

**MINUTES**  
**UAF STAFF COUNCIL #236**  
**Tuesday, February 19, 2013**  
**1:30-3:45PM**  
**IARC 501**

**1. CALL TO ORDER AND ROLL CALL**

- The meeting was called to order by President Juella Sparks.

**A. Roll Call****Present:**

Juella Sparks  
 Claudia Koch  
 Adam Kane  
 Kirsten Bey  
 MaryAlice Short  
 Debbie Gonzalez  
 Lesli Walls  
 Nichole Kloefer (phone)  
 Debbie Coxon  
 Jesse Atencio  
 Erin Albertson  
 Gary Newman  
 Ashley Munro  
 Debbie Blevins (phone)  
 Juan Goula  
 Trish Winners  
 John Clendenin  
 Jennifer Youngberg  
 Brad Krick  
 Jeannette Altman

**Present (cont.)**

Travis Brinzow  
 Jarkko Toivanen  
 Chris Beks  
 Tom Langdon (alt)  
 Cindy Collins (alt, phone – voting for Richard Machida, phone)

**Excused:**

Pips Veazey  
 Sara Battiest  
 Robin Weinant  
 Richard Machida

**Absent:**

Deb Jeppsen  
 Ryan Gailor Keele  
 Kim Eames

**Guests:**

Chancellor Brian Rogers  
 Jennifer Reynolds, President – UAF Faculty Senate

- Quorum was met.

**B. Approval of Agenda for Staff Council Meeting #236**

- The agenda was approved as amended to include item 8.A. Resolution to JHCC

**C. Approval of Minutes for Staff Council Meeting #234**

- The minutes were approved as distributed.

**2. STATUS OF PENDING ACTIONS (no pending actions)****3. PUBLIC COMMENT**

- There were no participants present for public comment.

**4. OFFICER REPORTS****A. Juella Sparks, President**

- There is a heightened sense of attention from the President's Office on SDI. A meeting tomorrow will move SDI into phase three. You should be aware of where staff fit within SDI. Any suggestions for changes are welcome. The chancellor is setting up a digital suggestion box for collecting staff input.
- The Staff Alliance - Staff Compensation Committee was disbanded in January as they completed the task before them. They presented 8 proposals to Staff Alliance
  1. Geographic Differentials
  2. Volunteer leave time
  3. Alternative work schedules
  4. Bonus system
  5. Personal leave
  6. Longevity
  7. Leave accrual rates
  8. Review of university holidays

- Staff Compensation, which had representatives from all four MAUS, was asked to identify ways to improve compensation that would not include major costs. This resulted in the eight proposals brought forth. These proposals need to be polished and placed in a template that contains a proposal for the change, a justification, additional research, and questions. As the proposals are placed in the template, they are shared with Tara Ferguson, UA Compensation Director. Tara has reviewed a few of them. Staff Alliance supports these proposals and wants to begin discussing the proposals with the administration. They hope to have these conversations underway by the time of the August retreat.
- Juella's meeting with President Gamble was cancelled since he addressed Staff Alliance in person.
- President Gamble is rolling out a new performance evaluation form for statewide only. He cannot apply it beyond this. The chancellors must decide if they wish to use the new form.
- Juella initiated the grievance policy discussion and the education benefit. These were separate from Policy and Regulation review. Dana Thomas assured Juella that no changes to policy and regulations have been made without governance input.
- There is a table listing all policies and regulations. Chapter 4 contains the Human Resources section and is the most important to us. HR directors and the Chief HRO are still discussing it.
- We knew the review started, but we were waiting to see how SDI progressed. The review is still taking place. We have been assured that all changes will go before governance prior to being made or we could initiate them. Claudia is one of two Staff Alliance members who are keeping an eye on this.
- If you work in any area that you believe could benefit from review of any policy or regulations, please submit that feedback. Feedback can be submitted through the Staff Alliance blog.

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

- We need to watch what is happening in Juneau. BOR regulation review is ongoing. If you have any changes or suggestions for BOR policy, now is the time to submit feedback. After the review is complete and it moves to General Council, it will be too late to submit changes.

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

- Chancellor Rogers called in from Juneau. He will be testifying before the House Finance Subcommittee on the university budget in about an hour. This is the only opportunity for UAF testimony on the budget. They will begin closing out the budget at the subcommittee level this coming weekend. The prognosis is not good. Many new members, who are still learning about the university, are looking at holding the line on spending overall. We have one-half of the pay raise money, money to open the Margaret Murie Life Sciences Building, and money for a few other facilities related items. This is essentially it.
- Chancellor Rogers present the rationale for the new money we are requesting. Much of today's presentation is an introduction to new members that includes an explanation of UAF's presence throughout the state.
- The capital budget has had much discussion and little action thus far. The two engineering buildings have been discussed. The chancellor expects questions regarding the combined heat and power plant. Beyond this, they will lay out UAF's research priorities. Mark Myers is with the chancellor in Juneau to address research related budget issues. Chancellor Rogers will provide council with an update at the March meeting.
- Juella thanked Chancellor Rogers for addressing council and for providing lunch.

### **6. GOVERNANCE REPORTS**

#### **A. Jennifer Reynolds, President – Faculty Senate**

- For those new to council, Jennifer is the President of UAF Faculty Senate and attends Staff Council meetings regularly to provide updates on issues faculty are working on which may be of interest to staff.
- A new minor has been created in Military Security Studies.
- Faculty Senate recently established in Ad Hoc Committee on Interdisciplinary Issues. The committee's charge is to identify structural problems, impediments, and disincentives to interdisciplinary teaching, student advising, and research. This ad hoc was created to address the structural barriers facing faculty engaging in interdisciplinary research at the university. Faculty Senate wants to address these barriers and restructure the parts of the university that are getting in the way. Identifying the problems is the first step in the process. Administrators will be given a chance to provide input once faculty members have weighed in. The committee's webpage is linked off the Faculty Senate homepage.
- Faculty Senate is assessing the possibility of setting up a central online repository for additional course information. The repository would provide additional information for students and for advisors. Possibilities include posting all course syllabi and providing more expanded course descriptions. Many faculty members have concerns about such a process, including the additional workload this would entail and the possibility of the information being used for 'course shopping.' Since Faculty Senate received a

range of responses from faculty on this issue, they conducted an online survey of all faculty members at UAF. The survey closed on Monday and Jennifer is in the process of compiling the results. The results will be presented to Faculty Senate for further discussion.

