

**MINUTES**  
**UAF STAFF COUNCIL #232**  
**Wednesday, October 17, 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 8:45AM

**A. Roll Call**

**Present**

Juella Sparks  
 Claudia Koch  
 Pips Veazey  
 Robert Mackey (phone)  
 Evelyn Pensgard (phone)  
 MaryAlice Short (phone)  
 Debbie Gonzalez (phone)  
 Kala Hansen (phone)  
 Nichole Kloepfer  
 Debbie Coxon  
 Gary Newman  
 Robin Weinant  
 Walker Wheeler  
 Brad Krick  
 Cat Williams (alt - phone)  
 Jeannette Altman (alt)  
 Richard Machida  
 John Clendenin  
 Jennifer Youngberg

**Excused:**

Ashley Munro  
 Britton Anderson

**Absent:**

Sara Battiest  
 Deb Jeppsen  
 Jennifer Elhard  
 Ryan Keele  
 Kim Eames  
 Jed Lowell

**Guests:**

Chancellor Brian Rogers  
 Scott Bell, Associate Vice Chancellor  
     for Facilities Services  
 Martin Klein, Business Manager,  
     Auxiliary & Contract Services  
 Lael Oldmixon, UAF United Way  
 Mary Kehrhahn Stark, Program Coordinator, IPY  
 Kirsten Bey  
 Debbie Blevins  
 Kayt Sunwood, Director, UAF Women's Center

- A quorum was not present at roll call. The floor was opened for general questions for approximately five minutes.
- During this time, Pips circulated the statement of intent for a working group for the reorganization of Staff Council. The document was handed out in the room and emailed to Staff Council members. (*See also 8.A*)
- Questions ended and the meeting returned to the draft agenda once a quorum was reached.

**B. Approval of Agenda for Staff Council Meeting #232**

- The agenda was approved as presented.

**C. Approval of Minutes for Staff Council Meeting #231**

- The minutes were approved as amended.

**2. STATUS OF PENDING ACTIONS (none)**

**3. PUBLIC COMMENT**

**A. Lael Oldmixon, UAF United Way Campaign**

- Chancellor Rogers has asked Lael and her husband Mark to chair this year's United Way Campaign at UAF. One of their goals this year is to improve participation. Last year, UAF was the second largest donor in Fairbanks with 198 donations totaling approximately \$70,000. FMH was the largest donor. This year new donations are encouraged, as are continued donations from those who have given in the past. Many options are available including the ability to direct your donation to a specific organization and payroll deduction for UAF Fairbanks employees. Rural

employees cannot use the employee deduction setup, but they are looking into this for future years. They are also looking for volunteers to serve on the United Way Planning Committee.

- You can select any 501.C3 organization. This allows funds to reach nonprofit organizations within various communities. If there are United Way agencies in rural communities, the United Way is able to funnel donations to these organizations. You would simply need to identify the organization on your form.

#### **4. OFFICER REPORTS**

##### **A. Juella Sparks, President**

- The majority of Juella's comments were postponed until discussion of specific agenda items, later in the meeting.
- Juella will meet with President Gamble on November 1. This is prior to the November Board of Regents meeting where the FY14 budget request will be approved.

##### **B. Claudia Koch, Vice President**

- Staff Alliance met last week. President Gamble attended part of this meeting. He provided an update on the work of his administration. He recently met with Alaska's delegation in Washington, D.C. This included Senator Murkowski, Senator Begich, and Representative Young. It is unclear if sequestration will take place. President Gamble will wait to see if this takes place. He will then look at what the state is doing and react to reality and not to a prediction.

##### *Work-Life Balance Survey*

- Staff Alliance is still working with the results of the Work Life Balance survey.

##### *Staff Compensation*

- President Gamble stated that there is a staff pay increase in the budget that will be presented to the BOR. He did not state the actual percentage, but he indicated that he was ok with the 3.5% increase requested by Staff Alliance.

