

**MINUTES**  
**UAF STAFF COUNCIL**  
**MEETING #238**  
**Tuesday, April 16, 2013**  
**8:45-11:00AM**  
**IARC 501**

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

- President Juella Sparks called the meeting to order at 8:49 AM.
- Vice Chancellor, Mike Sfraga was thanked for providing morning refreshments for today's meeting.

**A. Roll Call**

**Present:**

Juella Sparks  
 Claudia Koch  
 Kirsten Bey (Phone)  
 Celena Brown (Alt, Phone,  
*voting for Adam Kane*)  
 MaryAlice Short  
 Debbie Gonzalez  
 Lesli Walls  
 Debbie Coxon  
 Jesse Atencio  
 Erin Albertson  
 Gary Newman  
 Ashley Munro (Phone)  
 Kim Eames (Phone)  
 Debbie Blevins (Phone)

**Present (cont.)**

Juan Goula  
 Robin Weinant  
 Trish Winners  
 Jennifer Youngberg  
 Brad Krick  
 Jeannette Altman  
 Travis Brinzow  
 Richard Machida  
 Chris Beks  
 Tom Langdon (Alt, *voting for*  
*Jarkko Toivanen*)  
 Toni Abbey (Alt)

**Excused:**

Pips Veazey  
 Adam Kane

**Excused (cont.)**

Sara Battiest  
 Jarkko Toivanen

**Absent:**

Deb Jeppsen

**Guests:**

Chancellor Brian Rogers  
 Jennifer Reynolds, President - Faculty  
 Senate  
 Ping Lan, PhD – Arctic Innovation  
 Competition  
 Greg Simpson  
 Mary Kehrhahn Stark  
 Maria Russell (Phone)

- Quorum was met

**B. Approval of Agenda for Staff Council Meeting #238**

- Approved as presented

**C. Approval of Minutes for Staff Council Meeting #235**

- Approved as presented

**D. Approval of Minutes for Staff Council Meeting #236**

- Approved as presented

**E. Approval of Minutes for Staff Council Meeting #237**

- Approved as presented

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

**3. PUBLIC COMMENT (no one present for public comment)**

**4. OFFICER REPORTS**

**A. Juella Sparks, President**

- Juella attended last week's Board of Regents (BOR) meeting, which included serious concerns about the FY14 and FY15 budgets. FY15 expected to be worse than FY14. During her public testimony, Juella reminded the board of the value of staff and the fact that cutting staff is often seen as an easy budget cut. She encouraged the board to look for strategic reductions, rather than across the board reductions and relying on staff to balance the budget.

*Bullying in the Workplace:*

- In her testimony to the regents, Juella noted her prior conversations with President Gamble about bullying in the workplace. President Gamble raised concerns about bullying after reading staff comments from the results of last fall's Staff Alliance survey. The survey produced nearly two-hundred pages of comments, all of which were read by President Gamble. In reviewing these comments, he noted the frequent usage of the term 'bullying.' He discussed this issue with Staff Alliance during their recent retreat during which all eight Staff Alliance members indicated that they had concerns about bullying. Bullying was included in Juella's testimony to the regents in order to place this issue on record. Further discussions with President Gamble are anticipated with a possible awareness campaign on bullying in the workplace to follow.

*Grievance Policy and Regulation Review:*

- In addressing the regents, Juella also discussed the grievance policy review. She noted that our goal is to create a work environment where we do not need a grievance policy. This would only be possible if we have an ideal work environment. We will need a grievance policy until this goal is reached. Tomorrow, Juella meets with General Council, Brad Lobland, and Julie Larweth to review the current grievance policy and regulations. The goal is to provide general guidelines upon which the policy will be based. Any drafts of this policy will be brought to council for review and comment.

*Staff Alliance – Compensation Working Group Proposals (Update)*

- The officers recently gave Chancellor Rogers a list of the Compensation Working Group proposals. At that time, the chancellor indicated that he was likely in favor of reviewing the geographic differential policy. The proposals also included volunteer leave time, alternative work schedules, review of the bonus system, personal leave, longevity, leave accrual rates, and university holidays.

