

AGENDA
UAF STAFF COUNCIL #233
Tuesday, November 20, 2012
8:45-11:00AM
Wood Center-Carol Brown Ballroom

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

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

- A. Roll Call
- B. Approval of Agenda for Staff Council Meeting #233
- C. Approval of Minutes for Staff Council Meeting #232

2. 8:50-9:00 UNFINISHED BUSINESS

- A. Reorganization Working Group Proposal

3. 9:00-9:05 PUBLIC COMMENT

4. 9:05-9:15 OFFICER REPORTS

- A. Juella Sparks, President
- B. Claudia Koch, Vice President

5. 9:15-9:25 REMARKS BY CHANCELLOR ROGERS (At end of meeting)

6. 9:25-9:35 GOVERNANCE REPORTS

- A. Jennifer Reynolds, President – Faculty Senate
- B. Mari Freitag, President – ASUAF

7. 9:35-9:45 UNFINISHED BUSINESS

- A. Staff Council Odd Unit Election – Update
- B. Compensation Increase Update
 - Attachment 233-2: Letter from President Gamble Regarding Compensation for FY14 (November 1, 2012)
- C. Health Care Benefit Update
- D. Employee Tuition Benefit Update
- E. Staff Resources Website – Has Been Updated
 - Link: <http://www.uaf.edu/uafhr/staff-council-resources/>
- F. Grievance Process Review / Mediation Program Update
- G. Women's Center and Office of Multicultural Affairs & Diversity (OMAD) Update
- H. RISE Board Update

9:45-9:50 BREAK

8. 9:50-10:05 NEW BUSINESS

- A. Methods of Communication
- B. External Committees – Master Planning Committee

C. Discussion of Communications / Advocacy Merger

- Attachment 233-11: Motion 2012-233-1: Motion to Place Communications Under Advocacy

9. 10:05-10:15 GUEST SPEAKERS

COMMITTEE REPORTS

10. 10:15-10:30 INTERNAL COMMITTEE REPORTS

A. Advocacy Committee – Nichole Kloepper

- Has not met

B. Elections, Membership, and Rules – Walker Wheeler

- Attachment 233-8: Committee Report
- Attachment 233-9:
Motion 2012-233-2: Motion to Amend Staff Council Bylaws to Not Require Supervisor Approval for Inclusion of Candidate Name on Ballot during Representative and Alternate Elections – DRAFT
- Attachment 233-10:
Motion 2012-233-3: Motion to Amend Staff Council Bylaws to Require Supervisor Approval for Inclusion of Candidate Name on Ballot during Representative and Alternate Elections - DRAFT

C. Rural Affairs – Brad Krick

- Attachment 233-4: Committee Report

D. Staff Affairs – MaryAlice Short

- *Next meeting: November 16, 9-10:30AM*

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

11. 10:30-10:40 EXTERNAL STATEWIDE COMMITTEE REPORTS

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

- Attachment 233-5: Committee Report

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

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

12. 10:40-10:45 EXTERNAL UAF COMMITTEE REPORTS (In Written Format)

A. Master Planning Committee (MPC) – Gary Newman

- Attachment 223-6: Committee Report

B. Parking Advisory Committee (PAC) – Britton Anderson

C. Chancellor's Diversity Action Committee (CDAC) – ON HIATUS

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

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

- J. Intercollegiate Athletic Council – Debbie Coxon and Britton Anderson
 - Attachment 223-3: Committee Report
- K. People’s Endowment Committee – Debbie Gonzalez
 - Attachment 223-1: Committee Report

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

13. 10:45-10:50 AD HOC COMMITTEE REPORTS

- A. Communications Committee – John Clendenin, Jr.
 - Has not met
- B. Staff Council 2013 Calendar Committee – Brad Krick
 - Attachment 233-7: Committee Report

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

14. 10:50-11:00 ROUND TABLE DISCUSSION

15. 11:00 ADJOURN

People's Endowment Committee Report

Debbie Gonzalez

The committee met 10/4/12.

The Fall 2012 Award announcement has gone out, proposal submission due date was 11/5/12 and 24 proposals were received. The committee will be reviewing the proposals and will meet on 11/15/12 to discuss/review the proposals with the hope to announce awardees around 11/19/12.

There is now a website for the People's Endowment:

<http://www.uaf.edu/provost/peoples-endowment/>


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MEMORANDUM

DATE: November 1, 2012
TO: Staff Alliance
FROM: Pat Gamble, President 
RE: Staff Compensation

Fellow University of Alaska employees:

For the past few weeks our Budget Office has worked hard on the FY14 proposal that will go to the Board of Regents and the Legislature. A large and important component of the budget is the amount allocated for a staff employee wage increase. Staff Alliance had recommended a 3.5% increase, which is the proposal that was considered as the budget came together. In the end the staff recommended wage increase was determined to be 3.25%. That is about a \$10M increment added to our budget, of which half is paid by UA and half by State GF appropriations, if the Legislature agrees with the recommended raise amount. The chancellors and I support this wage increase going to the Board of Regents.

I believe it is important to put this recommended wage increase in perspective, which we did, in order to more objectively determine if it is reasonable and if it is fair in this tight economic climate.

- The increase complies with BOR policy that requires annual cost of living adjustments: CPI in Alaska last calendar year was 3.2%; CPI in Alaska for the first half of this year averaged 2.0%.
- The Milliman survey of 50 Alaska employers revealed that their last wage increases averaged 3.0%. For example, here in Fairbanks Doyon, Limited, set their corporate wage increase for 2013 at 3.0%.

Staff Alliance
November 1, 2012
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The UA Staff has adjusted well to the added operations tempo created by SDI. And the hard work will clearly have to continue throughout FY14. For all that you do so well, let me convey a sincere thank you. Your efforts will enable us to adapt UA to the evolving future of higher education and workforce development in Alaska. There is no formula for figuring enough pay that can really capture the kind of value you all have added to this effort and to the greater success of many, many students.

PKG

cc: UA System Governance Office
Chancellors
Michelle Rizk, UA Associate Vice President for Budget
Donald Smith, UA Chief Human Resource Officer

Intercollegiate Athletic Council Meeting – October 23, 2012

Dr. Dani Shephard was voted IAC Chair 2012-2013.

IAC members met Dr. Gary Gray, the new UAF Athletic Director. Dr. Gray gave an overview of his background and what he'd like to see in the future of the IAC.

Discussion included the past history of the council, their mission and specific duties. It was agreed that the council should be stronger, restructure, develop a new purpose and meet once a month. Dani would send members a Google survey to plan the November 2012 and December 2012 meetings.

Gary's discussion focused on an NCAA audit that is done every 4 years as well as a self study-independent evaluation that is due in 2014.

Discussion regarding the UAF IAC Disciplinary Action Policy and Procedures

7. Decision About Discipline

If the Judicial Services inquiry results in a finding that the student-athlete engaged in a misconduct, the Director of Athletics, in consultation with the Intercollegiate Athletics Council (IAC) Chair and the Student-Athlete Advisory Committee (SAAC) President, shall decide what disposition is necessary and sufficient to serve the purposes of this Procedure. Disposition may include but is not limited to the following outcomes, either individually or in combination:

- i. Reprimand
- ii. Denial of specified privileges (e.g., functions during tournament appearances)
- iii. Imposition of reasonable terms and conditions on continued status as a team member
- iv. Restitution
- v. Counseling, and/or participation in a program of training (e.g., drug or alcohol abuse, sexual harassment, etc.)
- vi. Other measures suggested by the athlete's coach
- vii. Community service
- viii. Apology
- ix. Continued suspension
- x. Dismissal from the team
- xi. Termination of athletic scholarships
- xii. Reinstatement

Ultimately the Director of Athletics makes the final discipline decision after consultation with the IAC Chair and the SAAC. Members discussed how a possible conflict of interest may occur between the student who is being disciplined and the SAAC President. The motion was made to remove the SAAC President from the Student-Athletic Disciplinary Action Policy and Procedures and replace with the UAF Compliance Staff through December 2012. The IAC will review the P/P during the next two months.