##### *Employee Education Benefit*

- President Gamble also informed Staff Alliance that the Employee Tuition Waiver Benefit is currently in General Council for legal review. He wants to view the results of this review prior to determining when the new policy would go into effect. (See also 7.B)

##### *Employee Recognition*

- During this meeting, staff recognition and awards were discussed. President Gamble is willing to support an effort to improve the current system. If Staff Alliance can produce a meaningful award system, President Gamble would be willing to provide resources for it.

##### *Strategic Direction Initiative (SDI)*

- President Gamble has received a strong endorsement from the BOR for work that has been completed on the SDI, which is now moving into its second stage. One initiative under discussion at the statewide level is the possibility of offering free online courses for first and second year courses. This will allow students and parents to get a better idea of what college courses entail. There would be no financial loss associated with this program; students would still be required to enroll in the classes for credit once enrolled at UAF.
- The Systems Governance Executive position and the associated coordinator position are now open. We hope that these positions are filled quickly.

#### **5. REMARKS BY CHANCELLOR ROGERS**

- Chancellor Rogers recently attended the launch of the Sikuliaq. The video of the launch is available online. The ship will be finished next year and should be in Seward by December of 2013.
- In light of the recent snowfall, please pay attention to your surroundings in an effort to reduce slips, trips, and falls, which cause the highest volume of accidents at UAF. You are encouraged to share any recommendations you might have regarding ways to reduce these accidents. A suggestion was made to spread gravel and sand on freshly scraped sidewalks quickly after scraping to avoid creating additional hazards. The need for improved awareness, throughout the system, to remove dangerous situations without creating additional dangers was also addressed.
- In terms of safety, the Nanook Terrain Park will feature special fencing and other features designed to reduce injuries.
- KUAC is currently holding pledge week. You are encouraged to donate.
- The FY14 budget is nearing completion. President Gamble will present the FY14 budget to the regents on Nov. 7. There are some reductions in amounts for specific increments requested by the various MAUs. This was needed in order to bring the UA budget in line the governor. Overall, last year was a very positive year and we hope to repeat this.
- Chancellor Rogers' appointment letter to the Student Diversity Task Force went out this morning. This organization will review student programs to determine where improvements can be made in terms of diversity and student services. Claudia will serve as the Staff Council representative on this committee.
- There have not been enough nominations to create the Women's Center Advisory Committee. This remains high on the chancellor's agenda.

- A concern about older infrastructure and deferred maintenance on rural campuses was expressed. A significant amount of deferred maintenance is currently underway. This is associated with the governor's commitment, four years ago, to begin funding deferred maintenance at a core level of 37.5 million a year, of which UAF is receiving 22 million. These amounts were determined by a formula that took into account the age of buildings and other factors. This year, the largest pieces are planning and design for the combined heat and power plant and planning for the revitalization of West Ridge, which is essentially major deferred maintenance projects on Elvey, O'Neill, Irving I & II and Arctic Health. The deferred maintenance project also included upgrades to sewer systems. Each year we have asked for, in addition to the 37.5 million, 50-100 million to assist in making progress on some of these items.
- We contracted with Siemens Industries as part of a state of Alaska project to conduct energy audits on several buildings. The first phase of work recommended by the audit was approved at last month's BOR meeting. Siemens will do approximately six million dollars of work, which will be paid for by the energy savings over an average period of seven or eight years. The rate of payoff varies. The majority of savings is in electricity, not in heating.
- Scott Bell, Associate Vice Chancellor for Facilities Services, explained that in addition to the six million dollars, seven-hundred fifty thousand dollars is being directed towards projects at the Kuskokwim campus and other rural campuses. This is also being funded as an energy conservation project, with the work being paid back in energy savings. Whenever work is needed on a building envelope, which includes insulation, walls, roof, and floors (if elevated), we are attempting to beat the standards for our climate by thirty percent. This is also the case with retrofit work on rural campuses. The cost of electricity at rural campuses is so high, that it pays us to take measures to conserve energy.
- A concern was expressed by a council member regarding recent issues with diesel fumes entering the library building. Scott Bell noted they are working to correct this issue. Each winter, employees are reminded of the danger of placing vehicles near air vents. It was suggested that electric campus vehicles could assist in resolving such problems. Scott will review ideas regarding the feasibility of electric vehicles.

