

AGENDA
UAF STAFF COUNCIL #234
Wednesday, December 19, 2012
8:45-11:00AM
IARC 501

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 #234
- C. Approval of Minutes for Staff Council Meeting #233

2. 9:00-9:05 PUBLIC COMMENT

3. 9:05-9:15 OFFICER REPORTS

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

4. 9:15-9:25 REMARKS BY CHANCELLOR ROGERS

5. 9:25-9:35 GOVERNANCE REPORTS

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

6. 9:35-9:45 UNFINISHED BUSINESS

- A. Staff Council Odd Unit Election
 - Announcement of Election Results
 - Attachment 234-3: Motion 2012-234-1: Motion to Approve Odd Numbered Unit Election Results for Fall 2012(Draft)
- B. Health Care Benefit Update
 - Attachment 234-1: JHCC Recommendations for FY14 Health Care Benefit (Nov. 7, 2012)
 - Attachment 234-2: Donald Smith's Response to JHCC Recommendations for FY 14 Health Care Benefit
 - Attachment 2334-7: President Gamble's Email Regarding JHCC Recommendations (Dec. 13, 2012)
- C. Employee Tuition Benefit Update
 - Attachment 234-10: Approved Education Benefit
- D. Staff Resources Website – Has Been Updated
 - Link: <http://www.uaf.edu/uafhr/staff-council-resources/>
- E. Grievance Process Review / Mediation Program Update
- F. Staff Council Blog Update
 - The Staff Council Blog at uafstaffcouncilinfo.blogspot.com was recently updated. The following people have been granted administrative access to the blog: Juella Sparks, MaryAlice Short, and Nicole Dufour
- G. Reorganization Working Group
 - Attachment 234-11: Working Group Presentation

9:45-9:50 BREAK

7. 9:50-10:05 NEW BUSINESS

- A. Carolyn Sampson Memorial Scholarship
 - Deadline for Applications: Feb. 15
 - Applications are submitted through UAOnline using the standard scholarship application.

8. GUEST SPEAKERS (none)**COMMITTEE REPORTS****9. 10:05-10:20 INTERNAL COMMITTEE REPORTS**

- A. Advocacy Committee – Nichole Kloepper
 - Has not met
 - Committee membership
- B. Elections, Membership, and Rules – Walker Wheeler
 - Chair Vacant as of 1/1/2013
 - Attachment 234-8: December Committee Report
- C. Rural Affairs – Brad Krick
 - Has not met
- D. Staff Affairs – MaryAlice Short
 - Attachment 234-9: December Committee Report

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

10. 10:20-10:30 EXTERNAL STATEWIDE COMMITTEE REPORTS

- A. Staff Alliance's Staff Health Care Committee – Gary Newman, Debbie Coxon, Mary Sue Dates (Alt), Debbie Gonzalez (Alt)
 - Attachment 234-5: December Committee Report
 - Attachment 234-6: Meeting Notes from Nov. 27, 2012
- B. Staff Alliance's Compensation Committee – Juella Sparks – Chair, Brad Krick, MaryAlice Short

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

11. 10:30-10:35 EXTERNAL UAF COMMITTEE REPORTS (In Written Format)

- A. Master Planning Committee (MPC) – Gary Newman (Rep), Richard Machida (Alt)
 - Has not met
- B. Parking Advisory Committee (PAC) – Britton Anderson
 - Representative Seat Vacant as of 1/1/2013
- 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
 - Attachment 234-4: Committee Report
- 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
 - Representative Seat Vacant as of 1/1/2013

- Has not met – next meeting will likely be in Feb. or Mar.

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

J. Intercollegiate Athletic Council – Debbie Coxon and Britton Anderson

- Has not met
- (1) Representative Seat Vacant as of 1/1/2013

K. People's Endowment Committee – Debbie Gonzalez

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

12. 10:35-10:40 AD HOC COMMITTEE REPORTS

A. Staff Council 2013 Calendar Committee – Brad Krick

B. Staff Appreciation Day Committee – Ashley Munro

- Has not met

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

13. 10:40-10:50 ROUND TABLE DISCUSSION

14. 10:50 ADJOURN

**JOINT HEALTH CARE COMMITTEE
MEMORANDUM**

DATE: November 7, 2012

FROM: Dr. Abel Bult-Ito, Chair - Joint Health Care Committee (JHCC)

SUBJECT: Revised JHCC Motions as approved for your consideration on 10/17/2012

To: Donald Smith, Chief Human Resources Officer (CHRO)

Dear Donald,

The JHCC met on October 16 and 17, 2012, and nine motions were passed by the Joint Health Care Committee for recommended implementation. This letter supersedes the one dated 11/1/2012.