Staff Council Rural Affairs Report

Thursday, November 18

Committee Members Present: Brad Krick, Ashley Munro, Richard Machida, Robert Mackey, Travis Brinzow, Evelyn Pensgard, Sara Battiest, Ben Tucker,

Also Present: MaryAlice Short, Nichole Kloepper

Rural Affairs met on November 8. We primarily discussed infrastructure issues and a possible merger with Staff Affairs.

Brad put infrastructure & maintenance concerns on the agenda following the question asked of Chancellor Rogers at the October Staff Council meeting. There was general agreement that these issues were important, but the group was unsure if Facilities issues were something that we should address. Robert agreed to draft a resolution with regard to building envelopes at CRCD campuses, and the discussion was put on hold until the next meeting.

Brad invited Nichole and MaryAlice to discuss a possible Staff Affairs/Rural Affairs merger. Though we didn't agree that the committees be merged, we did agree that the groups should do periodic joint meetings and work to stay more connected.

At the end of the meeting, Richard suggested that Staff Council could stream audio for our regular meetings. This would allow staff to listen to our meetings without having to call in or tie up their phone lines. The committee agreed that this was a good idea, and Brad will follow up with Richard and the Admin committee to see if this is something we can do.

Staff Health Care Committee

10/23/12

Meeting Notes by Gary Newman

Attendees:

- | | |
|--|---|
| <ul style="list-style-type: none"> • Melodee Monson, chair • Elizabeth Williams • Connie Dennis • Linda Hall | <ul style="list-style-type: none"> • Gary Newman • Deb Coxon • Heather Arana • Erika Van Flein – ex officio |
|--|---|

1. Melodee gave a recap on the last Joint Health Care Committee meeting (JHCC). Gwenna Richardson was to be doing up notes soon. <https://www.alaska.edu/benefits/joint-health-care-committ/>
 - a. RFPs for UA health care services being evaluated, with medical, pharmacy, and vision decided by December 2012. Wellness and vision to follow.
 - b. Review of Health Care Task Force Report
 1. Eliminate 500 plan in FY 14
 2. Orthodontia benefits(from 500 plan) to the 750 plan
 3. Add Health Savings Account Plan – RFP is out.
 4. Spousal Surcharge, if other insurance waiving, for opting out only
 5. Opt out only if spouse is a UA employee
 6. Expand to 8 tiers of coverage, max up to 3 child charge per child
 7. Telemedicine RFP for consultation, not billable
 8. Patient Advocacy – e.g. Milwaukee based www.patientcare4u.com/
 9. Restructure Wellness Plan: 1) risk assess 2) action 3) healthier outcome – include spouse with preferred pricing with a 3rd party vendor
 10. Part time employees for benefit to 30 hours/week.
 11. Medical tourism, such as Satori for national or international. May be RFP in Dec 2012 with Premiera and others.
 12. On site clinic decided not feasible
2. GTP WIN – this is the last year, survey questions went to JHCC and made the difference this year.
3. Consider salary based cost of health care premiums to help lower salary employees who pay a higher percentage of salary toward health care
4. Erika van Flein was to be coming up with a communications plan for
 - a. Wellness
 - b. Note that HSA is different from FSA, pharmacy and medical are joined
 - c. What is deductible, out of pocket
 - d. Train the trainer to distribute the educational effort
 - e. How patient advocacy can help.

5. Best Doctors – 2nd opinion for major procedures and care: FY 11=\$43k, FY 12 = \$127
6. UA Administration committed to move from 83/17 to 82/12 split between premium cost to UA/employee
7. In FY 11, there were 61 claims over \$100k, 7 over \$400k. In FY 12, there were 64 claims over 100k, 2 over \$400k.
8. Discussion over method for SHCC to communicate with staff. Blogsite has some limitations, also referring to Staff Alliance. Website on ua is woefully out of date but may be able to be updated once UA hires to fill UA Governance office.
9. Next JHCC meetings Nov. 15 and Dec. 12, 2012 (face-face at UAA) These are closed meetings.
10. Next SHCC meetings Nov. 27 (9 am-10:30 am) and Dec. 18, 2012 audio conference and in Fairbanks at 212A Butrovich. These are open meetings.