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

**7. UNFINISHED BUSINESS**

**A. Carolyn Sampson Memorial Scholarship**

- We are looking into what would be involved for council to become more active in the award process. The award was originally set up by Staff Council. Nichole and University Advocacy are looking into this.
- University Advocacy was charged with putting together a proposal, which is to be brought back to council for a vote.

**B. Health Care Benefit Update**

- JHCC rescinded the motions related to the spousal surcharge and removal of the opt-out provision. We would still like to examine Motion 7. JHCC meetings are not open to the public; a significant amount of information is posted online.
- In FY14, The eye care program will remain the same. They are currently negotiating with Premera. Because they chose to go with Premera, pharmacy benefits are going to have to be through Premera and not CVS. Premera is still a mail order pharmaceutical benefit. They have not chosen the wellness benefit yet.

**C. Reorganization Working Group**

- Attachment 236-1: Reorganization Working Group Presentation
- Attachment 236-2: Motions for Reorganization
- Following Pips and Walker's presentation on the Staff Council Reorganization Working Group's proposals this morning, Jeannette Altman and Claudia Koch presented information on the motions listed in Attachment 236-2: Motions for Reorganization. The document was edited to remove the word 'council' from the last sentence on the page.
- To prevent confusion, the committee divided the motions into three separate categories: committee structure, executive board structure, and membership. Council discussed each motion individually.
- Not all motions listed on Attachment 236-2 were proposed or approved. The wording of many of the proposed motions was amended prior to approval. Additional motions, not originally included in the committee's proposal, were passed during this discussion.
- The Reorganization Working Group is not a Staff Council committee. The group is an informal committee that is not officially associated with Staff Council aside from the membership of the committee being composed of present and past Staff Council members. Jeannette Altman, Staff Council member, is our link to the committee and she is making the motions today as a Staff Council member.
- Motions discussed as part of the Reorganization Working Group's proposal that pass will be forwarded to the Elections, Membership, and Rules committee for the proposed amendments to be written into the bylaws. The committee will figure out how to codify or incorporate the changes into our constitution and bylaws. The proposals will then be returned to council as motions to amend the constitution and/or bylaws, as appropriate. Council will then have the opportunity to vote on the motions a final time. Changes to the bylaws only have to be read and voted on once. Changes to the constitution require two readings.

**i. Motion 2013-236-1:**

- A motion and second were made to separate Elections, Membership, and Rules (EMR), into two separate committees:
  - Elections Committee
  - Membership and Rules Committee
- The floor was then opened for discussion.
- Currently, EMR spends a large part of its time focused on elections, leaving little time for addressing other issues tied to membership and rules. Concern was expressed regarding increasing workload as well as increasing the number of committees in light of the currently low levels of committee participation. It was also noted that if EMR is currently not able to undertake all of the necessary work. Dividing the committee might prevent elections from consuming the majority of the committee's time.

- A suggestion was made to rectify this issue by specifying in Staff Council bylaws that representatives must serve on an internal permanent committee. Current bylaws require representatives to serve on a permanent committee; no specification is made regarding that committee being internal or external.
- The motion on the floor was put to a vote. UAF Staff Council approves of forwarding the above motion to the Elections, Rules, and Membership Committee for further consideration. The motion passed. (Vote: 14=For, 6=Against).

*(Jennifer Reynolds presented the Faculty Senate report following Motion 2013-236-1.)*

**ii. Motion 2013-236-2:**

- A motion and second were made to forward to EMR a proposal to create a Compensation and Benefits Committee that includes attention to health care issues. The floor was opened for discussion.
- This would not affect the Staff Alliance - Staff Health Care Committee (SHCC) in any way. Ideally, the newly formed committee would work closely with the UAF SHCC representatives. Within our current structure, Staff Affairs would work on a motion related to health care. Staff Affairs would then forward that motion to Staff Council. If Staff Council were to approve the action, the Staff Council President would take the issues to Staff Alliance where it would likely be given to SHCC to work on. This is the structure of how things move. This structure would not be affected. The structure is different from information dissemination and sharing. In our current committee structure, everything under grievances, evaluations, hiring, compensation, human resources, and benefits all falls under Staff Affairs. This is viewed by some as being too large of a load for the committee to function effectively. The proposal to form a separate Compensation and Benefits Committee grew out of this concern.
- The possibility of appointment of a Staff Affairs subcommittee on health care was discussed, including other approaches that council can take to address specific health care or compensation issues aside from creating a new standing committee. Question was called on the motion on the floor.
- The motion to create a Compensation and Benefits Committee failed (Vote: 3 For, 13 Against, 4 Abstentions)

**iii. Motion 2013-236-3:**

- A motion and second were made to define the focus of the University Advocacy Committee to issues surrounding Staff Council on-boarding, mentoring, communications and public relations.
- The motion does not propose to eliminate any activities currently identified in the bylaws as being the responsibility of the committee. Rather, it proposes to add to the current description found in the bylaws. It also clarifies the committee's responsibilities in the area of communication.
- The motion passed unanimously (Vote: 21 For, 0 Against, 0 Abstentions).

**iv. Motion 2013-236-4:**

- The current Administrative Committee includes chairs of the permanent committees, the President, and Vice President. During the Administrative Committee meeting, the committee sets the agenda for the next Staff Council meeting. They also identify questions and discussion items that are to be covered during PreStaff, which is the monthly meeting between the Staff Council officers and the chancellor.
- A motion and second were made to add the Past President as a member of the Administrative Committee.
- A motion to amend the motion on the floor was made and seconded to add the Past President as a member of the Administrative Committee with the ability to vote in order to break a tie. The amendment to the motion passed. (Vote: 15 For, 5 Against).
- A vote was then taken on the amended motion: UAF Staff Council moved to include the Past President as a member of the Administrative Committee, with the ability to cast a vote in order to break a tie. This motion was unanimously approved (Vote: 21 For, 0 Against, 0 Abstentions).