**CLARIFICATION:**

The Staff Alliance Compensation Working Group proposals were meant to be starting points for conversations with the statewide administration. Staff Alliance indicated that they wanted to discuss these proposals. There was a misunderstanding that Staff Alliance actually voted in favor of these proposals, which were then then presented to the administration as approved by Staff Alliance. This is not the case. Some of the proposals included multiple ideas for accomplishing the same goal - Staff Alliance did not endorse any one idea over another. This clarification will be noted on the Staff Alliance blog. Please correct any misinformation you hear. .

*Resolution 2013-238-1: Resolution of Appreciation for Gary Newman*

- Handout 238-2: Resolution 2013-238-1: Resolution of Appreciation for Gary Newman
- This resolution recognized Gary Newman's extended and exemplary service on UAF Staff Council. Juella read the resolution aloud (See Handout 238-2 for more information). A motion and second were made to approve the resolution. The resolution passed unanimously. Gary set a wonderful example of patience and dedication when working on issues that are important to staff. Gary described his experience on Staff Council as both fun and challenging. He encouraged staff to find issues they are passionate about and work towards those goals as part of Staff Council. He encouraged council to continue working to improve communication, especially among fellow Staff Council members.
- Juella expressed thanks to MaryAlice Short for presiding over the April meeting and for attending the recent Staff Alliance Retreat.

*(Portions of the President's Report appearing below were presented following the Chancellor's Remarks.) The conclusion of the Presidents Report was followed by a break.*

- The statewide Internal Audit Office is currently auditing methods for reporting fraud at the university. The office contacted Juella following the Board of Regents meeting regarding this. In order to get a general idea of how much staff knew about fraud, the grievance process, and bullying at the university, an informal vote was taken of those Staff Council members present in the room (not including members attending by phone).
  - i. No one present knew how to report fraud at the university.
  - ii. Three people had experienced or observed the grievance policy
  - iii. Ten people indicated they had experienced or observed what they considered bullying in the workplace.
- Statewide Internal Audit is auditing the methods for reporting fraud; they are interested in determining if the average staff person knows how to report fraud. Juella will share more information on reporting fraud at the university after she meets with statewide Internal Audit.

*UAF Strategic Plan*

- We recently requested input on the UAF Strategic Plan. The responses we received aptly noted the absence of the word 'staff' from the plan. Based on this feedback, Juella put forward a formal suggestion to add the word 'staff.' The UAF Strategic Planning Committee received the suggestion. Pips Veazey is the Staff Council

representative on this committee. She is aware of this proposed change. Chancellor Rogers is also aware of this proposed change.

**B. Claudia Koch, Vice President**

- Claudia thanked Gary Newman for his service. Claudia announced that this was her final Staff Council meeting.

**5. REMARKS BY CHANCELLOR ROGERS**

- Chancellor Rogers joined the meeting immediately after attending the Scholarship Breakfast, which connects donors with scholarship awardees. The chancellor was impressed with number of staff and faculty who attended as donors. UAF awarded almost 1.2 million in scholarships and awards this fiscal year.

*Capital Budget*

- The legislature has completed their budget; the governor must now sign it.
- Thanks to Representative Steve Thompson and others, we received fifteen million for engineering, allowing construction to continue after phase one, shelling in of the building, is complete. Without this funding, construction would have stopped in late Jan. or early Feb. of 2014. We now have enough money to get to July 1, 2014, allowing the project to proceed without a delay as long as we receive funding next year.
- With the awarding of funds for the engineering building, differed maintenance funding was slightly reduced at the system level. At the system level, we received thirty-million dollars, as opposed to thirty-seven and a half million, for differed maintenance. UAF receives slightly over fifty percent of the thirty million. Some of the deferred maintenance funding will be used for combined heat and power plant planning, but we will not make as much progress on this project as previously hoped. The legislature approved funding for the Center for Energy and Power energy R&D. They approved our use of external funds, essentially the debt service for the Wood Center project, and authorized the next phase of the Sustainable Village to be constructed in the summer of 2014.
- We signed a contract with Siemens for the initial planning and design of the solar photovoltaic project, which will be placed just below the Butrovich Building.