- **Motion #1.** Eliminate the 500 plan and move Orthodontia to the 750 plan for FY14.
- **Motion #2.** Develop a health savings account (HSA) qualified plan with the identical deductibles as the 1250 high deductible health plan (HDHP) and do whatever necessary changes to make it a qualified plan for an HSA.
- **Motion #3.** Cost Transparency/Patient Advocacy: Motion Passed to issue an RFP, with no timeline (but soon)
- **Motion #4.** Implement the wellness program strategy as presented of having biometrics and health risk assessment (HRA) completed for a preferred pricing program in year one. The general plan: 1. HRA and biometrics implemented in 1st year. 2. Point based system implemented in 2nd year. Outcomes based requirements in the 3rd year. Details for future years will be decided at future JHCC meetings.
- **Motion #5.** Add Spousal Surcharge. Spouses employed outside UA who have access to health insurance through that employment are expected to use that health insurance as the primary carrier. Spouses who choose to waive other employment health insurance and make UA the primary carrier subject the UA employee to a spousal surcharge not to exceed \$1,200 in a UA health plan year. Statute may supersede the spousal surcharge.
- **Motion #6.** Do not allow Opt Outs. Beginning in FY14, opting out of UA health care is not allowed. The sole exception is for an employee and spouse who both are UA employees, one of whom may elect to opt out of UA health care and enroll as the other employee's dependent.
- **Motion #7.** Expand coverage tiers to individually account for children up to two, and then aggregate in one category three or more children. There is a maximum of eight tiers in each health care plan. The Tiers are; EE, ES, ES+1C, ES+2C, ES+3C, E+1C, E+2C, E+3C
- **Motion #8.** Develop and send a Request for Proposal (RFP) for implementation of a telemedicine option of care.

- **Motion #9.** GTP Prizes: Motion to continue FY13 program and prizes at the same level as FY12 PASSED

Please provide a written response to the recommendation within the 20-day timeframe in accordance with the Collective Bargaining Agreements between the University and the Union represented groups.



Abel Bult-Ito, Professor
Chair Joint Health Care Committee

cc: Local union Presidents, Staff Alliance President and committee members

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MEMORANDUM

DATE: November 26, 2012

TO: Dr. Abel Bult-Ito, Chair – Joint Health Care Committee (JHCC)

FROM: Donald Smith, Chief Human resources Officer *Donald Smith*

RE: Your November 7th memorandum – JHCC motions

Dear Dr. Bult-Ito,

Thank you for forwarding your recount of the October JHCC meeting with regard to the nine motions approved. It was an informative and well run meeting. Indeed, I endorse the nine motions. Nonetheless, with the motions passed and endorsed work is necessary to transform the intent of the motions into UA Choice Plan policy and procedures. The SW HR staff is busy doing that now. And of course, I will keep the JHCC apprised of progress in that regard.

MOTION

The UAF Staff Council moves to ratify the odd numbered unit election results from the fall 2012 Staff Council election.

EFFECTIVE: Immediately

RATIONALE: The Elections, Membership, and Rules Committee has reviewed and certified these election results. Bylaws state that election results are to be announced at the December Staff Council meeting with newly elected representatives officially beginning their two year term on January 1, 2013.

Chancellor's Advisory Committee for the Naming of Campus Facilities
November 19, 2012

The CAC met on Monday, November 19, 2012.

The following members attended:

- Martin Klein
- Deb Horner
- Debbie Coxon
- Rebecca Lindsey
- Jennifer Reynolds

The CAC reviewed and discussed the topic of naming benches and trees on campus. What the criteria should be, and the cost, including maintenance of such areas.