## **6. GOVERNANCE REPORTS**

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

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

## **7. UNFINISHED BUSINESS**

### **A. Staff Council Odd Unit Election – Update**

- Nominations for odd unit representatives close this Friday. Thus far, three emails about nominations were emailed to staff in odd numbered units. If you are in an odd unit and have not received these emails, contact the Staff Council Office or EMR us as soon as possible. Thirty-seven nominations have been submitted. Of these, twelve nominations have been accepted and twelve have been declined. We are also waiting on responses from thirteen nominations.
- Currently, Unit 7 is the only unit that does not have any nominees. For this year's election, we are using software previously created by Brad Havel, with the addition of a few new features. Nominees can now accept or decline a nomination using the system. Previously, nominations could be accepted, but not declined. This resulted in someone from Staff Council having to contact all individuals who had not responded. The new feature saves a lot of time. The system is also set up to accept supervisor approval. Voting for odd numbered units will open sometime on Monday, October 22, through November 26.

#### *Standing Committee Chair Turnover*

- We will soon have 100% turnover in the chairs of our permanent committees. Walker (EMR) is not running for reelection; he will step down at the end of December. Mary Sue Dates resigned from Staff Council, effective immediately, and has therefore, stepped down as chair of Staff Affairs. Debbie Gonzalez has stepped down from the chair of Advocacy. Nichole Kloefer has agreed to chair this committee. Brad Krick will be stepping down as chair of Rural Affairs. There is a Staff Affairs meeting scheduled for this Friday. This meeting will be cancelled if a chair cannot be found. If you are interested in serving as Staff Affairs chair, please contact us immediately. Staff Council often sees burnout from active and involved members, but we are also facing situations where staff members are taking on additional job duties. Committee chair turnover will be discussed further at our November and December meetings.

### **B. Health Care Benefit Update**

- Melodee Monson and Gwenna Richardson are the staff representatives on JHCC. UAF Staff Council representation on SHCC has recently changed. The current UAF representatives are Gary Newman and Debbie Coxon. The alternates are Mary Sue Dates and Debbie Gonzalez.
- Gary N. attended the last Staff Health Care Committee (SHCC) meeting; meeting notes are attached. (*See also 11.A.*) SHCC reviewed the Health Care Task Force recommendations. These recommendations have been emailed to staff

along with information on the related SHCC survey. The Joint Health Care Committee (JHCC) is holding a two-day meeting this week, in part to discuss the Health Care Task Force suggestions.

- Depending up on JHCC's response to the task force suggestions, Melodee may request that Staff Alliance and SHCC try to obtain immediate feedback. Please be on the lookout for communication pertaining to this issue.
- While JHCC is the point for health care benefit input to the administration, keep in mind that staff members have a voice to the administration through SHCC.
- December is the deadline for decisions on FY14 health care coverage. The next SHCC meeting is next Monday.

### **C. Employee Tuition Benefit Update**

- Staff Alliance has not received a copy of the new Employee Education Benefit. During the Staff Alliance meeting, President Gamble said that General Council is reviewing the changes to this benefit. Juella meets with President Gamble on Nov. 1, at which time she will formally request a copy of the updated benefit. (*See also 4.B.*)

### **D. Staff Resources Website Update**

- Jennifer Elhard and Mary Sue Dates were working to review the Staff Resources page on the HR website. Mary Sue has since resigned from Staff Council. An additional person is needed to replace Mary Sue. Juella appointed Nichole Kloepfer to fill this vacancy.