*Operating Budget*

- The operating budget is a bigger challenge on both the revenue and expense sides. The state funded half of the money for faculty and staff pay raises. We did not receive any funding for fixed cost inflation. In addition to these new expenses for FY14, we also have to begin debt service on the twenty million dollars we borrowed for the Life Sciences Building. We also face the smallest tuition increase in some time, essentially flat enrollment, and decreased funding due to the federal sequestration.
- United States Geological Survey (USGS) has stopped funding UAF's portion of the Alaska Volcano Observatory due to federal sequestration. This affected graduate students and our ability to deliver real-time data. This is an example of the kinds of things we will likely see in the coming year as federal agencies adjust to budget changes.
- We also have prior expense commitments associated with the Sikuliaq. In 2007, when UAF submitted the proposal to fund the new research ship, we pledged five hundred thousand dollars for ship time for Alaska based projects. We have to meet one quarter of this commitment in FY14 this coming fiscal year.
- The legislature provided funding for new programs and expansion, including operating costs for the Life Sciences Facility, funding for the Bristol Bay Nursing Program, the UA Press, expansion of eLearning, and advising at community campuses.

*Addressing This Year's Budget Gap:*

- We will begin the fiscal year seven or eight million dollars in the hole. It has yet to be determined how this gap will be closed. Each school, college, and unit will have to cover the unfunded portion of salary increases. There will not be central funding or pullback this year. In recent year's we have made across the board pullbacks. If we wanted to solve this year's problem with a pullback, it would be approximately a four to five percent pullback. This is too much for many units. We are electing not to pursue such an approach this year.

*Vacancy Management Plan*

- A 'vacancy management plan' will be implemented. Vacancies will be held open for a fixed period. The savings will be used to cover as much as a third of the budget shortfall for the coming year. This is a way of achieving savings since this funding would not involve cuts. However, it does essentially impose a tax on everyone else since remaining staff have to pick up the extra workload. Chancellor Rogers is aware of this drawback. His Executive Officer, Bob Shefchik is retiring and his position will be one of the first to be affected by the mandatory savings.
- We continue to look for space and energy conservation savings, which do not affect programs directly. Attempts are being made to identify underutilized space and smaller, underutilized classrooms are being converted into offices. The goal is to identify off campus offices that can be moved onto campus. Savings around seven hundred fifty thousand dollars are expected between energy conservation and leasing less space off campus,
- We will use whatever carry forward we can generate this year to offset some of next year's shortfall.

- The specifics of the vacancy management plan have yet to be discussed. Forty, sixty, and ninety-day hiring delays have been discussed. Internal recruitments may be exempt in the plan, but this depends upon the outcome of discussions. The vacancy management plan will focus on Fund 1 positions. It costs us money to hold Fund 2 positions vacant since we lose the indirect associated funds.
- Cabinet is currently determining if we will capture a portion centrally and a portion of it at the vice chancellor level. Whatever cuts are made, there will be notice requirements that require us to spend part of the money; we will not get a whole year of savings from this. We cannot finalize anything until we see what is there when the governor signs the budget
- Federal funding is a rolling issue. If the sequestration is resolved sooner, we are in better shape. If they solve it by further reductions to the federal budget, we are in worse shape. We are currently seeing a delay in making decisions, everyone is holding back. Essentially, our pipeline of federal projects is getting smaller. We can continue to work at full speed on most projects, but we will run out of funding on many projects in fewer months. The federal issue will likely hit us harder in FY15 than it will in FY14.
- The vacancy management plan primarily affects all non-faculty positions, including executive positions. Faculty hiring typically occurs on an academic year cycle. Closer reviews of positions when recruiting for tenured faculty positions are likely. The vacancy management plan will not be 100%; there are positions we cannot wait to fill. Our expectation and plan is for cabinet to review requests for exceptions. The system office has had a sixty-day hold on all hiring for the last few years. In part, our estimates for savings are based on their experience. Chancellor Rogers is open to any cost savings ideas. There used to be an opportunity to reward people for savings ideas at the state level. Chancellor Rogers is not sure we have this ability, but it is in everyone's benefit for savings to be identified.