UAF Master Plan Committee (MPC) Report

November 12, 2012

By Gary Newman

I can happily report that our meeting notes for FY 13 are now being populated at: <http://www.uaf.edu/mastplan/committee/meetings/agendas/2012-2013> However, the last two meeting's notes have not yet been uploaded.

Membership

We still need an undergrad and grad student, plus a rural faculty member on MPC.

Terrain Park

Mark Oldmixon 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 starting Spring semester, 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. All will be expected to watch a safety video and operations manual being developed. Contact Oldmixon for further questions

Solar Photovoltaic project south of Butrovich

Siemens and UAF are working on an agreement to install a 1 mw solar electric installation below the Butrovich Building on a lease-option to buy. While specific financial terms are between the UAF administration and Siemens, the MPC redesignated the land area from current use to a new renewable utilities designation to allow this to proceed. Also discussed were landscaping, site aesthetics, and maintenance noting the challenges with vetch infestation.

Facilities Report

Design for Taku parking lot stairs appears to be about \$500k, looking to reduce cost.

P3 (public-private partnership) Dining facility Wood Center addition - Perkins and Will are main contractor and likely to start construction April –May 2013. Estimated to last 14 months.

Signage needed at the CTC Airport hangar, with Feb. 2012 occupancy

Street light LED project consultant pending

Roundabout design at Dysfunction Jct. went to Chancellor's Cabinet who wanted more design work as too much money with either proposed design.

Gary requested a discussion of alternate traffic routing pending Tanana Loop 2 year closure for construction of the Engineering Bldg (and exacerbated by Wood Center construction) – this is on the agenda for the next meeting.

The ice rink in front of the hockey rink at SRC should be available soon, but no \$ for boards to allow broomball. We reinforced it is NOT for hockey in any case.

Campus Landscaping

More info pending from the Geophysical Institute on placing a rocket in the plaza to the south of the G.I.

Art on Campus

No report

North Campus

The archery range project is close to placing a Connex with the overall plan developing.

ASF access to the dish(es) from the access road to the west of IARC is being insured with some no parking signs along the access to the ski trail.

Trails Planning Group

This ad hoc group met 11/7/12, inventory pending, with one meeting per month on a Wed from 10a-12p. Some question on what trails information from the FNSB might not be public.

Public Comments

Doug Maynes spoke about the challenges in finding parking close to buildings in central campus. He is a member of the Parking Advisory Committee, but they have few meetings.

Next Meeting

Next MPC meeting will be Dec. 6, 2012.

Calendar Committee Update for the November SC Meeting

Committee Members: Brad Krick (chair), Sara Battiest, Mary Sue Dates, Gary Newman

On October 31, the full committee met and made a final decision on our photo for the calendar. It was a hard decision between several excellent finalists. The 2013 photo is of Dutch Harbor, by Kurt Byers, Education Services Manager with Alaska Sea Grant.

On November 9, Gary and Brad met with Damien and Carly from Wood Center Graphics. We discussed options for the 2013 calendar, including using a different paper size and/or changing the paper orientation, to allow more of the picture to be unobscured by text. Carly will produce several proofs and we shall proceed from there toward a final design. Our goal is to finish by early December so that we'll only need to insert the names from the elections and get the calendar to print ASAP.

EMR Meeting Notes

11/5/2012

EMR Members: Walker Wheeler (Chair), Kala Hansen, Gary Newman, Richard Machida

Quorum: No

Attendees: Walker Wheeler, Gary Newman, Claudia Koch

Excused: Kala Hansen, Richard Machida

Agenda:

1. Discuss current elections status.
2. Address presidential request to codify the need to have supervisor approval prior to representative and alternate candidates being listed on unit ballots.

Report:

Elections were reported on by Walker. 233 votes have been cast so far. There are 14 candidates listed across the various unit ballots, though not as many people are running as their are available positions. There have been 22 write in votes that may help fill in for the lack of candidates listed on the ballot. Some discussion was given to the issues with the TKL that was missing from unit 7. Gary has volunteered to follow up on getting better data. It appears that these are not reliable for Staff Council to use for unit designation if we cannot be assured complete data.

EMR was asked by the Staff Council President to bring clarification to the topic of who can or cannot be listed on the annual representative and alternate elections. EMR has come up with two options for Bylaw codification of this topic to bring back to Staff Council. Below are the two options.

Don't Require Supervisor Approval

Bylaws: Section 3.E. II:

- II. The elections for representatives and alternates shall adhere to the following ~~time frame~~:
- a. Elections will be conducted in the fall. The voting time frame will be a minimum of 30 days.
 - b. The election results will be reported during the December meeting.
 - c. A successful candidate election to office is valid upon supervisor's approval.
 - e- d. January 1 newly elected representatives take office.

Require Supervisor Approval

Bylaws: Section 3.E. II:

- II. The elections for representatives and alternates shall adhere to the following ~~time frame~~:
- a. Elections will be conducted in the fall. The voting time frame will be a minimum of 30 days.
 - b. The election results will be reported during the December meeting.
 - c. In order to be listed on the ballot a candidate must have supervisor approval.
 - e- d. January 1 newly elected representatives take office.

Motion 2012-233-2: Motion to Amend Staff Council Bylaws to Not Require Supervisor Approval for Inclusion of Candidate Name on Ballot during Representative and Alternate Elections

MOTION

The UAF Staff Council moves to amend its Bylaws Section 3.E.II as follows, to allow the inclusion of names on the ballot without requiring the acquisition of supervisor approval:

- II. The elections for representatives and alternates shall adhere to the following ~~time frame~~:
 - a. Elections will be conducted in the fall. The voting time frame will be a minimum of 30 days.
 - b. The election results will be reported during the December meeting.
 - c. A successful candidate election to office is valid upon supervisor's approval.
 - € d. January 1 newly elected representatives take office.

EFFECTIVE: Immediately

RATIONALE: A set policy is needed regarding requirements for placing the names of candidates on an election ballot.

Report from TAB Committee
Prepared by Walker Wheeler
11/9/2012

The TAB committee met to discuss 12 proposals submitted for the Fall 2012 cycle, which totaled \$137,446.42 in requested funds. The total awarded amount after the discussion of merits of all proposals totaled \$120,906.71, for 10 different requests.

Fall 2012 Budget detail:

\$200,000.00	TAB Funds - Fall 2012
\$60,000.00	30% to be given to OIT
\$140,000.00	TAB balance after OIT
\$57,169	Carry-forward from previous cycle
\$10,000	TAB Revision
	Advertising costs
\$187,169.00	TOTAL to be awarded Fall 2012

Based on complaints from previous years related to the website, \$10k will be allocated for completely revising the site, to make the process of submission and review easier.

Motion 2012-233-3: Motion to Amend Staff Council Bylaws to Require Supervisor Approval for Inclusion of Candidate Name on Ballot During Representative and Alternate Elections

MOTION

The UAF Staff Council moves to amend its Bylaws Section 3.E.II as follows, to require supervisor approval prior to including the name of a candidate on an election ballot:

Bylaws: Section 3.E.

II. The elections for representatives and alternates shall adhere to the following ~~time frame~~:

- a. Elections will be conducted in the fall. The voting time frame will be a minimum of 30 days.
- b. The election results will be reported during the December meeting.
- c. In order to be listed on the ballot a candidate must have supervisor approval.
- € d. January 1 newly elected representatives take office.

EFFECTIVE: January 1, 2013

RATIONALE: A set policy is needed regarding requirements for placing the names of candidates on an election ballot.

Motion 2012-233-1: Motion to Place Communications Under University Advocacy and to Dissolve the Ad Hoc Communications Committee

MOTION

The UAF Staff Council moves to place the previous charge of the ad hoc Communications Committee under the University Advocacy Committee. Staff Council further moves to dissolve the ad hoc Communications Committee. Communications will remain part of University Advocacy's charge until further determinations are made regarding the reorganization of Staff Council.

EFFECTIVE: Immediately

RATIONALE: The purpose of the current ad hoc Communications Committee was recently reviewed by the Administrative Committee. At which time, it was determined that communication was part of the stated mission of the University Advocacy Committee. Further, the Reorganization Working Group plans to propose changes to the structure of Staff Council by the end of the calendar year. Proposed changes could result in significant alterations in the current committee structure.