The decision was made to move forward on the Facilities Naming Guidelines draft. The Facilities Naming Guidelines have been developed to provide a fair and consistent process for naming of permanent facilities and other campus features on all University of Alaska Fairbanks campuses, and for interior and exterior building locations. The guidelines ensure that proper review and consultation occur prior to any naming decisions being made. Becky will send the draft for review. The committee will continue to look at future naming opportunities.

On November 30, 2012 Martin Klein forwarded the Facilities Naming Guidelines to Morgan Dufseth, Chancellor Roger's Assistant.

Staff HealthCare Committee (SHCC)**Report to Staff Council****December 11, 2012****By Gary Newman, SHCC member**

Please read through the meeting notes of Nov. 27, 2012 for details. To summarize, the Joint Health Care Committee (JHCC) recommended several changes to the plan, the UA HR Director approved those changes, and it then went to the SHCC, not knowing the latter.

Most of the concern on the SHCC regards the opt-out and spousal surcharges for those who opt in with alternate coverage. What doesn't appear to make sense with the opt-out is that the estimates of total costs to the plan, based on 25% of those that would be impacted, would be \$1.2 million with about \$480,000 in recovery from premiums from these individuals. This doesn't make sense.

Subsequent to this, in preparing this report, I ran across the following
<http://www.uafstaffcouncilinfo.blogspot.com/2012/12/president-gamble-calls-for-more.html>

The discussion ensues. Your reps on SHCC are available to answer your questions.

Staff Health Care Committee

11/27/12

Meeting Notes by Gary Newman

With input from Linda and Melodee

Attendees:

- Melodee Monson, chair
- Elizabeth Williams
- Connie Dennis
- Linda Hall
- Gary Newman
- Deb Coxon
- Heather Arana
- Maureen Hunt
- Ivan Leibbrandt
- Gwenna Richardson
- Erika Van Flein – ex officio
- Donald Smith – ex officio
- David Hinkley (Lockton) – ex-officio
- Juella Spark – Staff Alliance president

The meeting was called to order by Melodee Monson, chair

- A. Agenda approved
- B. October 23, 2012 SHCC meeting notes approved with correction that Heather Arana was present
- C. Melodee noted that there were no JHCC meetings since the last SHCC meeting. Next JHCC meetings 11/29/12 and 12/13-12/14
- D. SHCC position on JHCC recommendations. Gary had just forwarded to the committee the official letter detailing JHCC motions from JHCC Chair Abel Bult-Ito of December 1, 2012 which provided a guide for the discussion. Erika had noted this letter was superseded by a corrected Dec. 8, 2012 motion and had forwarded it similarly just before this meeting. There was extensive discussion on the recommendations, particularly the spousal surcharge and the elimination of opt-out for all but dual UA employed couples.

Opt-out: in FY'12, there were a total of 585 who opted out of the UA plan, allowed with demonstration of other coverage. 113 of these had spouses who were also employees of UA, so there was no fiscal impact other than a family deductible difference had they been individually insured. This leaves 472 employees that would be affected by the opt-out elimination.

Previous information provided to SHCC indicated that 110 opt outs in FY'13 = \$470k of lost premiums, but potentially \$1.2 mm of total health care charges. 18% of that total health care charges = \$216k.

Erika noted an anticipated under- recovery in FY'13 due to more employees moving from higher premium plans and opting out of the plan than anticipated. Gary expressed that it should have been evident as, with the increase in deductibles and structuring of the premiums, the only plan that made economic sense was the HDHP. Also, that if folks were opting out, it was because they either had or felt they had a better plan elsewhere.

Erika noted that other government jurisdictions such as the State of Alaska did not allow opt-outs. Heather indicated that she viewed health care as a social contract and that lower deductibles would be a big plus. [ed. I think Heather meant premiums, not deductibles]

Ivan asked about grandfathering in current opt-outs. Erika indicated that would defeat the purpose.

Elizabeth asked what other universities' policies were regarding opt-out. Donald Smith replied it was one of the areas the Health Care Task Force looked at.

Erika noted that the opt-out was introduced in 2003 to see how well it worked.