#### *Vertical Cuts*

- Each Vice Chancellor area will make some level of vertical cuts. This means that we will stop doing something that we are currently doing. Each Vice Chancellor area will determine what these are and they will be reviewed with the Planning and Budget Committee prior to implementation.
- We maintain a commitment to staff and we will look for alternatives for affected staff and faculty. This is probably the most painful part of some of the reductions. We think this combination of approaches brings us in balance for next year. We will continue to look for savings with FY15 expectations not being favorable.
- In terms of the people, involved, vertical cuts could lead to layoffs. We have a fair bit of turnover every year; there are positions that become vacant. Chancellor Rogers stressed to HR, that it is a priority to find alternatives for those who have been laid off. It is both our policy and our practice to put those who are in lay-off status at the head of the line. Chancellor Rogers would likely try to make an exception for the 90-day hold, if hiring from the layoff pool. This makes it advantageous for the department to fill a position with an existing staff member. The department will either give up ninety days of pay and go without a person for ninety days, or they can hire someone who has been laid-off and they can fill the position immediately. This is a strong incentive. In the past few years that we have had layoffs, we have been able to find alternative employment most of the time. ARSC was difficult because there were so many layoffs and it was specialized work. We were able to find alternatives for most of the people who were not in specialized supercomputing. Our goal as an institution is to find such alternatives.

#### *Staff Appreciation Day*

- Chancellor Rogers noted the impressive, wide range of personal and professional development classes offered at Staff Appreciation Day this year. He thanked those involved for their work. If you are aware of supervisors who are discouraging staff from attending, please let the Chancellor's Office know.
- Chancellor Rogers thanked the ad hoc Chancellor's Cornerstone Award Committee for their work.

*(Officer Reports were concluded following Chancellor Rogers' presentation.)*

## **6. GOVERNANCE REPORTS**

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

- The senate recently changed grade requirements for majors, minors, and prerequisites to a C-, rather than a C.
- UAF transfer credit requirements are now aligned with both UAA and UAS. This means that the grades that transfer from one MAU to another will be the same for all three.
- Senate passed a motion changing the text that describes the meaning of each grade (what is an 'A,' what is a 'B,' etc.), making them closer to the regents description with more detail. These will appear in the new catalog.
- The senate recently approved a new B.A. in Secondary Education that is essentially a double major (a subject area and secondary education). In the current UAF secondary education program, teaching training occurs after completion of the bachelor's degree. The new program may take many five years to complete, but they believe the outcome will be better for students. This was approved by Faculty Senate and submitted to the Chancellor. It will now go to the Board of Regents.

- Faculty Senate recently passed a motion to establish a collection of electronic course information, including expanded descriptions that would include sections of syllabi along with the course description, course goals, learning outcomes, and prerequisites. This collection will not include actual syllabi. The goal is to provide more information for students and their advisors to assist in course selection. A template is now available for viewing in the April Faculty Senate agenda: [http://www.uaf.edu/files/uafgov/Agenda\\_FS-190.pdf](http://www.uaf.edu/files/uafgov/Agenda_FS-190.pdf). A UA login will be required to access the information. Discussions with OIT will begin soon regarding how the collection will be setup. They are currently considering placing this information within Blackboard.
- Cecile Lardon, from the Psychology Dept., was elected to serve as Faculty Senate – President Elect for 2013-2014. David Valentine will take over as Faculty Senate President at the May Faculty Senate meeting.

*(Chancellor Rogers' remarks were presented immediately following the Faculty Senate Report. A break was taken following the chancellor's presentation.)*

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

### **7. UNFINISHED BUSINESS**

#### **A. Health Care Benefit Update / Open Enrollment**

- Michelle Rizk, Associate Vice President – Budget, informed the regents that all HR techs have been trained on the new health care plan. Staff members are strongly encouraged to contact their HR reps for assistance with open enrollment. Please share this information with your constituents.
- Health Care Forums will be held this week. Information on the dates and times has been posted on the Staff Council blog. Please share this information with your constituents.
- We invited Erika Van Flein to join us today. She was unable to be here due to a prior commitment.