**v. Motion 2013-236-5:**

- A motion and second were made to change the name of the UAF Staff Council *Administrative Committee* to UAF Staff Council *Executive Board*. Question was called. The motion passed unanimously. (Vote: 20 For, 0 Against, 0 Abstentions)

*(Due to time constraints, item 7C. was placed on hold in order to address the remaining agenda items. General reports for all items were provided earlier in the meeting. Following a brief discussion, items 10, 11, 12, and 13 were declared completed. Minutes from these items are documented below.)*

**BREAK**

**vi. Motion 2013-236-6:**

- A proposal was made to eliminate alternate seats as vacated by current alternates. This would not result in anyone losing their seats on council prior to the end of their current term.
- Question was called. With no objections, the motion went forward without further discussion.
- A motion and second were made to eliminate alternates seats at the time that they are vacated by current alternates. The motion passed unanimously (Vote: 21 For, 0 Against, 0 Abstentions)

**vii. Motion 2013-236-7:**

- The proposed motion would allow Staff Council members to select a qualified staff member to attend both Staff Council and Staff Council committee meetings in their place if they are unable to attend.
- Under such conditions, a representative may select a proxy and convey to that proxy their voting interests, but the proxy would be under no obligation to vote in line with the representatives wishes.
- No clarifications were made regarding the effects that proxies could have on quorum.
- It would not be possible for a representative to send their vote to the UAF Staff Council Office prior to a meeting due to frequent changes to motions made prior to a vote on the motion.
- EMR was requested to identify the various possibilities for the use of proxies by Staff Council representatives. These possibilities are to be brought back to council. These could return as proposed bylaws revisions or as an additional step in the process needing further revision.
- A motion and second were made to allow for the use of proxies when Staff Council representatives are unable to attend Staff Council meetings or internal committee meetings. The motion was approved unanimously (Vote : 21 For, 0 Against, 0 Abstentions)

**viii. Motion 2013-236-8:**

- There are currently five alternates out of 35 seats. Currently there is one alternate allocated for each representative seat on council. Tom Langdon was recognized by the chair and suggested moving the present five alternates into the proposed five at-large seats if the current alternates chose to move.
- Concerns were raised about this proposal leading to a possible loss of rural representation.
- EMR would work out the details regarding the election cycle and applicable bylaw changes. These will be brought back to council for approval.
- A motion and second were made to move existing alternates to the five at-large seats if they so choose. The amendment passed (Vote: 18 For, 1 Against, 0 Abstentions).

**ix. Motion 2103-236-9:**

- A proposal was put forth to create five at-large representative seats to be elected from the community that includes all eligible UAF staff members.
- A motion and second were made to create five at-large representative seats on UAF Staff Council to be elected from the community that includes all eligible UAF staff members. The motion passed (Vote: 19 For, 1 Against, 0 Abstentions)

**8. NEW BUSINESS****A. Resolution to JHCC (Resolution 2013-237-1)**

- Following a recent Staff Affairs discussion, a resolution was proposed and seconded, thanking the Joint Health Care Committee (JHCC) for reconsideration of their motions regarding health care benefits after listening to staff from the University of Alaska.

**9. GUEST SPEAKERS (No guest speakers)****COMMITTEE REPORTS****10. INTERNAL COMMITTEE REPORTS**

- Internal committee reports are attached. One committee has not met.

**A. Elections, Membership, and Rules – Richard Machida**

- Has not met

**B. Rural Affairs – Jeannette Altman**

- Attachment 236-6: February Committee Report

**C. Staff Affairs – MaryAlice Short**

- Attachment 236-8: February Committee Report

**D. University Advocacy Committee – Nichole Kloepper**

- Attachment 236-7: February Committee Report

**11. EXTERNAL STATEWIDE COMMITTEE REPORTS**

- Statewide committee reports were given earlier in the meeting under various agenda items.

**A. Staff Alliance's Compensation Committee – Juella Sparks – Chair, Brad Krick, MaryAlice Short**

- (*See item 4.A.*)

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

- Attachment 236-3: SHCC Meeting Notes from Feb. 4, 2013
- (*See item 7.B.*)

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

- External committee reports are attached. For those not attached, in the future, please either provide a written report, or inform the Staff Council Office that the committee has not met or that the committee met but there is no report ('Has not met' or 'No Report').

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

- Has not met

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

- Attachment 236-9: February Committee Report

**C. Chancellor's Diversity Action Committee (CDAC) – ON HIATUS****i. Student Diversity Task Force – Claudia Koch****ii. Women's Center Advisory Board****D. Chancellor's Planning and Budget Committee – Nichole Kloepper**

- Has not met

**E. Intercollegiate Athletic Council – Debbie Coxon & Jesse Atencio**

- Handout 236-2: February Committee Report

**F. Master Planning Committee (MPC) – Gary Newman (Rep), Richard Machida (Alt)**

- Attachment 236-4: February Committee Report
- In March or April, the road near the engineering building will be closed for two years. There will also be construction this summer on the Wood Center.

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

- Has not met

**H. Parking Advisory Committee (PAC) – Tom Langdon**

- Has not met

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

- Has not met

**J. RISE Board – Ian Olson**

- Handout 236-2: February Committee Report

**K. Technology Advisory Board Committee (TAB) – Adam Kane & Chris Beks**

- Has not met

**L. Work-Life Balance Committee – INACTIVE**

### **13. AD HOC COMMITTEE REPORTS**

#### **A. Chancellor's Cornerstone Award Committee – Brad Krick**

- Has not met

#### **B. Staff Appreciation Day Planning Group – Ashley Munro**

- Attachment 236-5: February Report

#### **C. Staff Makes Students Count Award Committee – Richard Machida**

- Has not met

#### **D. Staff Council 2013 Calendar Committee – Brad Krick**

- A final report will be submitted before May. The committee has received input from Staff Affairs.

### **14. ROUND TABLE DISCUSSION**

### **15. ADJOURN**

- The meeting was adjourned by President Juella Sparks at approximately 3:45 PM.



# 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...?

## Staff Council Reorganization Proposal – motions for Staff Council

### Committee Structure:

1. Motion to separate EMR into two distinct committees: Elections plus Membership and Rules
2. Motion to create a Compensation and Benefits committee that includes attention to health care issues
3. Motion to define the focus of Staff Affairs to issues surrounding grievance procedures, evaluation, hiring and other human resource issues
4. Motion to define the focus of Advocacy Committee to issues surrounding Staff Council on-boarding, mentoring, communication and public relations

### Executive Board Structure:

1. Motion to include the chairs of all newly defined committees including Elections, Membership and Rules, Compensation and Benefits, Staff Affairs, Rural Affairs and Advocacy (in addition to the President, Vice President and Past President) for a total of 9 seats

### Membership:

1. Motion to eliminate alternate seats
2. Motion to allow for proxies when representative is unable to attend staff council or committee meeting
3. Motion to create the existence of 5 at-large seats to be elected from the community that includes all eligible UAF staff council members

# UNIVERSITY of ALASKA

## Staff Alliance Staff Health Care Committee

### Meeting Notes 2/4/13

#### Committee Members:

UAA Voting Member	UAF Voting Member
Melodee Monson, chair (present)	Gary Newman (present)
Connie Dennis (present)	Debbie Coxon (present)
<b>Alt</b>	<b>Alt</b>
Maureen Hunt	Deb Gonzalez (present)
	Mary Sue Dates
SAA Voting Member	UAS Voting Member
Ivan Leibbrandt	Gwenna Richardson (present)
Linda Hall (present)	Elizabeth Williams (present)
<b>Alt</b>	<b>Alt</b>
Monique Musick	Mae Delcastillo
Heather Arana (present)	
Alliance Representative	
Monique Musick	
Ex-Officio	
Erika Van Flein (present)	Juella Sparks
David Hinckley (present)	Michelle Rizk

Meeting was called to order at 9:05am. Roll was called and there were 9 members present plus Erika Van Flein and David Hinckley.