Spousal surcharge. This was to charge those UA employees whose spouses opted IN to the UA plan as primary coverage when they had alternate coverage elsewhere. The JHCC recommended approval of this with a cap of \$1200/year/employee. Erika noted that other government jurisdictions had this surcharge.

Erika indicated that verification would be by a self-certified form, similar to dependent verification. She did note that new employees are now required to provide birth certificates for dependents to be covered on our health care plan.

Gary asked for a comparison of estimated costs with the policy and without the policy. Erika indicated the projections wouldn't be available until Feb. 2013. Gary also noted that, with both the spousal surcharge and the elimination of opt-out that a communication plan can be implemented to provide employees with a clear understanding of what is being done and how it fiscally impacts both the university and the employees. He also suggested the university look toward the carrot vs. the stick in approaching changes to our health care plan. Patient Advocacy was a good example of the carrot, as might be medical tourism.

Change in dependent tiers from any number of dependents to tiers up to and including 3 dependents. Erika indicated that there were relatively high numbers of employees with up to 3 dependents, but substantively fewer for 4 or more. Spouses represented 40% of the cost but 26% of the plan population. Employees were 47% of the cost vs. 44% of the plan population.

Wellness plan changes: Change in approach to a 3 year plan. It was noted that providing biometric screening at IHPs can be either performed on site or by providing the info collected from prior testing from a lab or doctor. Biometric data is provided without attributable identifying information to Lockton by WIN. It was noted that claims data is analyzed by hi-med-low risk, but low risk would include those

with no claims or triggers. Low risk thus wouldn't indicate an absence of health issues, could be just not being aware of them. WIN currently has 1600 employees at least participating in one IHP session or 42% of covered, but active participation is more around 16-18%. FY'14 wellness credits would be included on paycheck instead of by debit card or reduction in premiums.

Wellness RFP is being prepared. Other RFPs for medical, dental and pharmacy responses being evaluated. Gary asked if RFPs were available. Answer, yes, but responses to RFPs are not.

- E. The UAF Staff Council blogsite was referenced. The updated letter from JHCC chair was also updated on the blogsite by Juella. There had been some comments from employees regarding the JHCC motions/recommendations.
- F. Next meetings. The next SHCC meeting Dec. 18, 2012 will not be video conferenced, but Jan-May 2013 meetings will be in Fairbanks: Butrovich 212B (add other rooms for locations and audio in case someone can't be in a vidcon room). The Dec. 18, 2012 meeting will discuss a communication plan to let employees know of changes to the FY'14 UA health care plan



[From UA President Gamble] JHCC Motions

1 messa

ua-president-l@lists.alaska.edu <ua-president-l@lists.alaska.edu>

Thu, Dec 13, 2012 at 1:09 PM

To: ua-president-l@lists.uaf.edu

>From the Office of Public Affairs:

The Joint Health Care Committee (JHCC) has made nine motions which have been endorsed by Chief Human Resources Officer Donald Smith and are now being reviewed to determine whether or not they will be included in the UA Choice Plan. Please read the updated article in The Statewide Voice which speaks to each of these motions in detail.

<http://www.alaska.edu/voice/2012/nov-2012/system-news/health-care/benefits-update/>

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EMR -

Met on December 3rd, 2012.

Committee Members: Walker Wheeler (chair), Gary Newman, Kala Hansen, Richard Machida

Attendees: Walker Wheeler, Gary Newman, Kala Hansen, Nicole Dufour

EMR had two agenda items to review and take action upon. Item 1 was to review and vet the change from the last Staff Council meeting to the Bylaws. All agreed that there was no issue in the execution of the motion. Item 2 was a review of the preliminary election results. Additional information was provided by Nicole related to updates on certain candidates that would likely not be able to serve in staff council and those that still required supervisor approval. There were 26 write in candidates which were split up between the attending members of EMR to vet candidate interest and bring the people aboard if they were willing. Kala took on Units 1 and 3. Gary took on Units 7 and 9. Walker took on Units 11 and 15. All agreed to try to complete communications with their candidate by December 7th.

Those successfully elected that received supervisor approval will be announced in December's Staff Council meeting.

Staff Affairs Committee
November 16, 2012
9:00 – 10:30 am
Library Room 341 - Joint Conference Room

Meeting Notes

Members Present: MaryAlice Short – Chair, Jennifer Youngberg, Jennifer Elhard, Juella Sparks, Deborah Coxen, , Claudia Koch, Nicole Dufour (Guest)

Members Absent: Jed Lowell, Kim Eames, Ryan Gailor-Keele, Robert Mackey

Notes:

Staff Affairs discussed the option to merge Staff Affairs with Rural Affairs. The team discussed the pro's and con's and came to a conclusion of no merger, although they would like to start meeting with rural and work issues together that affect all staff members. The team noted this had never been done in the past and would like to meet every couple of months.

Staff Affairs Name- Brainstorm functions from the SC Reorg Working Group

- Do not separate out groups functions such as compensation, benefits
- Create adhoc group as whole or larger when more emphasizes is needed on a subject
- Greater communication efforts with staff

December Meeting to be held December 14th

- Review compensations documents for Juella prior to Staff Alliance
- Staff Alliance blog – encourage people to blog – is now up and running located at <http://uafstaffcouncilinfo.blogspot.com/>
- Cafeteria style Plan
- Staff opt-out / effect on military families/ UAF couples/ Employees under 23 on their parents health care

Adjourned: 10:15 am

December 5, 2012

TO: Patrick K. Gamble, President *PKG*
FROM: Donald Smith, CHRO *Donald Smith*
RE: Revisions to University Regulation R04.06.010

Attached for your review and approval are proposed revisions to regulations governing Employee Education Benefits. The changes include:

- A six month waiting period to coincide with employment probation
- Increase applicable credit hours from twelve to sixteen in an academic year
- Increase applicable credit hours from six to eight in a semester
- Increase applicable non-credit courses from six to eight in an academic year
- Requirement for 2.0 cumulative GPA or better for undergraduate eligibility
- Requirement for 3.0 cumulative GPA or better for graduate eligibility
- Clarification that an employee cannot pyramid tuition benefits as a spouse or dependent child
- Tuition waiver not applicable to self-support course charges, non-credit courses for spouses and dependent children, 500 level courses, and year-long courses.

In accordance with Regents' Policy 01.03.020 B., I have sought review and comment by the chancellors and affected governance groups on your behalf. The comment period began November, 2011 and closed November, 2012.

I recommend your approval. If you concur, please indicate by signing below. The changes would be effective upon your signature and incorporation in the Manual of Regulations. Thus your approval should be transmitted to Brandi Berg, Board of Regents Executive Officer, for incorporation in the manual and distribution.

Attachments: Proposed R04.06.010 and current R04.06.010 (8-13-08)

I approve and cause to be promulgated the attached changes to University Regulation See above. These changes are effective immediately.

PKG

Patrick K. Gamble, President

6 Dec 12

Date

cc: Brandi Berg, Board of Regents Executive Officer
Chancellors
General Counsel

R04.06.010. Employee Education Benefits.

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

- A. Regular employees and their spouses and dependent children are eligible for education benefits as provided in this section after the employee has completed a six-month employment probationary period. Any waiver of the waiting period must be approved by the chancellor or president, as appropriate, and the Statewide Office of Human Resources.
- B. Eligible regular employees of the university may have tuition waived for up to sixteen credit hours per academic year with a maximum of eight credit hours per semester.
- C. Eligible regular employees may have course charges waived for up to four university-approved non-credit courses in each semester, not to exceed eight non-credit courses per academic year. Prior to the start of each academic term, the list of university-approved non-credit courses will be provided by the Statewide Office of Human Resources.
- D. Notwithstanding subsections A and B of this section, eligible regular employees with an employment contract with the university for the following academic year, but who are off contract during the summer, may have up to sixteen graduate or undergraduate course credit hour charges waived per summer session. Such employees may have up to eight non-credit courses waived from a UA-approved list per summer session. The employee's tuition waivers shall not exceed sixteen credit hours and eight non-credit courses per academic year.
- E. An academic year begins with the fall semester and ends with the summer term.
- F. Eligible regular employees may take up to three credit hours during working hours with prior written approval by the supervisor, without having to make up the time if, in the opinion of the supervisor, the coursework will be of direct benefit to the university.
- G. Eligible regular employees may take university-approved non-credit courses during working hours with prior written approval by the supervisor. Employees are not required to make up the time for their attendance at university-approved non-credit courses.
- H. Eligible regular employees may attend credit courses that do not directly benefit the university during working hours with prior written approval of the supervisor. The employee shall use accrued leave or make up lost work time through a flexible work schedule requested through and approved by the supervisor.
- I. Spouses and dependent children under the age of 24 of eligible regular employees may have course credit hour tuition waived as provided in this section.