#### **B. Officer Elections – May 16**

- Nominations for 2013-2014 Staff Council Officers opened at the March Staff Council meeting. You are encouraged to contact Juella for more information, if you are interested in running. Also, please review the constitution and bylaws regarding officer responsibilities. Nominations will be reviewed and representatives will vote for officers at the May Staff Council meeting. You can self-nominate. There is a salary offset for officers.

#### **C. Outstanding Staff Council Achievement Award**

- An Outstanding Staff Council Achievement Award ad hoc committee was formed. Juella will chair the committee. Brad Krick, MaryAlice Short, and Lesli Walls were appointed to serve on the committee.

*The meeting was running ahead of schedule. As a result, internal committee reports were given following 7C. Unfinished Business.*

### **8. NEW BUSINESS (none)**

### **9. GUEST SPEAKERS**

#### **A. Dr. Ping Lan, Arctic Innovation Competition**

*(Dr. Ping Lan addressed council immediately following the break.)*

- Handout 238-1: Arctic Innovation Competition Presentation
- The Arctic Innovation Competition (AIC) is an annual event designed to promote original ideas. It was first held in 2009. The name means that the competition is based in the arctic; it is not limited to the arctic region. The competition is open to anyone. There is no entry fee. There are two tracks, the regular track for those eighteen and older and the junior track for those seventeen and younger. The competition is mainly focused on ideas – you can enter the competition even if you do not have a prototype. If you have a solution to a problem, then you have an innovation. Innovations can be from any field, the idea is to improve something. Every year AIC receives about two hundred entries. Twenty of these ideas are selected from the eighteen and over track for the final part of the competition. There are monetary prizes for both tracks. You remain owner of any ideas that you submit.
- Ideas are judged on four criteria: novelty – what new idea does your idea contain; utility – how is the idea utilized; feasibility – can the idea be created; and value – how can your idea be used to generate profit.
- This is an exciting competition and participation is highly encouraged. For more information on the AIC, including rules and submission forms, visit: [www.arcticinno.com](http://www.arcticinno.com)
- The deadline for submitting ideas for the 2013 competition is Sept. 20. This year's final competition is Oct. 18.
- Dr. Ping Lan's presentation will be posted online. It will also be emailed to Staff Council members.

### **COMMITTEE REPORTS**

## 10. INTERNAL COMMITTEE REPORTS

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

- Attachment 238-5: April Committee Report
- There are a significant number of bylaw changes resulting from the Reorganization Working Group proposed motions that were forwarded to EMR in February. The motions will likely be presented to council as individual motions in the future. EMR plans to compose many of these motions at their next meeting.
- EMR was instructed to be prepared to clarify the requirements for each bylaw change when motions are returned to council for a vote, including the number of readings necessary for each motion to be approved.

### B. Rural Affairs – Jeannette Altman

- Attachment 238-1: April Committee Report
- Rural Affairs recently discussed complexities associated with reporting problems or unfair practices in contexts that have small populations, such as those found on rural campuses. The university does fall under the purview of the state ombudsman. The university does not have its own ombudsman. It may be beneficial for the university to consider have its own ombudsman who would be more focused on and familiar with the university.

*Jennifer Reynolds, Faculty Senate President, presented the Faculty Senate governance report immediately following the Rural Affairs report.*

### C. Staff Affairs – MaryAlice Short

- Has not met – The committee plans to meet later this week
- Friday is Military Child Day. Employees are asked to wear purple in recognition of this event. There will also be cake in the Wood Center from 1-3 pm on Friday.

### D. University Advocacy Committee – Lesli Walls

- Attachment 238-10: April Committee Report
- The committee met last Friday.