- A. Approval of Agenda-Agenda was approved.
- B. Approval of Meeting notes – December meeting – Meeting notes for December were approved. Who will take notes for this meeting?- Gwenna volunteered to take notes.
- C. Forum Feedback/recommendations-approximately 300 people attended the forums – the motions were discussed – the #1 motion of discussion was on the Opt Out Option and the 2<sup>nd</sup> motion of discussion was the Spousal Surcharge – due to the responses to these two motions the JHCC rescinded the motions – the other seven motions will go forward . The JHCC feels it is important to hold more forums in the future.
- D. JHCC update – A notice of intent to award was issued to Premera Blue Cross/Blue Shield for pharmacy and health – there is a 10 day protest period for the other vendors to protest the award – at

the end of the 10 days the contract will be issued – An RFP will be going out for the Wellness Program – Lockton presented the InfoLock report from FY12 (posted at <http://www.alaska.edu/benefits/joint-health-care-committ/2-01-2013/>) – it was reported that Preventative is not being used as much as it should; spouses are 25% of the population w/40% of the plan cost; generic pharmacy use increased from 65% to 69% w/an estimated savings of \$300K to \$370K; Type 2 diabetes is showing that 84% of the population is **non-compliant** – The plan names were discussed and the final is 750 plan, HDHP and the CDHP (consumer directed health plan) – there will be training set up for all the Human Resources folks and JHCC has requested training also – the VSP motion was confirmed and we will stay with the Signature Plan w/an increase in frames/contacts to \$150 cost will be approx. \$11.90 pepm.

E. Discussion on the next meeting was held. The Committee decided to postpone the meeting until after the February 27 & 28 JHCC meeting. A doodle poll will be sent out and videoconference locations will be set up by campus individuals and sent to Elizabeth so she can set it up with VCS.

Meeting was adjourned at 10:30am

**UAF Master Planning Committee**

January 31, 2013; 9am – 11am

**Meeting Notes**

Members Present: Kara Axx, Doug Braddock, Raphaelle Descoteaux, Jim Dixon, Morgan Dufseth, John George, Josh Greenberg, Deb Horner, Da-ka-xeen Mehner, Steve Murphy, Gary Newman, Ian Olson, Doug Schrage, Jonathan Shambare

Guests: Cameron Wohlford, Project Manager  
Gary Laursen, Director, Honors Program

The meeting came to order at 9:00am.

1. Introduction of New Member

John George, the new service faculty representative, was introduced to the group. He replaces Chuck Kuhns, whose term expired in December 2012. George is a fire science professor at the UAF Community and Technical College.

2. Update on Engineering Building

Design and Construction project manager Cameron Wohlford provided the committee with an update on the engineering building. The university is hoping to secure the remainder of the funding needed for the new building this legislative session, rather than try to identify funding along the way. An advocacy website will be available online in the near future.

On April 1, the section of Tanana Loop adjacent the Duckering and Bunnell Buildings will be closed to traffic and turned over to the site contractor (the section will remain closed for the entire two years of construction). The parking lot between the two buildings will be the primary construction site and will no longer be available for parking. The south Bunnell lot will remain open during construction, except during a short period when construction of a utilidor blister will shut the lot temporarily.

The pedestrian pathway (and stairs) will remain open but will be re-directed to the Cooperative Extension Service building. The path and stairs will be closed for intermittent periods of time due to construction but will remain open for the majority of the project.

In mid-April, mass excavation will take place at the site of the new engineering building. The bulk of the work will be done at night to avoid noise interference with classes in Schaible Auditorium. A large crane will be installed at the construction site.

On May 21, an additional portion of Tanana Loop, from the Duckering building to the Fine Arts complex, will be closed for sewer line replacement, estimated to last 3 weeks.

The bike path adjacent to the Taku parking lot will be widened to create a shorter path for the shuttle bus to ferry passengers from Taku to the campus core.

This project is expected to last two years and will be completed in time to coincide with the university's centennial celebrations. Schaible Auditorium will be closed for the next two summers (2013 and 2014).

### 3. Taku Parking Lot Proposal for Ash Dump

Jonathan Shambare presented a proposal to use the university's waste coal ash to create a monofil in the Taku parking lot. Rather than hauling away the coal ash, as is currently done, the waste ash would be used as parking lot material. The project would expand the current boundaries of the Taku lot to close to double its current size. The Taku lot neighbors designated wetlands, which would require additional permitting prior to project approval. The soil in this area is not stable enough to support structures. This proposal is still in the early stages of planning and is currently waiting assessment by Environment Health, Safety, and Risk Management at UAF.

### 4. Subcommittee Reports

#### a. North Campus

Kara Axx reported the Big Whizzy extension has a success with skiers now that there is enough snow to groom the trail. The North Campus subcommittee is working to develop accurate trail maps that easily distinguish between trail use type (i.e. skiing, walking, dog-friendly).

There will be a skijor race on the West Ridge trails on February 16. The trails will be groomed immediately following the race and there will be sufficient signage and volunteers to ensure regular trail users are aware of the race.

#### b. Campus Landscape

The Campus Landscape subcommittee had not met since the last MPC meeting. Jim Dixon volunteered to serve on the Campus Landscape subcommittee; his appointment is currently being reviewed by Chancellor Rogers.

#### c. Art on Campus

The Art on Campus subcommittee had not met since the last MPC meeting.

#### d. Trails Planning

The Trails Planning ad hoc committee has not met since the last MPC meeting, however, they are working on re-writing goals and objectives and will share with the committee when available. They will meet next at 10am on Feb. 13 at DDC.

### 5. Facilities Services Update

Jonathan Shambare provided an update on Facilities Services' projects:

- a. Septic system at the farm – will not affect pedestrian or road traffic
- b. GI rocket installation – moving closer to determining the final location of the rocket and will present to MPC sometime in the near future

- c. LED street lights – UAF is receiving funding from DOT to replace all of the current street lamps with LED lights; work planned for summer 2014
- d. Butrovich retaining wall – the wall is bulging and requires repairs; the sidewalk in front of the building will be replaced at the same time
- e. Roundabout at Dysfunction Junction – on hold for now; Cabinet has asked the design firm to look at other options for the intersection that don't necessarily include a roundabout as the roundabout option didn't actually fully fix the problems it was intended to fix.
- f. Taku stairs – also on hold pending a new design, found to be too costly.
- g. The Fine Arts Music Wing vapor barrier will be replaced during the summer of 2013. This will be done from the inside which will render much of the building unusable for summer events. The Summer Fine Arts Festival will be moving to a mix of locations including Hutchison and West Valley High Schools.
- h. The Wood Center addition, including upgrading the utilidor at the south end of the Wood Center will begin in earnest in April 2013. The emergency access to the west of Wood Center will also have to be relocated. A public-private partnership, the MPC hopes to have a presentation on the latest from Project Manager Jenny Campbell at the next MPC meeting.
- i. With the relocation of Biology to the Life Sciences (Margaret Murie) Bldg, there will be some backfill in Bunnell and some revitalization of the 3<sup>rd</sup> floor of Eielson. Short term during the summer, some Connex units may be placed in Cornerstone Plaza to facilitate this project.

#### 6. Public Comment

Dr. Gary Lausen inquired as to how the Honors House, located on Copper Lane, will be affected by this summer's construction. At present there are no plans for the Honors House to move to Wickersham Hall, and Dr. Laursen was directed to talk to the project manager, Jenny Campbell.

Brad Krick had emailed in some information and requests about integration of the trail systems on campus with the FNSB to the MPC. He noted differences with commuter vs. recreational bike use. This information was taken in by the project manager Jonathan Shambare. They have open meetings to which Brad would be welcome. Brad asked about a ski trail that goes up Tanana Loop in front of Butrovich. This trail does exist and is being slightly moved to accommodate the new Terrain Park. Brad also asked questions about updating trail maps for north campus. Karen Axx, N. Campus Manager, indicated there were new maps being prepared, color coded for easier reading and they are doing a mobile app as well to help if people on the trail want to know where they are. Finally, Brad asked about future shuttle bus use of the Taku lot-to-Tanana Loop trail, being that it was problematic during the 1 month closure for the sewer line at the new Engineering Bldg. addition. The closure will be 2 years instead of 1 month. The solution being proposed is to widen the trail so that there is clearance for trail users AND the shuttle bus. It was noted that most of this trail used to be the road into campus before Farmer's Loop was re-routed, so the road bed is in relatively good shape to accommodate that widening.

#### 7. Next Meeting

The Master Planning Committee will meet next on February 14 from 9am to 11am in Signers' Hall, Room 330.

## The Staff Appreciation Day Planning Group Report – February 2013

Staff Appreciation Day is May 15th, and the planning group (Ashley Munro, Flor Banks, Maria Russell and Morgan Dufseth) is working to provide a full day activities.

The Session Instructor Survey will be sent out soon! This survey will be opened until March 8th. We plan to have Staff Appreciation Day registration on the month of April, exact dates will be sent out with the registration email. The planning group is currently working on finalizing the menu and setting up a website. We have already order all the longevity gifts.

We will be looking for volunteers to assist with day of and planning portions of the day, if you are interested please email the address listed below.

Any questions, ideas or suggestions should be emailed to: [UAF-Staff-Appreciation@alaska.edu](mailto:UAF-Staff-Appreciation@alaska.edu)

## **Meeting Report – Rural Affairs**

**February 2013**

**Tuesday, February 5, 2013**

**10:00-11:00am**

### **Attending:**

Jeannette Altman, Chair

Kirsten Bey

Travis Brinzow

Adam Kane

Brad Krick

Ashley Munro

### **Excused:**

Sara Battiest, Richard Machida, Evelyn Pensgard, Benjamin Tucker

New members were introduced to existing members. January meeting minutes approved without edits. The discussion continued regarding concerns of rural staff. One matter is that Distance Education is now under UAF and not CRCD; there are concerns for a future without the advocating body of CRCD.

Plans are being made for an informal gathering for Rural Affairs the night before the Feb 19<sup>th</sup> orientation. This is voluntary and would be a nice time to meet each other before the big meeting. Assistance will be given as needed to our out of town visitors.

General Staff Council questions were brought up; advice given by other members. Orientation was also recommended as a good venue for questions of that type.

Next Meeting: Tuesday, March 5, 10:00 am

University Advocacy  
2/11/13  
Rasmuson 341  
Call in: 1-800-893-8850 PIN: 8244236

Members Present: Kim Eames, Debbie Gonzalez, Robin Weinant, Nichole Kloepper, Chair

## **Agenda items**

### ***-Fundraising options for Staff Council foundation accounts***

Staff Council has two funds the Carolyn Sampson Scholarship and the Staff Council Travel Support Fund.

The UAF Staff Council named the scholarship in memory of Carolyn Sampson, former executive secretary in the Governance Office. Carolyn was instrumental in obtaining support services for the Staff Council and provided support for the Faculty Senate and Academic Council while employed at UAF. This UA Foundation endowed scholarship is designed to provide new career paths or retraining to applicants wishing to re-enter the job market or whose work activity may be threatened by economic, health or other factors.

At a previous Staff Council meeting Juella requested that Advocacy look into the application selection process for the Carolyn Sampson Scholarship. The process is very similar for all scholarships ([http://www.alaska.edu/foundation/donor\\_relations/scholarships/](http://www.alaska.edu/foundation/donor_relations/scholarships/)) Once the deadline is passed the financial aid and donation office pulls the applications and matches them with the supplemental applications and makes sure criteria is met. They are then forwarded on to scholarship committee and the selection is made from there. Per the foundation agreement Council cannot have their own committee; however there is a possibility to have a representative sit on the current selection committee. If there is an interest the representative should contact Financial Aid.

The Staff Council Travel Support Fund was created in May 1990 for staff who wish to use the funds for professional development. It is indicated that there is an annual raffle associated with this and parking decals will be used as raffled items. The funds on this account are very low and have been for some time. Advocacy intends to revitalize this. The committee needs to create an application process, rewrite the foundation agreement for approval and redefine the purpose. The committee discussed a possible silent auction during Staff Appreciation day, bake sales, etc. The information will be relayed back to council for approval and suggestions. A google doc will be created to get the process flowing more for the committee.

### ***-Winter break parking? Upper-campus short term pass***

Kim was interested in knowing if there is a winter pass offered for those who can park in to gold lot during Winter break while students are absent. It doesn't appear that parking services has done this in the past for the exception of a previous year when multiple lots were closed. Nichole indicated that she would look into finding documentation on this. Kim also indicated that she

would look into winter parking options. It is interesting to note that the gold lots have a wait list (<http://www.uaf.edu/files/fs/WaitlistsFAQ.pdf>).

***-Brainstorm onboarding for new Staff Council members and orientation***

This item has been tabled until orientation to get a better idea of what information will be necessary for process improvements.

***-Brainstorm mentoring program***

Nichole brought up the idea of starting a staff mentoring program through Staff Council and ideas to help empower staff professionally. Many ideas were suggested such as additional user groups for those interested in increasing their professional knowledge in certain areas such as grants and contracts or procurement. An idea of brown bag lunches for this purpose was also discussed.

A suggested purpose would be to promote and aid the professional advancement of interested UAF staff through the following potential objectives.

- Aid the professional and personal development of employees
- Administer opportunities for networking and communication
- Offer direct and indirect support and feedback
- Strengthen employee growth and development
- Provide knowledge and involvement in the University community

This is certainly in its infant stages and will continue to develop if felt that it has an opportunity to grow within the confines of the resources available at UAF.

***-Leadership speaker visit and coordination***

The group agreed unanimously that there is no interest in holding their own lecture. Tours however were discussed and will be revitalized. Kim agreed to look into Permafrost tours and a tour to the Cold Climate Housing Research Center.

Staff Affairs  
February 15, 2013  
9:00 – 10:30 am  
Meeting Notes

Attendance: MaryAlice Short - chair, Nicole Dufour (non-voting member), Jennifer Youngberg, Kim Eames, Robert Mackey, Claudia Koch (non-voting member)

Guest: Brad Krick, Kristen Bey, Debbie Belvans, Tom Langdon, Robyn Weinant

### Health Care

Staff Affairs was requested by Juella Sparks to rank the below compensation and leave items in the priority that we would like staff alliance to pursue more in depth. After a small description of each item from Brad Krick and myself we ranked them in the below order. There was some discussion about the holiday list as neither Brad nor I could determine exactly what that was so we are using the assumption it was to change or add to the current holiday list. The final ranking has been sent to Juella.

1. Geographic differentials
2. Volunteer leave time
3. Alternative work schedules
4. Bonus system
5. Personal leave
6. Longevity
7. Leave accrual rates
8. Holidays list

### **The myth of the leave pot at UAF**

Jennifer Youngberg as a staff affairs member and HR member explained where this myth has come from and has confirmed there is not live active leave pot at the University of Alaska. She explained the leave/share program and how “active employees” could donate although it was only in affect while they remained as active employees.

It was the responsibility of the person needing the sick leave to request it from friends and co-workers.

Sick leave is not funded; there is no budget like there is for annual leave that can be cashed in.

Also with the overall picture it was discovered that initially you only had to be out of work with no pay for 3 days prior to the change of the current policy of 10 days. This came about due to the misuse of what a serious approved FML definition was. To date no definition has been set and the staff affairs committee would like to look further into this for staff members.

### **Thanking JHCC**

Will have this added to new business prior to approving the agenda on Tuesday. This is a request to use the staff council blog to thank everyone involved in the administration of removing the opt out and spousal surcharge from the new health care plan.

### **Staff Council Calendar**

Brad Krick joined us as the chair of the calendar adhoc group to help us understand the challenges faced with getting the calendar out in a timely manner. 2 items that were noted were waiting on the final elections so that the current members could be placed on the calendar for constituents to view and utilize and the second delay happened to an over workload at printing services.

Staff affairs suggested a survey of staff members to see what they like and disliked about the calendar and service. Brad has picked up that agenda item and will post it in his closing report of the 2013 calendar adhoc committee.

### **Comp time**

Comp time at the University of Alaska is asked about on a regular basis so it is no surprise to see the issue being brought to staff affairs. The committee agreed to look into this further and Jennifer Youngberg has provided the below information since our meeting for review.

Policy at the University of Alaska

R04.05.020

D. Fair Labor Standards Act and Alaska Wage and Hour Law Criteria

1. Nonexempt Employment

a. Employees in nonexempt categories will be compensated on an hourly basis, rather than salary, and will be eligible for overtime pay for hours worked in excess of 40 per work week, as approved in advance by the employee's immediate supervisor, unless otherwise excepted by the Fair Labor Standards Act and/or the Alaska Wage and Hour Laws. Hours worked excludes all leave and holiday hours.

b. Nonexempt employees will not be eligible for compensatory time-off in lieu of overtime pay. This regulation does not prohibit the arrangement of flexible working schedules for employees which do not exceed 40 hours in any work week.

c. Nonexempt employees are required to submit timesheets for all hours.

***Meeting adjourned at 10:30 am***

Chancellor's Advisory Committee for the Naming of Campus Facilities  
February 18, 2013 - Respectfully Submitted by Debbie Coxon

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Prior to January 18, 2013, the Chancellor's Advisory Committee on Naming of Campus Facilities reviewed and discussed via email and phone a naming request.

**Below is an excerpt from the email from Martin Klein, CAC Chair to Chancellor Rogers and the CAC members.**

**Michael E. Krauss Alaska Native Language Archive - Honorary name - Committee Recommends Approval**

A request by Gary Holton, Director, Alaska Native Language Archive has been submitted to name the Alaska Native Language Archive the Michael E. Krauss Alaska Native Language Archive. Space is Rasmussen Room 232.

The committee finds Michael E. Krauss meets the criteria for achievements and reputation for an Honorary nominee as outlined in our draft guidelines.

***Honorary name:*** a permanent name for a facility that honors an individual (or individuals) who is still living and has made extraordinary contributions to UAF, the state of Alaska, the nation or the world or who has served UAF in an academic capacity and has earned a national or international reputation for preeminent achievements in teaching, research or civic service while employed at UAF or associated with municipal, state or federal government.

***Requirements:*** *Retired or former members of the University faculty, staff, or administration shall have been retired, or a former employee, for a minimum of 2 years before he/she may be considered for such distinction. Public officials are not eligible for consideration while in office or for a minimum of 2 years following their service.*

The committee deals with facilities (physical space), and this recommendation for approval relates to the naming of Room 232 at the Library. We feel any recommendation regarding the naming of the actual collections is beyond the scope of this advisory committee.

## Report to Staff Council

RISE Board Update  
Ian Olson  
February 18, 2013

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RISE Board committee meetings were moved to 12:30-1:30 PM, Thursdays, to accommodate the new non-credit Sustainable Village Course (for housing occupants participating in the Sustainable Village program) which was scheduled over the original RISE Board meeting time. Meetings are to be held in the Kayak Room.

Chancellor Rogers was the guest speaker for the January 29 RISE committee meeting wherein RISE met concurrently with the Sustainable Village Course participants to hear the Chancellor summarize sustainable ventures since the start of his tenure as chancellor, and what the future may hold for sustainability on campus. Circumstances surrounding power plant renewal was a featured topic, as was the new 1 megawatt solar panel project located adjacent to the Butrovich building, and the potential new photovoltaic exterior siding concept for the engineering building expansion project.

The RISE Board voted to continue to hold two set proposal periods during the upcoming academic year with an option for a third proposal period during the summer, depending on the level of student interest. Some thought was given to eliminating the set proposal periods in lieu of a continuous proposal format wherein students could submit proposals to the Board at any time. The deadline for the Spring 2013 proposal period is February 28 at 5 PM.

A subcommittee was formed to obtain information on the current efforts by the Faculty Senate to revise the baccalaureate core curriculum. At the January 29 presentation, Chancellor Rogers indicated that the Faculty Senate Curriculum Committee was working on a complete revision of the baccalaureate core curriculum that might include an embedded academic requirement concerning sustainability. The RISE Board is interested in reaching out to students to promote the submission of sustainability proposals. Incorporation of sustainability in the baccalaureate core could help the Board realize that end. The subcommittee will explore the implications of adding sustainability to the baccalaureate core.

The RISE Board maintains a keen interest in recycling efforts on and off campus. As such, in an effort to assess current recycling efforts by the Fairbanks North Star Borough, a subcommittee on recycling was established. The subcommittee will gather information on the current status of recycling at the Borough, and explore partnerships to promote recycling with local businesses through the Greater Fairbanks Chamber of Commerce.

A presentation was heard from Erica Blake on the viability of hybrid-electric buses on campus. The hybrid buses are ideal for stop-and-go situations, such as on campus, and produce significantly less emissions such as nitrogen oxide, methane, and carbon dioxide. The buses are about 80 percent cheaper to fuel, running on a combination of diesel and electricity, but cost roughly \$150,000 more to purchase than a standard diesel bus.

UAF Green Bikes has a new website. The recycled bicycle rental program is also trying to identify how many bicycles it needs to be effective and will make plans, following that analysis, to secure the needed bicycles.

**Intercollegiate Athletics Council Meeting**

February 12, 2013, 4-5 pm, ROTC Classroom

**Minutes (DRAFT, as of Feb 18)**

Present: Andrea Schmidt, Gary Gray, Chris Eversman, Tim Bauer, Greg Owen, Dani' Sheppard, Jesse Atencio, Carter Crawford, Debbie Coxon

**Welcome and introductions**

- \* Welcome to new representative from Staff Council, Jesse Atencio

**Membership**

- \* IAC membership roster with appointment seat and contact information was distributed

**Reports**

Chair - Dani' Sheppard

- \* We will move forward as a committee in its current structure and purpose until notified otherwise.

SAAC - Keri Knight

- \* Tabled

Athletics - Dr. Gary Gray

- \* Updates provided regarding NCAA Investigation status, Fall GPAs, new conference-wide Faculty Athletic Representative Award, upcoming Academic Walks, athletic highlights from each team, WCHA development, department effort toward 5-yr strategic plan, FY14 budget process, and department personnel changes (recent and pending)

FAR - Dani' Sheppard

- \* Faculty Senate subcommittee (including Gary and Dani') worked throughout Fall semester toward proposal (and got approval from Faculty Senate) to increase clarity in wording of academic attendance policy regarding expectations and timelines for missed classes.
- \* Further clarification provided for new FAR award. Inaugural awards for 2011-2012 to be announced and distributed at Feb 21 basketball game.

**Discussion items**

Athletic aid and eligibility/ineligibility of student-athletes

- \* Tabled

Drug testing policy

- \* Tabled

Short term & long term planning - athletics and facilities

- \* Gary sought input on short-term (0-5 years) and long-term (6-20 yrs) needs regarding athletics and recreation facilities. Patty Center building is 50 years old; changes in current year include flooring (maintenance), bleachers (safer), and lighting (brighter & more efficient). Gary discussed plan of moving from brainstorming to preliminary report to consulting services. IAC will be involved at every stage.

\* Committee members put forth several suggestions regarding new sports, swimming facility, Patty exterior, rifle facility, indoor dome, and bleachers

### Scholar-athlete selection process

\* Next meeting we will have data and discuss specific process and timeline.

### Meeting schedule

\* Committee agreed to meet again in two weeks.

DRAFT

**UAF STAFF COUNCIL MOTION 2013-236-1:**

On February 19, 2013 at UAF Staff Council Meeting #236, the UAF Staff Council approved forwarding the following to its Elections, Membership, and Rules Committee, in order to codify the proposed changes into the UAF Staff Council Constitution and Bylaws with the expressed understanding that the Elections, Membership, and Rules Committee will return these to council as amendments to said documents for further approval by Staff Council (Vote: 14 For, 6 Against, 0 Abstentions):

**MOTION:**

UAF Staff Council moves to direct the Elections, Membership, and Rules Committee (EMR) to codify dividing the Elections, Membership, and Rules committee into two separate and distinct committees:

- i. Elections Committee
- ii. Membership and Rules Committee

EFFECTIVE: Immediately

REASONING: Current committee efforts focus primarily on elections, resulting in fewer membership and rules based issues to be addressed. The change is also designed to increase participation by creating more focused bodies.



Juella Sparks, Staff Council President

3/12/13  
Date

**UAF STAFF COUNCIL MOTION 2013-236-2:**

On February 19, 2013 at UAF Staff Council Meeting #236, the UAF Staff Council voted against forwarding the following to its Elections, Membership, and Rules Committee for codification. This motion failed. (Vote: 13 Against, 3 For, 4 Abstentions):

**MOTION:**

UAF Staff Council moves to direct the Elections, Membership, and Rules Committee (EMR) to codify the creation of a Compensation and Benefits Committee that includes attention to health care issues.



Juella Sparks, Staff Council President

4/5/13  
Date

**UAF STAFF COUNCIL MOTION 2013-236-3:**

On February 19, 2013 at UAF Staff Council Meeting #236, the UAF Staff Council approved forwarding the following to the Elections, Membership, and Rules Committee in order to codify the proposed changes into UAF Staff Council Constitution and Bylaws with the expressed understanding that the Elections, Membership, and Rules Committee will return these to council as amendments to said documents for further approval by Staff Council (Vote: 21 For, 0 Against):

**MOTION:**

UAF Staff Council moves to define in the bylaws, the focus of the University Advocacy Committee to issues surrounding Staff Council on-boarding, mentoring, communications and public relations.

EFFECTIVE: Immediately

REASONING: Clarification of purpose is needed for the committee to function more effectively and consistently in future efforts. This motion also clarifies the committee's role with regard to communication.

  
Juella Sparks, Staff Council President

3/12/13  
Date

**UAF STAFF COUNCIL MOTION 2013-236-4:**

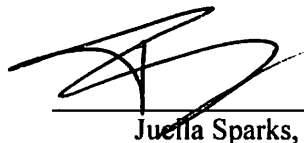
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**MOTION:**

UAF Staff Council moves to include the Past President as an ex officio member of the Administrative Committee, with voting rights only in the event of a tie.

EFFECTIVE: Immediately

REASONING: The Past President is a resource of knowledge that can assist the Administrative Committee in making key decisions. Additionally, the committee needs a codified mechanism for breaking a tie vote.



Juella Sparks, Staff Council President

3/2/13  
Date

**UAF STAFF COUNCIL MOTION 2013-236-5:**

On February 19, 2013 at UAF Staff Council Meeting #236, the UAF Staff Council approved forwarding the following to its Elections, Membership, and Rules Committee, in order to codify the proposed changes into the UAF Staff Council Constitution and Bylaws with the expressed understanding that the Elections, Membership, and Rules Committee will return these to council as amendments to said documents for further approval by Staff Council. (Vote: 21 For, 0 Against, 0 Abstentions)

**MOTION:**

The UAF Staff Council moves to change the name of the UAF Staff Council *Administrative Committee* to the UAF Staff Council *Executive Board*.

EFFECTIVE: Immediately

REASONING: Changing the name of the 'Administrative Committee' to the 'Executive Board' provides a more encompassing description of the group's purpose.



Juella Sparks, Staff Council President

3/12/13  
Date

**UAF STAFF COUNCIL MOTION 2013-236-6:**

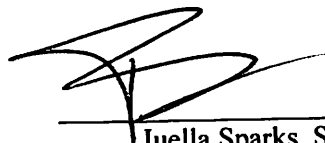
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**MOTION:**

The UAF Staff Council moves to eliminate the alternate seats on UAF Staff Council.

EFFECTIVE: As current alternates vacate their seats.

REASONING: An exceptionally small number of alternate seats have been filled in recent years. Removing this position significantly decreases the workload among committee chairs, officers, and the Staff Council Office staff with little to no impact on representation.



Juella Sparks, Staff Council President

3/12/13  
Date

**UAF STAFF COUNCIL MOTION 2013-236-7:**

On February 19, 2013 at UAF Staff Council Meeting #236, the UAF Staff Council approved forwarding the following to its Elections, Membership, and Rules Committee, in order to codify the proposed changes into the UAF Staff Council Constitution and Bylaws with the expressed understanding that the Elections, Membership, and Rules Committee will return these to council as amendments to said documents for further approval by Staff Council. (Vote: 21 For, 0 Against, 0 Abstentions)

**MOTION:**

UAF Staff Council moves to allow for the use of proxies when Staff Council representatives are unable to attend Staff Council meetings or internal committee meetings.

EFFECTIVE: Immediately

REASONING: With alternates removed, per UAF Staff Council Motion 2013-236-6, allowing for proxies would allow a unit's voice to be heard in the absence of their elected representative. This also allows those not familiar with Staff Council to learn more about the organization.



Juella Sparks, Staff Council President

3/12/13  
Date

**UAF STAFF COUNCIL MOTION 2013-236-8:**

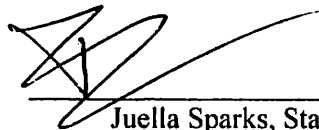
On February 19, 2013 at UAF Staff Council Meeting #236, the UAF Staff Council approved forwarding the following to its Elections, Membership, and Rules Committee, in order to codify the proposed changes into the UAF Staff Council Constitution and Bylaws with the expressed understanding that the Elections, Membership, and Rules Committee will return these to council as amendments to said documents for further approval by Staff Council. (Vote: 18 For, 1 Against, 0 Abstentions)

**MOTION:**

UAF Staff Council moves to install current alternates into the five at-large seats, if they so choose.

EFFECTIVE: Immediately

REASONING: This is intended to encourage current alternates to join as a full representative on council. It would also likely result in council's ability to remove alternate seats from council prior to the end of the current alternate's term.



Juella Sparks, Staff Council President

3/12/13  
Date

**UAF STAFF COUNCIL MOTION 2013-236-9:**


On February 19, 2013 at UAF Staff Council Meeting #236, the UAF Staff Council approved forwarding the following to its Elections, Membership, and Rules Committee, in order to codify the proposed changes into the UAF Staff Council Constitution and Bylaws with the expressed understanding that the Elections, Membership, and Rules Committee will return these to council as amendments to said documents for further approval by Staff Council. (Vote: 19 For, 1 Against, 0 Abstentions)

**MOTION:**

UAF Staff Council moves to create five at-large representative seats on UAF Staff Council to be elected from the community that includes all eligible UAF staff members.

EFFECTIVE: Immediately

REASONING: At-large seats would allow individuals interested in serving on council to participate fully as a Staff Council representative, even if all representative seats for their respective unit are filled.

  
\_\_\_\_\_  
Juella Sparks, Staff Council President

3/12/13  
\_\_\_\_\_  
Date

UAF Staff Council unanimously passed the following resolution (Resolution 2013-236-1), at Staff Council Meeting #236, on February 19, 2013.

**University of Alaska Fairbanks**

**Staff Council**

**Resolution of Thanks for Recent Actions Taken by the Joint Health Care Committee (JHCC)**


**WHEREAS**, the University of Alaska Joint Health Care Committee recently put forth motions to alter the employee health care benefits; and

**WHEREAS**, some of the proposed motions would have negatively affected employees at the University of Alaska; and

**WHEREAS**, the Joint Health Care Committee accepted feedback on the proposed motions; and

**WHEREAS**, the Joint Health Care Committee rescinded motions regarding a spousal surcharge and the removal of the opt-out provision after collecting staff feedback; now

**THEREFORE BE IT RESOLVED**, that the University of Alaska Fairbanks Staff Council expresses its appreciation for the Joint Health Care Committee's reconsideration of motions on the health care benefit after listening to staff from the University of Alaska.



Juella Sparks, UAF Staff Council President

4/23/13  
Date