced advisory group and task force; and

BE IT FURTHER RESOLVED, that the Staff Council urges the UAF administration to seek input from governance in advance of decisions to close or reorganize offices or departments that significantly impact staff.



Juella Sparks, Staff Council President

10/4/12
Date

¹ Regents Policy, Part III—Faculty, Staff, and Student Governance, Chapter 03.01.D.1