### **E. Compensation Increase Update**

- (*See 4.B.*)

### **F. Grievance Process Review / Mediation Program Update**

- Previously council was informed that the two Staff Alliance representatives from UAS, Mae and Gwenna, had agreed to take the lead on this matter. President Gamble and Donald Smith had identified the person with whom they wish for us to work. It does not appear as though there has been any activity on this project as of yet. Council will be updated once additional information is available.

### **G. Women's Center and Office of Multicultural Affairs & Diversity (OMAD) Update**

*Clarification: Mediation Program*

Following the last Staff Council meeting, there was confusion regarding the grievance process. To clarify, the Alternative Dispute Resolution (ADR) issue was an item Chancellor Rogers brought up during the September PreStaff meeting. Chancellor Rogers explained the Department of Justice funding request and the associated possibilities. The chancellor noted that this *might* be a place to house the mediation program. This is contingent upon the line item approval of statewide, the governor, and the legislature. Statewide, the governor, and the legislature each possess the power to veto this item.

**\*\*** As it stands now, the mediation program is still part of the Office of Diversity and Equal Opportunity within the Chancellor's Office. There is still a mediation program and it is still part of Mae Marsh's office.

- Claudia is the staff representative on the diversity task force. In terms of diversity, the Chancellor's Diversity Action Committee (CDAC) met for the last time a few weeks ago. The future of CDAC is dependent upon the results of the task force. You are encouraged to consider serving on the Women's Center Advisory Group. This is intended to be a small advisory group tasked with assisting the Women's Center in revitalizing its mission and set programming goals.

### **H. RISE Board Update**

- Michelle Hebert has yet to respond to multiple requests regarding the staff seat on this board. Efforts to contact her will continue.

**\*Items listed on the agenda under 'Unfinished Business' have tended to remain on our agenda for extended periods of time. This is due to the manner in which the agenda is formatted. Previously, most of the issues listed under 'Unfinished Business' were discussed as part of the President's Report. These items are now placed later on the agenda, and separate from the President's Report, so that people may ask questions and provide input. The format of the agenda also leaves room for people to take notes for individual agenda items. This information can then be easily distributed to constituents.**

## **BREAK**

## **8. NEW BUSINESS**

### **A. Reorganization Working Group**

- Handout 232-1: Reorganization Working Group – Statement of Interest
- The Reorganization Working Group's – Statement of Interest was distributed to those in the room and emailed to all members. Past President, Pips Veazey is leading this group. Last year, Juella and Pips brought to Staff Council's

attention the idea that Staff Council was not functioning at capacity, which created a need to conduct business differently. For example, Staff Council has a small group of people doing most of the work, yet we have 68 seats. Additionally, we want to improve our communication with staff. At the last EMR meeting, it became obvious that EMR's responsibilities are elections, membership, and rules; EMR is not an ideal place to assess reorganization of the larger body. As a result, this working group was created to focus on reorganization in more detail.

- The working group does not have a plan at this time, the goal is for this to be a group activity and they are interested in all feedback. However, for this working group, they are looking for people interested in working on change. The goal is for the working group to exist for no longer than a few months. Ideally, the group will meet two to three times this month to compose a proposal, which would be presented to Staff Council at the next meeting. Right now, there are approximately five people on the working group, including Kala Hansen, who helped draft the statement of interest, Claudia, Walker, and Nichole Kloepper. Contact Pips if you are interested in joining the group.

## **9. GUEST SPEAKERS (none)**

### **COMMITTEE REPORTS**

#### **10. INTERNAL COMMITTEE REPORTS**

##### **A. Staff Affairs – Mary Sue Dates**

- Has not met
- Staff Affairs currently needs a chair. Friday's meeting will take place, despite there being no committee chair. Juella will lead this meeting so that a chair can be selected.
- Mary Sue previously maintained a blog. Since Mary Sue is stepping down, Juella will meet with John, Communications Committee chair, to discuss the future of the blog. If you have any comments or suggestions regarding this matter, email them to either Juella or John.