*Carolyn Sampson – Memorial Scholarship*

- This year's pool had 39 possible award candidates. Staff Council missed the deadline for working on the award committee this year. There are plans to change the application process in the future. If this change does occur, Staff Council would have the opportunity to promote the scholarship. The scholarship offers an excellent opportunity for single parents who are heads of household attempting to get training in order to change their employment situation or transition to a new career. Funding for this year's scholarship is around two thousand four hundred dollars. Those involved with the scholarship are attempting to determine if this year's award will be one recipient at two thousand or two recipients at one thousand each.

*Staff Council Travel Fund*

- The Travel Fund has never been used and it is not possible to change the way it is accessed. It is for airfare only. In order to be eligible for the funding, the traveler must exhaust all other avenues of funding, they then have to submit a request, which is to be reviewed by a selection committee consisting of a Staff Council member, someone from the UA Foundation, and a representative from the Chancellor's Office. The current amount in the fund is just over \$400, which would only benefit a portion of one person's travel.
- University Advocacy recently discussed the possibility of modifying the fund to cover non-tuition based fees for staff members, including some non-tuition based personal development courses offered by CTC. Although not covered by the tuition waiver, these courses provide educational opportunities that could help with staff advancement. This could be an alternative fund.
- University Advocacy requested feedback from council prior to moving forward with anything related to the current fund.
- There was discussion in favor of creating a new fund that would allow more flexibility.
- One fundraising suggestion was to put out a donation box during Staff Appreciation Day and ask staff to donate \$1 for the Staff Council Training Fund. Lesli verified with the foundation that this is an acceptable form of fundraising that would not require any additional permits or paperwork.
- Council could decide to deal with the fund in various ways, including, finding a staff member who can benefit from the current fund for airfare only, building upon the current fund, or creating a new fund to support staff mentoring. Alternatively, the committee could work to close the current account.
- Juella requested that University Advocacy look further into creating a new fund. Additionally, the committee was asked to return to council a list of possible fund choices (travel fund, professional development fund, etc.) for council to vote on. The committee will also bring back information on ways to build the fund.

- Jeannette, Chair of Rural Affairs, will look into the possibility of using the money in the current travel fund to cover part of rural representatives' travel to Staff Appreciation Day in May, which will take care of the current fund. After this is used, it may be better to create a new travel fund.
- Discussion involved the possibility of using the money in the current travel fund to form a new fund, since startup money is needed. Lesli will look into this possibility.
- Submit to University Advocacy, any ideas that you have regarding ways to promote staff to the university and to the public to highlight the importance of staff.
- The committee will also return to council a plan for promoting the scholarship and a calendar of suggested dates for participating in the scholarship process, including when council should form an ad hoc committee.

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

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

- SHCC cancelled their last meeting due to the cancellation of the last JHCC meeting. The next SHCC meeting is Tues. 4/23/13 at 9 am in Butrovich 212B. It will be video-conferenced.
- Open enrollment documentation has been distributed.
- With Gary's retirement, one of Staff Council's representative seats on SHCC is now open. Debbie Gonzalez will fill the representative seat if available. Lesli Walls was appointed to serve as either an alternate or representative – depending upon Debbie Gonzalez's decision regarding her availability to serve as a representative. If Debbie is unable to serve as the representative, she will remain an alternate.

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

### **A. Accreditation Steering Committee - ON HIATUS**

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

- Attachment 238-6: April Committee Report

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

- **Student Diversity Task Force – Claudia Koch**
  - Has not met
- **Women's Center Advisory Board – No representative**

### **D. Chancellor's Planning and Budget Committee – Juella Sparks (Rep), Trish Winners (Alt)**

- The committee has held two meetings where they discussed the proposals for funding. They also reviewed the voting process and the criteria for ranking proposals. They must distribute 1.5 million dollars among fifty proposals totaling 46.5 million dollars. The committee will also look at vertical cuts, as discussed earlier today. The administration plans to seek input from the Planning and Budget Committee on the strategic balancing of funds. Due to the number of proposals and limited amount of available funding, the ranking process is expected to take considerable time.
- Trish Winners, the designated Staff Council alternate on the committee, will attend Friday's meeting in place of Juella.

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

- Attachment 238-7: April Committee Report
- