

AGENDA
UAF STAFF COUNCIL #235
Wednesday, January 23, 2013
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 #235
- C. Approval of Minutes for Staff Council Meeting #234
 - Tabled until February

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. 9:35-9:50 UNFINISHED BUSINESS

- A. Carolyn Sampson Memorial Scholarship
 - Deadline for Applications: Feb. 15
 - Applications are submitted through UAOnline using the standard scholarship application.
- B. Health Care Benefit Update
- C. Employee Tuition Benefit Update
- D. Grievance Process Review / Mediation Program Update
- E. Reorganization Working Group
 - Please email feedback to advezey@alaska.edu

9:50-10:00 BREAK

7. 10:00 – 10:10 NEW BUSINESS

- A. Staff Council Orientation and February Face-to-Face Meeting
- B. Chancellor's Cornerstone Award - Ad Hoc Committee
- C. Staff Make Students Count Award - Ad Hoc Committee

8. 10:10 – 10:25 GUEST SPEAKERS

- A. Derek Miller and Julie Larweth, UAF FY14 Budget
- B. Ann Ringstad, Development Officer

COMMITTEE REPORTS**9. 10:25-10:30 INTERNAL COMMITTEE REPORTS**

- A. University Advocacy Committee – Nichole Kloepper
 - Has not met
- B. Elections, Membership, and Rules – Richard Machida
 - Has not met
- C. Rural Affairs – Jeannette Altman
 - Attachment 235-1: January Committee Report
- D. Staff Affairs – MaryAlice Short
 - Has not met

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

10. 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 235-5: January Committee Report
- B. Staff Alliance's Compensation Committee – Juella Sparks – Chair, Brad Krick, MaryAlice Short
 - Attachment 235-4: January Committee Report

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

11. 10:40 – 10:45 EXTERNAL UAF COMMITTEE REPORTS (In Written Format)

- A. Master Planning Committee (MPC) – Gary Newman (Rep), Richard Machida (Alt)
 - Attachment 235-3: January Committee Report
- B. Parking Advisory Committee (PAC)
 - (1) Representative needed
- C. Chancellor's Diversity Action Committee (CDAC) – ON HIATUS
 - i. Student Diversity Task Force – Claudia Koch
 - Attachment 235-6: January Committee Report
 - ii. Women's Center Advisory Board
- 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)
 - (1) Representative Needed
- I. Work-Life Balance Committee -- INACTIVE
- J. Intercollegiate Athletic Council – Debbie Coxon
 - (1) Representative Needed
 - Has not met

- K. People's Endowment Committee – Debbie Gonzalez
 - Has not met

- L. RISE Board – Ian Olson
 - No report

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

12. 10:45 – 10:50 AD HOC COMMITTEE REPORTS

- A. Staff Council 2013 Calendar Committee – Brad Krick
 - Attachment 235-2: January Committee Report
- B. Staff Appreciation Day Committee – Ashley Munro
 - Has not met

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

13. 10:50 – 11:00 ROUND TABLE DISCUSSION

14. 11:00 ADJOURN

Meeting Report – Rural Affairs

January 2013

Tuesday, January 8, 2013

10:00-11:00am

Attending: Brad Krick, Chair, Ashley Munro, Juella Sparks, Richard Machida, Jeannette Altman

Excused: Ben Tucker, Travis Brinzow, Evelyn Pensgard, Sara Battiest

Jeannette Altman was nominated and voted in as incoming Chair of Rural Affairs; the committee along with Jeannette thanked Brad Krick for his service as Chair for the past two years as well as his continuing service as committee member.

On January 10, Jeannette will make a brief presentation to the Directors of CRCDD at their monthly meeting. Our goal is to encourage participation and representation from other campuses. We are asking specifically for ways to reach out to our rural staff and notify them of upcoming Staff Council and Rural Affairs meetings, as well as find ways to identify and discuss top concerns of rural employees.

Additionally, a discussion has begun regarding different ways to identify these concerns; surveys, face-to-face meetings, and identifying natural leaders on each campus as conduits for this information were all suggested. A proposal to fund a trip to remote campuses for a Rural Affairs committee member is expected this spring.

Staff Council has a transportation budget for rural representatives; Jeannette has contacted Nicole for the status of that budget in order to get new representatives of Unit 1 to Fairbanks for Orientation this February.

Next Meeting (tentative): Tuesday, February 5, 10:00 am

Calendar Committee Report for January 2013 Staff Council Meeting

Members: Brad Krick (chair), Sara Battiest, Gary Newman, MarySue Dates

The 2013 calendar proof was sent to Printing Services on January 7. Exact printing time will depend on Printing's workload – we should have an estimate of printing time in one to two weeks. Thus, we do not yet know when staff can expect calendars.

Last year's calendar was submitted to Printing Services just before hard closure (Thu, Dec 23, 2011). We had calendars in hand by Jan 19, 2012, but printing and distribution continued for at least some time after that.

For comparison, we finished this year's calendar just before the hard closure, but were not able to submit it until after the holiday closure period (Jan 7). It may be that Printing has more jobs this year, or that our earlier submission last year gave us higher priority, but that's only a guess.

In the meantime, we will try to get a digital copy of the calendar available on the Staff Council website.

UAF Master Plan Committee (MPC) Report

January 17, 2013

By Gary Newman

The MPC met for the first time in a while.

Terrain Park

The Terrain Park to the east of Butrovich on the hillside should be opening soon, operated by DRAW (Department of Recreation and Welfare (I think I have this right)). It will be open during daylight hours Th-Sun. Free for those who pay an SRC. More upcoming on their website in the next week.

Eielson-Bunnell renovation storage Summer 2013

Substantive renovations in areas of Bunnell and Eielson will require 4 connex units for storage of office contents during the summer. The suggestion to us was to put these 40' connex units in Cornerstone Plaza. We suggested they investigate filling the connex units and taking them somewhere else for storage, such as Facilities Services or Aurora Central Receiving as the campus will be torn up enough with Wood Center and adjacent utilidor renovations, Engineering Building and other projects.

Trails Planning

Draft vision, goals and objective presented, more work to be done. This plan was at the request of the Chancellor though some elements of this plan had been done by several groups in the recent past. Part of this plan is to address connectivity with FNSB trails. Noted that there are different goals for UAF vs. the FNSB as UAF is non-motorized and FNSB trails are often multi-use, at least seasonally. See attached.

North Campus Subcommittee

The archery range being developed for use this summer will have maintenance. There is some discussion about how and whether to find a way to have co-use of some of the walking trails for bikes as well. There is some discussion how to have a better connection and road for the ski trail coming from the overlook at the far end of West Ridge to SRC.

Facilities Update

Lots of projects on-going. Attached is a summary sheet on projects being completed or set to start. The most impactful on the core of campus will be the Wood Center project and the Engineering Building addition, both set for ground breaking in March. Note that the Music Wing vapor barrier project probably won't happen this construction year. We hope to have presentations on these two at the next MPC meeting scheduled for Thu. Jan. 31, 2013. There will be some action on how to route traffic and shuttle service for the Engineering Bldg. 2 year closure of Tanana Loop at the SE corner of the campus.

This concludes my MPC report.

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UAF COMPLETE SIDEWALK AND TRAILS PLAN

Definition

The University of Alaska Fairbanks' (UAF) Complete Sidewalk and Trails Plan focuses on non-motorized users. Sidewalks are portions of roads, streets, or pathways connecting buildings that are intended for pedestrians. Trails are pathways for recreation and/or travel within natural environment, parks, greenways or designated corridors that are not designated as roads or streets. This include sidewalks, recreational activity trails, and specialty trails both on and connection to campus. The intended users are: runners, walkers, strollers, bicyclists, hikers, snowshoers, roller skiers, skier, and wheelchair users.

Vision Statement

The UAF sidewalk and trails network system will strive to provide a comprehensive, well connected and sustainable outdoor experience that promotes non-motorized ease of travel, safe and healthy physical activities that are consistent with the University's mission and encourages alternative modes of commuting.

Goals and Objectives

The following goals and objectives will support the vision statement:

1. **Accessibility:** Improve and provide greater access to existing and future sidewalks and trails for all ages and abilities.
2. **Connectivity:** Promote integration and connectivity of new and existing sidewalks and trails to both UAF and adjacent Fairbanks North Star Borough's network.
3. **Recreation and Fitness:** Promote health/fitness benefits of physical activity.
4. **Safety:** Design and maintained existing and future sidewalks and trails to promote overall safety, security and ease of use.
5. **Best Practice:** Promote sustainable and balanced best practices development and maintenance to protect and preserve the open spaces and natural environment.
6. **Maintenance and Stewardship:** Sidewalks and Trails will be properly managed and regularly maintained to increase user safety and to enhance the quality of amenities and infrastructure.
7. **Sustained Funding:** Identify sustained funding sources for planning, construction and maintenance.
8. **Commuting:** Promote alternative modes of commuting to work using non-motorized methods.
9. **Athletics:** Continue to facilitate a high quality outdoor varsity and intramural athletic training, conditioning and competition venue.

Antenna Installation Alaska Satellite Facility AS311 Phase 1



Project Description

Phase One of the project involves site work on an area of approximately 150 feet by 150 feet, foundation and construction of a 20-foot high concrete base. The construction of the concrete base will be expedited as much as the coming winter season will reasonably allow. The site preparation includes clearing brush and trees, excavation and trenching, grading and improvements to the existing service road. This work will also realign the adjacent existing ski trail and expand the training/ski head area.

Schedule:

Planning & Design: June—August 2012
 Advertising & Award: August 2012
 Construction: Phase 1: August—October 2012

Total Project Cost:

\$6,000,000
 Phase 1 \$1,000,000

Architect/Engineer: PDC, Inc.

Funding Source:

NASA and ITT Exelis

General Contractor: GHEMM Company

Board of Regents Approval & Motions:

Preliminary Administrative Approval Phase 1: August 15, 2012
 Formal Project Approval Phase 1: August 20, 2012
 Schematic Design Approval Phase 1: August 20, 2012

Status Update:

Contractor has completed the initial site work and foundations and the balance of the work will be completed July, 2013.



Atkinson Power Plant Renewal Phase 2



Project Description

Phase 2 work consists of four primary items; *De-aerator Replacement*: It is proposed to provide a redundant de-aerator that can be put into service with a short plant shut down in lieu of replacing the existing equipment. *Feed-water Heater Replacement*: It is proposed to replace the existing heater with new equipment at a time of low steam load. This plan will not require a complete plant shutdown. *Eliminate Single Points of Failure in Critical Piping*: The proposed scope of work includes installation of 12 new valves and some bypass piping. These valves will allow boilers to be isolated and sections of the high pressure piping can be bypassed during a boiler failure. *Replace Variable Frequency Drives*: The allocation of FY12 funds does not allow the replacement of all VFD's in the plant, but key VFD's that power fans and pumps for Boilers 3 and 4, as well as condenser fans for Turbine No. 3 will be replaced in this phase.

Schedule Phase 2:

Planning & Design: October 2006—May 2012

Advertising & Award: May-June 2012

Construction: July 2012—July 2013

Architect/Engineer: Design Alaska, Inc. and Evergreen Engineering

General Contractor: Kiewit Building Group, Inc.

Total Project Cost:

\$1,927,000

Funding Source:

FY12 General Funds / Bonds

Board of Regents Approval & Motions:

Formal Project Approval June 03, 2011

Schematic Design Approval February 10, 2012

Status Update:

The completion date has been changed to February, 2013. A delay was encountered in obtaining control valves for the tank.



Campus Wide Student Housing & Dining Development



Project Description:

Design and build a new student dining facility adjacent to the Wood Center through a public-private partnership.

Schedule:

Planning & Design: March 22, 2011-February 18, 2013
 Advertising & Award: N/A
 Construction: May 1, 2013-July 16, 2014

Total Project Cost:

\$25,070,000

Architect/Engineer: Perkins & Will

General Contractor: Ghemm Company

Board of Regents Approval & Motions:

Formal Project Approval June 2, 2011
 Schematic Design Approval September 28, 2012

Status Update:

The bonds were sold for the project in December. Design is progressing with final documents to be ready February 18th. Construction is set to begin the first of May, 2013; with construction complete in July 2014.



Critical Electrical Distribution Renewal Phase 1C



Project Description

Phase 1C scope will install all the major electrical equipment in the building constructed in Phase 1B, including switchgear, transformers, switches, and cable for two new electrical feeders. Additional feeders will be installed as funds are available.

Schedule Phase 1C:

Planning & Design: January 2009 - June 2009

Advertising & Award: May-July 2011

Construction: July 2011 - August 2012

Architect/Engineer: PDC Inc. Engineers

General Contractor: Kiewit Building Group, Inc.

Total Project Cost:

\$10,000,000

Funding Source:

FY12 R&R Funding

Board of Regents Approval & Motions:

Formal Project Approval April 8, 2011

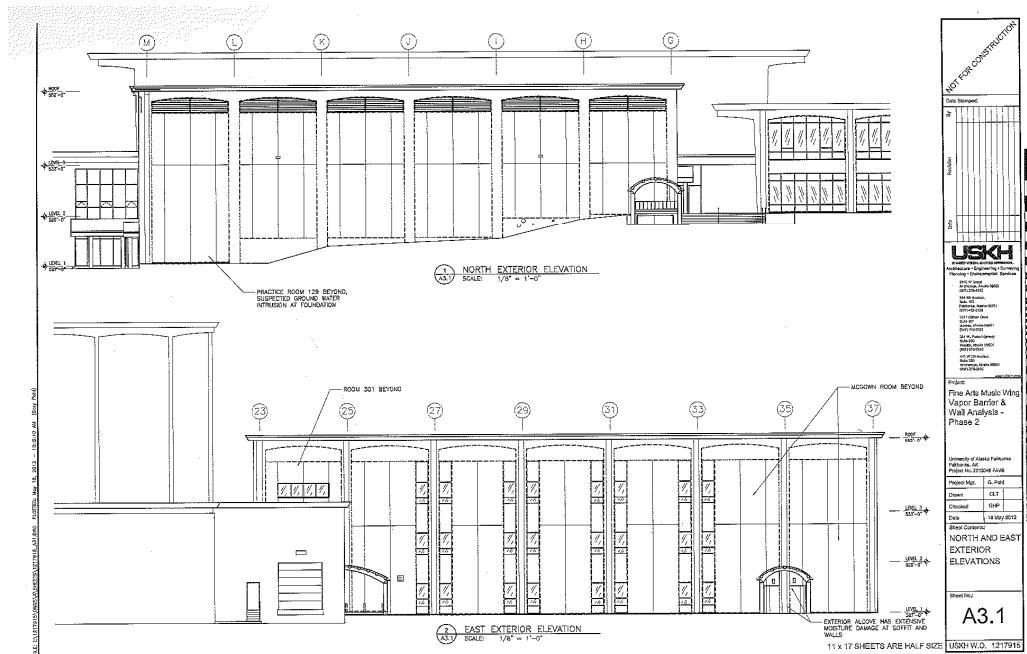
Schematic Design Approval June 2, 2011

Status Update:

Work in this phase is complete. Work on this CM@R contract was done under budget and the savings was returned to UAF. Phase 2 work will start in March, 2013.



Fine Arts Complex Vapor Barrier Design and Installation



Project Description

This project will correct building envelope deficiencies by application of spray foam and vapor barrier to the inside of exterior walls to the music wing.

Schedule:

Planning & Design: October 2012-February 2013
 Construction: March 2013-September 2013

Architect/Engineer: USKH

CM@R: Watterson

Total Project Cost:

\$5,600,000

Board of Regents Approval & Motions:

Preliminary Administrative Approval October 18, 2011
 Formal Project Approval September 28, 2012
 Schematic Design Approval Submitted to BoR February 2013

Status Update:

65% design review submittal scheduled for Jan. 15, 2013.



WE'RE BUILDING ALASKA'S FUTURE. UAF ALASKA

Fine Arts Salisbury Theater Renovation



Project Description

Phase I: Analysis of existing conditions and program/user group needs , followed by options and recommendations for renovation.

Phase II: Design and construction documents for the renovation of Salisbury Theater.

Schedule:

Planning & Design: September 2012

Advertising & Award: TBD

Construction: TBD

Architect/Engineer: Bezek Durst Seiser

General Contractor: TBD

Total Project Cost:

\$750,000

Funding Source:

FY12 General Fund

UAF Q Series Bond

Board of Regents Approval & Motions:

Preliminary Administrative Approval January 10, 2012

Formal Project Approval TBD

Schematic Design Approval TBD

Status Update:

Planning and programming phase is complete



UAF CTC Aviation Hangar Renovation



Project Description

This project will provide enough program space for the Aviation programs to move a portion of their teaching operations into the new facility. The project construction includes minor modifications to the existing hangar and offices, inclusion of new battery and sand blasting rooms, conditioning the unfinished 8,000 sf area, addition of public restrooms, and new head bolt outlets for winter time parking. Conditioning the 8,000 sf of currently unfinished space includes exterior wall insulation, vapor barrier, under slab utilities, a concrete floor slab and installation of new mechanical and electrical rooms.

Schedule:

Planning & Design: May—August 2012
 Advertising & Award: September 2012
 Construction: October 2012—February 2013

Total Project Cost:

\$1,725,000

Funding Source:

UAF and CTC Operating Funds

Architect/Engineer: USKH, Inc.

General Contractor: TBI Construction Company

Board of Regents Approval & Motions:

Preliminary Administrative Approval August 17, 2012
 Formal Project Approval August 27, 2012
 Schematic Design Approval August 27, 2012

Status Update:

Construction is 60% complete. The exterior is insulated and the concrete slab has been poured. Construction continues with interior framing and mechanical and electrical rough-in complete. Interior finishes including paint, ceilings, lighting, and mechanical fixtures are underway. Project completion is on schedule for February 2013.



UAF Cutler Apartment Retaining Wall



Project Description

This project will construct a new concrete retaining wall, stairs, sidewalks, ADA accessible ramp and head bolt heater outlets to comply with building codes and improve safety throughout the Cutler Apartment complex.

Schedule:

Planning & Design: April 2012—June 2012
 Advertising & Award: May 2012—June 2012
 Construction: June 2012—August 2012

Total Project Cost:

\$1,460,495

Funding Source:

FY12 Bond Issue
 Residence Life

Architect/Engineer: PDC Inc. Engineers

General Contractor: Alcan Builders, Inc.

Board of Regents Approval & Motions:

Formal Project Approval April 26, 2012
 Schematic Design Approval June 06, 2012

Status Update:

Approximately 500 feet of failing wood retaining wall has been replaced with concrete walls. New ADA compliant ramp and stairs have been installed and provide access to Cutler Apartments. Deteriorated wooden steps have been replaced and handrails were installed at all front entries. Installation of headbolt heaters is near completion. Paint and hydroseeding will be completed in Spring 2013.



UAF Engineering Facility



Project Description

The Engineering Facility project will building 117,000 gsf of new space and renovate about 23,000gsf of existing space in the Duckering Building in support of the UAF College of Engineering and Mines. The six story building will provide space for engineering learning and discovery and will feature open lab concepts and a high-bay area for practical application of engineering know how.

Designer: ECI Hyer, NBBJ, PDC Inc, AMC

CM@Risk: Davis Constructors

Total Project Cost:

\$108,600,000

Board of Regents Approval & Motions:

Preliminary Project Approval September 9, 2006

Formal Project Approval June 4, 2010

Amended Formal Project Approval September 23, 2011

Schematic Design Approval June 8, 2012

Funding Source:

SOA Appropriation

Occupancy Date: Fall 2015

Schedule Bar Chart:



Status Update:

The design firm, UAF, and the CMAR have completed design review of the Design Development set of drawings and the various comments are being incorporated. Structural and Civil design are expediting to allow for ground breaking to occur in April. A glazier contractor has been selected and the exterior façade detailed design has begun.



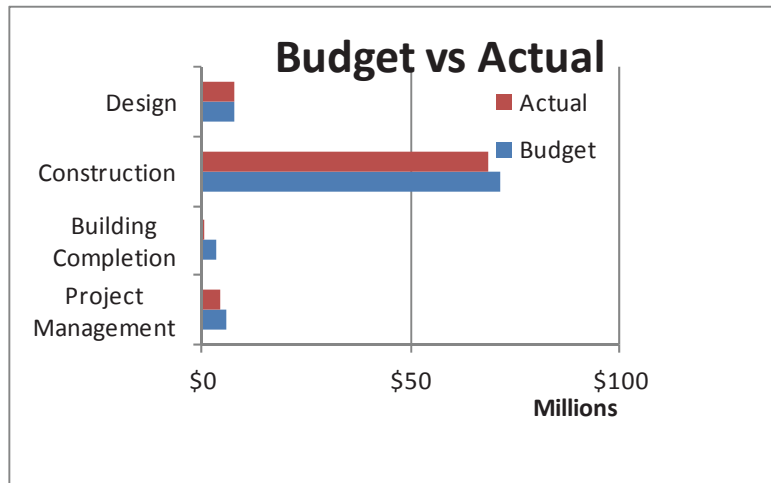
UAF Margaret Murie Building

UAF Life Sciences Research and Teaching Facility



Project Description

The Murie Building will provide multiuse teaching and research labs, classrooms, and office space for life science research and academic purposes. The research portion will provide nearly 60,000 gsf of lab space for biology research. The teaching portion will provide 40,000 gsf of academic classroom and lab space for biology and wildlife degree programs. The project also includes expansion of the West Ridge utilidor steam line, and a greenhouse replacement.



For actual values refer to attached budget sheet

BASIC PROJECT INFORMATION:

Designer:

Bezek Durst Seiser Inc., Smith Group, PDC Inc., RFD Inc.

CM@Risk:

Davis Constructors

Board Approvals:

FPA February 2010

SDA November 2010

Total Project Cost: \$88,578,000

Construction Cost: \$67,700,000

Occupancy Date: Fall 2013

Funding Source: GO Bond

UA Revenue Bond

Schedule Bar Chart:



Status Update:

The project has progressed into the next phase of construction: finishes. Building completion is well underway with lighting, ceilings, final casework, and controls installations fully underway. Contractors have completed most of the wiring and plumbing and the permanent power has been turned on to the facility. The exterior of the building is 95% complete. Overall the project remains on schedule for occupancy in the summer of 2013.



Utilities West Ridge Steam Capacity Expansion



Project Description

This project installs a 10-inch steam line and a 6-inch condensate line from the Atkinson Power Plant to the West Ridge in the vicinity of the Arctic Health Research Building to increase the steam capacity for West Ridge and the new Life Sciences Facility. A new utilidor will also be constructed to house the steam piping and other utilities from the utilidor near the Lola Tilly Building to the utilidor west of the Student Recreation Center.

Schedule:

Planning & Design: February - May 2011
 Advertising & Award: April - July 2011
 Construction: August 2011 - October 2012

Architect/Engineer: PDC Inc. Engineers

DB Contractor: Kiewit Building Group
 Design Alaska

Total Project Cost:

\$15,000,000

Funding Source:

UA Revenue Bond
 GO Bond (Life Sciences)

Board of Regents Approval & Motions:

Formal Project Approval November 9, 2011

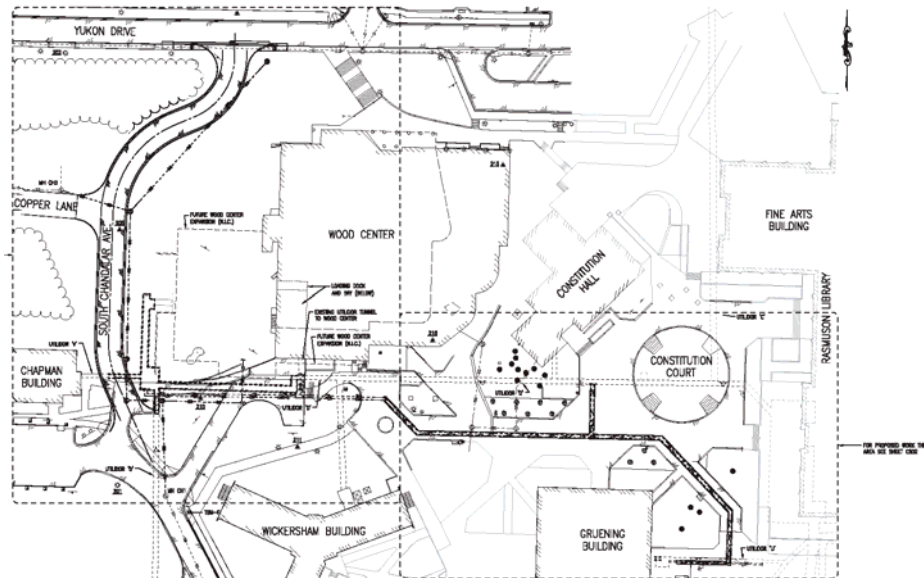
Schematic Design Approval April 8, 2011

Status Update:

Substantial completion was on November 8, 2012. Landscaping will be completed in June 2013. There has been a significant increase in steam capacity at the west ridge which will serve the Life Sciences building as well as future buildings.



Utilities Wood Center Vault



Project Description

This project will build new utility infrastructure in the area of the Wood Center and Chapman buildings. The new infrastructure will support the new dining facility and continue the effort to upgrade the utilities campus wide.

Schedule:

| | | |
|----------------------|------------------------------|-------------|
| Planning & Design: | September 2012—February 2013 | \$2,800,000 |
| Advertising & Award: | April 2013 | |
| Construction: | April 2013 | |

Total Project Cost:

Architect/Engineer: Design Alaska
General Contractor: TBD

Board of Regents Approval & Motions:

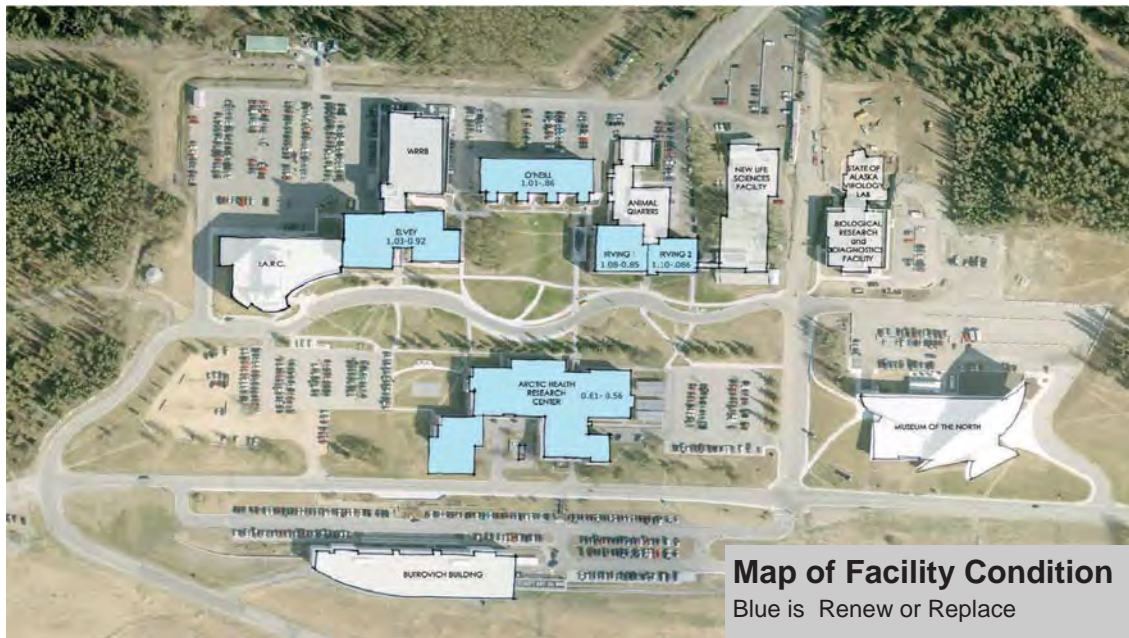
| | |
|----------------------------|-------------------------|
| Preliminary Admin Approval | July 1, 2012 |
| Formal Project Approval | September 27, 2012 |
| Schematic Design Approval | Submitted Feb. 2013 BoR |

Status Update:

Design Alaska is progressing with the design. Design is 95% complete.



West Ridge Deferred Renewal Master Plan



Project Description

The intent of the project is to create a master plan for the renewal of the facilities on the West Ridge and develop logical phasing, budgetary estimates, and program space allocation. The first task will update the current facilities audit and provide a true reflection of the quantity of code corrections, the amount of deferred maintenance, and the extent of space renewal pertaining to functional obsolescence. Upon completion, an analysis of logical adjacencies will occur and the plan will make suggestions for relocation of programs, including major changes to various spaces to create these adjacencies. Finally, the plan will create logical phasing plans with recommended funding levels to become the basis for future capital budget requests.

Schedule:

Planning & Design: January 2012 to September 2013
 Design Build Award: N/A
 Construction: N/A

Total Project Cost:

\$700,000

Funding Source:

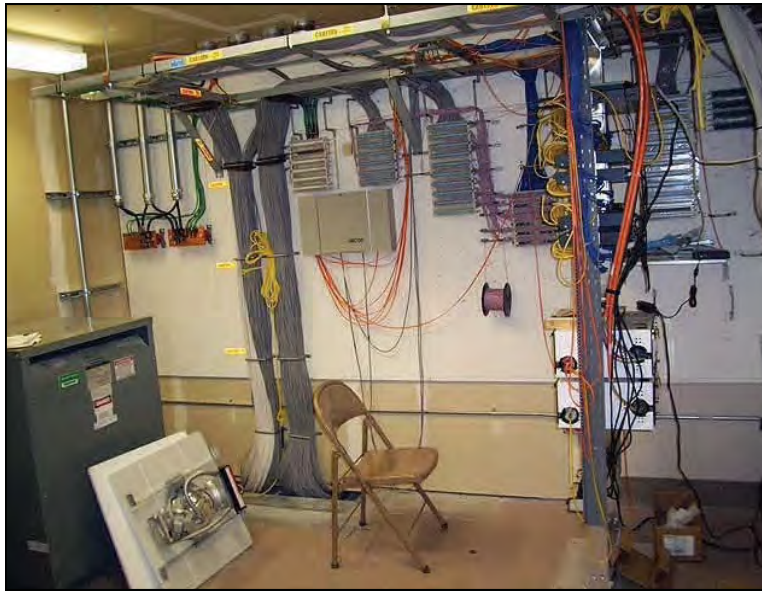
FY12 Capital Appropriation

Board of Regents Approval & Motions:

Formal Project Approval December 22, 2011
 Schematic Design Approval N/A

Status Update:

The project team is working on a master plan for the renewal of the facilities on the West Ridge that will address and develop logical phasing, budgetary estimates, and program space allocation. The team has completed facilities condition analyses and established a condition index that has helped guide the master planning efforts. The design team and executive committee have also completed advance programming of the space on West Ridge as it relates to the deficit of teaching and research space noted in the 2010 UAF Master Plan. The next steps are to work on an analysis of logical program adjacencies and the plan for relocation of programs, including major changes to various spaces to create these adjacencies. At the same time, the team will create logical phasing plans with recommended funding levels to become the basis for future capital budget requests. Additional specific planning for relocation of functions in the Geophysical Institutes and creating better suited space for the Irving 1 Animal Quarters is underway as well. Phase 2 planning will take over the remaining efforts of the master plan.



Project Description

This project will deploy a campus-wide VoIP telephone system. In parallel with the VoIP implementation, over 50 buildings will be brought to modern network standards and approximately 2,780 VoIP telephone handsets will be delivered to UAF and Statewide (SW) customers over the next three to four years.

Schedule:

Construction: June 2010—December 2012

Architect/Engineer: Design Alaska, Inc.

General Contractor: World Wide Technology, Inc.

Board of Regents Approval & Motions: None

Total Project Cost:

\$8,000,000

Funding Source:

OIT Telephone Recharge
UAF Capital Fund

Contract with World Wide Technology Inc. through UAF Procurement and Contracting Services

Status Update:

All of the network infrastructure remediation slated for Phase 2 was completed at the end of March 2012. Phase 3 is currently in progress. Eight buildings have been completed and there are five more scheduled to be completed May 2013.



Staff Alliance Compensation Working Group
Report for January 2013 Staff Council Meeting

UAF Members on the Working Group: Juella Sparks (chair), Bradley Krick, MaryAlice Short

The Staff Compensation Working Group met on January 10. Members of the group have drafted proposals for changes to UA's compensation. At this meeting, we discussed Proposal 1, Flexible Work Schedules, and Proposal 2, Sick Leave Restructuring. Both proposals were approved to send to Staff Alliance.

The Flexible Work Schedule Proposal would encourage supervisors to allow employees to flex their hours within the work week and allow for telecommuting. Tara Ferguson did not see a problem with flexible schedules since many offices already do this. UA does have a policy for telecommuting, but it applies to out of state employees. She had some questions about the telecommuting proposal and whether the task force was talking about short-term or long-term work from home.

John Moore of UAA drafted several sick leave options, including applying accumulated sick leave to early retirement, converting sick to annual leave, allowing for a sick leave cash-out, or combining annual & sick leave.

Our next meeting is January 24. We will discuss Geographic Differentials and Hard Closure Options. Other proposals being drafted include: Leave Accrual, Bonus System, & Community Service.

Staff Health Care Committee (SHCC)**Report to UAF Staff Council****By Gary Newman, Debbie Coxon****January 17, 2013**

The SHCC has not met since our last Staff Council meeting. However a number of Health Care Forums were hosted by the Joint Health Care Committee (representative of all UA bargaining groups plus management and unrepresented staff. One was held for statewide employees and two for UAF employees.

Morning UAF forum (Debbie Coxon): moderated by Abel Bult-Ito, JHCC chair and Erika Van Flein, HR Benefits Director.

There was moderate attendance. Some attendees from UAF Staff council had staff questions, while other attendees had their personal questions.

The forum opened with a Powerpoint presentation.

<https://www.alaska.edu/files/benefits/FY14ProposedPlanChanges.pdf>

It included a list of the membership of the JHCC and a brief outline of each of the 9 recommendations for plan changes for FY 13 (July 1, 2013). Erika requested staff to email her directly with any personal questions regarding their coverage.

Questions regarding the spousal surcharge were addressed by Erika. Erika stated that spouses accounted for 25% of the dependents; while spouses were 40% of the claims. Spousal surcharge has been recommended to be approximately \$1200 per year, dependent upon you are a 9 or 12 month employee.

Discussion regarding the dependent count. Erika explained that the higher percentage of employees had 3 children dependents or less. Only 10% had more than 3 dependent children. Some one asked if working adult dependent children could be charged a similar charge like the spousal surcharge. Due to federal regulations, children cannot be charged any additional costs.

The proposed 3 year Wellness Plan was positive and attendees understood how creating healthier employees would create less claims in the future. The vendor is yet to be determined for this plan. The current WIN for Alaska campaign would continue through FY13 at FY12 prize rates.

The Opt-Out proposal was discussed and attendees opposed strongly. Employees feel forced to pay for health insurance they don't need. Other comments that the University could no longer call health insurance a benefit, when it became an unneeded employee's expense.

Discussion of affordability of the Opt Out or the Spousal Surcharge for those employees at the lower end of the pay scale.

Afternoon UAF forum (Gary Newman): moderated by Abel Bult-Ito, JHCC chair and Erika Van Flein, HR Benefits director.

The forum opened with a Powerpoint presentation.

<https://www.alaska.edu/files/benefits/FY14ProposedPlanChanges.pdf>

It included a list of the membership of the JHCC and a brief outline of each of the 9 recommendations for plan changes for FY 13 (July 1, 2013).

There were questions about the effectiveness of the Wellness Program, the response being that the future plan might be a 3 year effort to better measure results.

There were questions about charging by dependent rather than by up to 3. The response was that 10% of covered members had greater than 3 dependents and more than defining further wouldn't be worth the extra administrative effort.

The spousal surcharge was pretty solidly opposed, requiring employees to pay for essentially double coverage and be on different plans.

The Opt-Out proposal earned even more disapproval of those in attendance. What seems odd is the administration advocating strongly for eliminating Opt-Out when the employees object and when the impact will be likely to cost the university over \$2 million in extra medical costs by those spouses. The answer that they would just request the Legislature to give the University more seems wishful thinking.

The deadline for comments on the proposed changes is Jan. 28, 2013. Send an email to ervanflein@alaska.edu

This concludes our report on SHCC activity.

The Student Diversity Task Force began holding weekly meetings in October, 2012. Participating members are Hassab Ali, Lydia Anderson, Murial Berg, Juan Cruz, Alexandra Fitts, Mari Freitag, Claudia Koch, Jenny Liu, and Anjela Wong.

The task force has begun to study the range of student services provided at UAF; issues of student recruitment, retention and achievement; staffing necessary or desirable to support diverse students; physical space requirements and desirable locations. We began by inviting representatives from the Office of International Programs and Rural Student Services to meet with us and discuss the services they provide and any gaps or additional needs that they have identified. In the spring, we will continue to meet with other groups that work with diverse students to identify the resources that already exist. It is clear that UAF has a number of offices and organizations that provide services to students of diverse backgrounds, and one of our goals is to think about how these groups can coordinate and communicate more effectively. Early in the Spring semester, we will be holding an information session or focus group with students to gather input on what students used the Office of Multicultural Affairs for, what they thought OMAD was not able to provide, and what additional needs they would like to see met by a diversity office.

While we do not yet have any specific recommendations, the task force agrees about certain key issues:

- OMAD was filling a clear need for students: not merely the services and programs that it provided, but also the easily identified “safe space” where students from diverse backgrounds felt comfortable.
- This safe space needs to be centrally located and at minimum, be large enough for student groups to meet.
- RSS is an admirable model as an office that provides multi-faceted services to students: academic, social, and cultural activities make students feel welcomed and supported.
- Diversity needs to extend beyond one office: one of the missions of the Diversity Office should be to work on infusing the campus (including academic programs) with the message of diversity.
- Outreach should start before students set foot on campus, through recruiting, admissions, and pre-arrival contacts.
- Staff in the Diversity Office should serve as advocates for the students they serve and act as facilitators in navigating the academic environment.
- While we aren’t yet prepared to make recommendations about staffing, it seems that one person is not sufficient to accomplish these goals.

Thank you for the opportunity to work on this important project, and we will provide you with a complete report and recommendations by the end of the spring semester.