- J. Employees, spouses and dependent children must maintain a 2.0 or better cumulative GPA to be eligible for undergraduate education benefits. Employees, spouses and dependent children must maintain a 3.0 or better cumulative GPA to be eligible for graduate level education benefits. Grade appeals will be reviewed in accordance with the procedures for challenges to academic decisions set forth in university regulation and MAU rules and procedures.
- K. Employees who qualify for education benefits through their employment status are not eligible for education benefits as an employee's spouse or dependent child.
- L. An individual who qualifies for permanent disability during his/her regular employment under the University of Alaska's long-term disability plan will have course credit hour charges waived for a period of three academic years following qualification.
- M. An employee who has included university coursework as part of an approved leave of absence is entitled to the same education benefits as a regular employee.
- N. Education benefits cease upon termination of employment except for those courses in which the employee, spouse or dependent child is currently enrolled and classes are in session at the time of termination.
- O. An employee is responsible for any tax liability generated from employee education benefits.
- P. Tuition and course charges will not be waived for the following:
 - 1. Self-support course charges, except for non-credit university-approved courses taken by employees;
 - 2. Course charges for non-credit courses for spouses and dependent children of employees;
 - 3. 500 level courses; and
 - 4. Year-long courses.
- Q. For a student enrolled in the WWAMI Medical Program, a tuition waiver may be used only for University of Alaska-provided coursework.

(12-05-12)



Staff Council Reorganization Proposal

**Working Group Members: Pips Veazey, Walker Wheeler,
Richard Machida, Jeannette Altman, Mary Kehrhan-Stark,
Claudia Koch, John Clendenin, Mary Alice Short, Nicole
Kloepfer, Kala Hansen, Jennifer Elhard**

Background

- Seven meetings - October through December
- **Reviewed the following documents:** Staff Council Constitution and Bylaws, 2009 Staff Survey, 2011-2012 participation rate numbers (members and alts), committee attendance reports, current membership numbers, Staff Alliance Work Life Survey, 2011 request for information fro SC president – what is working and what is not
- Researched peer organization staff councils
- Developed list of options based on above data
- Discussed all of the proposed options
- Developed the plan that we will present today

Goals of reorganization

- Restructure council for optimal success: keep pieces that work well, suggest changes for dysfunctional pieces
- Examine the election process and make recommendations to ensure efficient, sustainable and effective election process
- Address chronic lack of participation – council and committee level; can we provide structure/incentives to increase participation
- Develop a sustainable communication plan

Results of Research

(options from peer organizations)

- Full at-large membership
- Employee classification
- Unit representation
- At-large by location
- Exempt/non-exempt classification
- Mixed unit/at-large representation

Proposed Membership

- Plan one: retain representative seats and unit, eliminate alternate seats, allow for proxies, add 5-10 at-large seats
- Plan two: organize membership by vice chancellor units, include 5-10 at-large seats

Proposed Committee Structure

- Elections
- Membership and Rules
- Compensation and benefits (including health)
- Staff Affairs (grievance, evaluation, hiring, other hr)
- Rural Affairs
- Advocacy (onboarding, mentoring, communication, PR)

Proposed Executive Board

- President
- Vice President
- Past President
- Committee Chairs: Elections, Membership and Rules, Compensation and Benefits, Staff Affairs, Rural Affairs, and Advocacy
- Total: 9

Suggested actions

- Leadership training for committee chairs (run by Chancellor)
- Contract for all staff council reps that outlines responsibilities/expectations
- Mentorship program for new staff council reps
- Onboarding program for new staff council reps
- Consequences for missing meetings (council and committee)
- Fundraising event – serve to bring staff together and raise funds for scholarship or...?