##### **B. Rural Affairs – Brad Krick**

- Attachment 232-3: October Committee Report
- The next Rural Affairs meeting is scheduled for the first Tuesday of November. Rural Affairs is looking for a new chair. Brad has served as Rural Affairs chair for the past two years. He is stepping down to provide the opportunity to someone else. Brad is willing to assist the new chair in getting up to speed.
- Nichole K. suggested combining Staff Affairs and Rural Affairs into a single committee. These committees are separate entities in our constitution and such a merger would require amending the constitution. Such a change would be possible, but we need to ensure that rural staff members are appropriately represented. There is overlap in the work of these committees, with most of the issues that go through Staff Affairs affecting rural staff. However, many topics of importance to rural staff are not addressed by Staff Affairs. Discussion ensued regarding the positive and negative aspects related to such a merger. The need for addressing rural concerns within other committees was also mentioned.
- Juella requested that Rural Affairs Chair, Brad, discuss this issue with the committee and report the committee's position back to Staff Council at the next meeting.

##### **C. Elections, Membership, and Rules – Walker Wheeler**

- Attachment 232-1: Committee Report
- (See 7.A.)

##### **D. Advocacy Committee – Debbie Gonzalez**

- Has not met
- Debbie Gonzalez is stepping down as chair of Advocacy. Debbie's workload has increased substantially, resulting in her having to resign as chair of Advocacy. Nichole Kloepper will be replacing Debbie. Members of these committees have the authority to determine their own chair, and that is what took place in this case.
- Nichole K. is in conversation with John to look at the possibility of combining Advocacy and Communications committees. There will be an update on this at the November meeting.

#### **11. EXTERNAL STATEWIDE COMMITTEE REPORTS**

##### **A. Staff Alliance's Staff Health Care Committee – Gary Newman, Debbie Coxon, Mary Sue Dates (Alt), Debbie Gonzalez (alt)**

- Attachment 232-4: Meeting Notes from October 8, 2012

- Please review the task force suggestions and be prepared to provide input if the need arises. Juella was a member of the task force and felt that there were some interesting changes suggested to JHCC. She was under the impression that the administration was supportive of all of the suggestions. (*See also 7.B.*)

**B. Staff Alliance's Compensation Committee – Brad Krick and MaryAlice Short**

- Has not met
- The committee met for the first time yesterday by audio. Juella appointed Brad Krick and MaryAlice Short to serve as the UAF representatives on this committee. The committee evolved from Juella's conversations with President Gamble who views annual staff compensation increases as unsustainable. The broad vision for this committee developed from their discussions regarding the possibility of establishing alternative incentives and rewards for staff performance and longevity that were not tied to compensation increases. The Compensation Working Group has been tasked with coming up with compensation solutions in a similar manner as that used by the Health Care Task Force. Peter Summers, from UAS, is the committee chair. This committee is expected to be very active over the next few months. The working group will meet again in two weeks.

**12. EXTERNAL UAF COMMITTEE REPORTS (In Written Format)**

**A. Master Planning Committee (MPC) – Gary Newman**

- Has not met

**B. Parking Advisory Committee (PAC) – Britton Anderson**

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

- CDAC held their last meeting a few weeks ago. They prepared suggestions for Chancellor Rogers related to ways to reenergize the committee. The student diversity task force is intended to dissolve in May. One of the last items on the task force's workload is a redesign for CDAC, which will be a permanent committee.

**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**

- Has not met

**F. Accreditation Steering Committee – Nichole Kloepper**

- Has not met

**G. Meritorious Service Awards Committee – Claudia Koch**

- Has not met

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

- Has not met

**I. Work-Life Balance Committee – Walker Wheeler**

- Has not met

**J. Intercollegiate Athletic Council – Debbie Coxon and Britton Anderson**

- Has not met

**K. People's Endowment Committee – Debbie Gonzalez**

- The committee met recently. There is now a Peoples' Endowment website. An announcement requesting fall proposals is forthcoming.

**13. AD HOC COMMITTEE REPORTS**

**A. Communications Committee – John Clendenin, Jr.**

- Has not met

**B. Staff Council 2013 Calendar Committee – Brad Krick**

- Attachment 232-2: October Committee Report
- The committee meets again on Friday. Thanks were expressed to all who circulated the request for photos. There were approximately 30 photos submitted. The committee is moving forward with preparation of this year's calendar.

**14. ROUND TABLE DISCUSSION**

**15. ADJOURN**

- The meeting was adjourned by President Sparks at 10:35AM.

EMR Meeting Notes  
October 1st, 2012

Committee: Walker Wheeler (Chair), Gary Newman, Richard Machida, Kala Hansen, Pips Veazey (Ex officio)

Attendees: Walker Wheeler, Kala Hansen, Pips Veazey, Claudia Koch

Agenda:

1. Discussion of Gary Newman's "Review of UAF Staff Council proposed re-org-Newman.pdf"
2. Discussion of current state of reorganization proposal.

The first item did not get as much attention as it deserved as the member of EMR that wrote up the review was not present at the meeting to discuss it fully. Though he was not present, those who showed up did not agree with the assessment/review. There were several assumptions that were made in the review that had information been sought ahead of time the review would likely not have concluded with the same opinions, but since no investigation into the meaning of how the goals were to be met, then the review could only be based on personal assumptions. Also to note, and not directly stated in the goals of reorganization but what should be a side effect of any reorganization, is being able to pull enough information from Banner to describe the current body to build representation. Currently as it sits Banner does not have all the information needed to correctly describe many employees relationships as they pertain to the current Unit designations. For those proposed categories, there is no reason that individuals can not self select into the described groups, and have to justify this to the constituents about why they want to represent that area.

The second item was a discussion of what the next steps should be for a reorganization. Several ideas from the Staff Council Officers have come up over the past year. Many of those were incorporated into the current rough sketches of the proposals. Little to no input had come in from elsewhere regarding reorganization. Although the most recent Staff Council meeting showed that the majority were in favor of a reorganization, the chair believes the research and development of this does not have to be housed in EMR. During the meeting Pips stepped up to lead a group to focus directly on reorganization, that will come up with a proposal to be presented to Staff Council. EMR will codify the proposal in the Bylaws and Constitution as needed if the proposal is approved.



## Calendar Committee Meeting

Wednesday, September 26

Present: Brad Krick (chair), Gary Newman, Claudia Koch

The calendar committee met and decided on a rough timeline:

- 1) Solicit photos via SC Reps and Alts, and choose a photo by mid-October (Oct 19)
- 2) Work on the calendar design with Wood Center Graphics and have it finalized before elections close (Nov 23).
- 3) Add new reps and contact information to the calendar and have it sent to Printing before the end of the year. We may or may not be able to wait until Dec 19.
- 1) We choose a photo by mid-October (Oct 19, perhaps). Gary has made a rough draft of an email that we can send to SC reps and alts, asking them to request photos from their constituents. We talked about a contest, but I don't think we have enough time to do that this year.
  - 2) Work on the design with Wood Center Graphics and have it finalized before elections close (Nov 23).
  - 3) Add new rep names and contact information to the calendar, and have it sent to Printing in time to print before the end of the year. We'll have to talk with Printing about this date - we may or may not be able to wait until the Dec 19 meeting and the final election results. Note: we didn't discuss leaving the contact information off of the 2013 calendar. My sense is that everyone liked it, so I had not considered removing it.

Photos are being shared between committee members by way of Dropbox. The committee will meet again during the week of Oct 19.

Rural Affairs Meeting  
10/2/12

**Attendance:** Ashley Munro, Evelyn (Bethel), Nichole Dufour, Robert Mackey, Travis

1. **Geographic Differential:** Robert Mackey- Chukchi Campus is losing faculty and staff to other companies with the state and other, pay is significantly higher and better/cheaper benefits. They have 6 full time staff members, and lost 2 because of the pay. Challenges may also exist for the recruiting process. Kotzebue has the highest cost of living in Alaska and staff are leaving. Bethel also has lost staff because of the lower pay.
  - a. TO DO: Collect numbers from other campuses may help support the need for the differential to be reviewed.
2. **WIN for Alaska Program:** Options are limited in rural Alaska for the offering of this program. What can be done to help offer this program to staff in rural Alaska.
3. **Staff Appreciation Day:** The committee is looking for a part time liaison to serve on the committee. Position would include corresponding with staff outside of Fairbanks (Palmer, Anchorage, etc included).
  - a. TO DO: Ashley to write email 'job description' to go out.

**MISC:**

Robert Mackey not running for re-election for Staff Council next year. He is trying to move to Juneau to be with his wife. He has sent emails asking for a replacement, but so far hasn't had any responses. Robert wants to help out with this committee as long as he works at UAF, but can't make the 2 year commitment to Staff Council.

# UNIVERSITY of ALASKA

---

## Staff Alliance Staff Health Care Committee

### Special Meeting October 8th Meeting Notes Monday, October 8th

**Attendees:**

Melodee Monson – Chair, Constance Dennis, Gary Newman, Cat Williams, Maria Russell (alt), Gwenna Richardson, Elizabeth Williams, Mae Delcastillo (alt), Linda Hall, Heather Arana (alt), Monique Musick (alt), Erika Van Flein (ex-officio).

**Absent:**

Maureen Hunt (alt), Ivan Leibbrandt

**Topics:**

- a. Health Care Task Force Report  
The Committee discussed each item suggested by the task force

**Integrated wellness program**

This recommendation was discussed at length as to how to encourage people to use IHP sessions. The SHCC showed fairly strong support for this recommendation. SHCC members like the education aspect being reevaluated but would like to also keep IHPs.

**Annual wellness check-up and screenings**

This recommendation was discussed favorably, and was tied to educating the plan users on how coding works (including prescriptions) and moving the wellness check up to a more mandatory item. The SHCC showed extremely strong support for this recommendation.

**Wellness training**

This recommendation suggests more training, as plan users are often not aware of options (including preventive benefits) available on our plan. The training would not have additional costs. The trainings would be scheduled and advertised. Scheduling for this option would need to be worked on. This could be reminders or just information on how to use the plan. There are questions on who would be doing these trainings. The SHCC showed extremely strong support for this recommendation.

**Bring WIN to department**

This recommendation would increase information to departments to include information on how to use the plan including preventative and prescription drug plan. WIN may not be the vendor in the future, this would accomplished by whoever is the successful bidder on the

University's wellness RFP. The SHCC showed extremely strong support for this recommendation.

**Overall campus wellness plan**

This recommendation may be a gateway to move to a tobacco free campus. This option would probably be campus centered and driven by the Chancellors at each campus. The SHCC showed extremely strong support for this recommendation.

**Patient Centered Medical Home**

This recommendation would need provider involvement. At this time we do not have enough information to make a decision on this recommendation. There are questions about the logistics of this option at this time. The SHCC did not support this option due questions regarding the logistics, cost and not having enough information on the recommendation.

**Eliminate the 500 plan**

There are questions on if eliminating this option would provide cost savings or not. The cost savings would come from administration rather than contributions. The cost savings would not be very great. The plan has a very low enrollment, and does not offer a great benefit to the employee. The SHCC showed strong support for this recommendation. A dissenting view believes if an employee wants to take the option for this plan at the higher cost to themselves they should have that option.

**Opt-out options**

There are issues with the Military Tri-Care plan and concern on how the plan would work with it. There is staff resistance to this option. The state of Alaska plan does not allow opt-outs. Opt-outs do affect the size of the pool and contribute to plan under recovery. The SHCC was split on this recommendation. Reasons for the split revolve around the state of Alaska not allowing opt-outs and issues with other coverage such as the Tri-Care. The Committee feels it needs more information and to discuss this further.

**Salary determines cost – Lockton and CC**

The Committee was enlightened by the number of employees who make over \$100,000 per year. Part time employees pay the same premium, but receive a smaller wage. This recommendation is considered a real “out of the box” option. This option would make a big difference to the lower wage earners. The SHCC broke this recommendation into two pieces. The first piece deals with charging a higher rate to part time employees. The SHCC showed extremely strong **non**-support for this recommendation. The second piece deals with a sliding scale of employee contributions to the plan. The SHCC showed extremely strong support for this piece of the recommendation.

**Medical travel**

This recommendation could save the plan quite a bit of money, and offer employees a provider with more experience performing the service. This also opens up to preferred providers in areas where there are no preferred providers. This option may have an impact on local provider and encourage them to work more closely with Premiera. Satori World Medical is another option that would make all arrangements, but you would not be able to choose where you were going. This option is different from Best Doctors and Employee Advocacy. The SHCC showed extremely strong support for this recommendation.

**Rewards for healthy behavior: preferred pricing**

This recommendation can be phased in over a 2-3 year period. There are concerns regarding how this with work with HIPPA requirements. A third party could ensure compliance. The recommendation would not be based on outcomes until a 3<sup>rd</sup> year. A smoking cessation plan could be placed here. The recommendation could be based on a point system. This is a more positive way to encourage healthy behaviors. The SHCC showed extremely strong support for this recommendation.

#### **Cost recovery sharing**

Itemized bills must be requested. Sometimes it is difficult to get an itemized bill. Plan users would need to be educated on how to read bills. The SHCC showed extremely strong support for this recommendation, although we would like to have an easier availability of itemized bills.

#### **Employee advocacy group**

The SHCC has already passed a motion supporting the recommendation, and therefore shows extremely strong support.

#### **Spouse-associated options**

If spouses waive coverage to be on the UAA plan there would be a surcharge. If the plan is used as a secondary plan, or the spouse does not have other coverage there would be no surcharge. This recommendation was also divided into two pieces. The first piece deals with a spousal surcharge for the plan. The SHCC showed extremely strong **non**-support for this recommendation. It was felt spouses should be affected by the same incentives used in the preferred pricing recommendation. The second piece deals with spousal participation in the wellness plan. The SHCC showed extremely strong support for this recommendation.

#### **Preferred care sites**

There are questions regarding the logistics of this recommendation. Issues such as space, manning and cost need to be discussed. The SHCC felt this option could be viable in the right circumstances, but there is not enough information presented to take a stand. This may be something to look at in the future.

#### **b. Other recommendations**

The SHCC recommends that the plan look at increased employee costs for increased family size.

Next regularly scheduled meeting: October 23, 2012

#### **a. Topics for meeting**

Review September 25 notes

JHCC update

Blogsites <http://www.uafstaffcouncilinfo.blogspot.com>,

***Meeting adjourned at 9:30 am***

## Statement of Intent to Reorganize Staff Council

We propose to assemble a working group within UAF Staff Council to address the topic of Staff Council reorganization with a goal of creating a body that provides an open and effective conduit between staff and administration, understands clearly the issues that staff face at the university and is able to effectively communicate staff concerns and promote positive change.

Current UAF Staff Council participation indicates dwindling numbers of staff willing to participate with 23 of 34 representative seats filled and virtually no alternates identified. Over the past few years, there have been units that lack any representation. Staff Council seems to be losing some of its most active representatives, and several former members have unofficially stated their decision to leave UAF Staff Council hinged on the feeling that under the current structure staff 'can't change anything.' Our desire to reorganize UAF Staff Council extends from this frustration.

Please contact Pips Veazey ([adveazey@alaska.edu](mailto:adveazey@alaska.edu)) if you are interested in working on this issue over the next month.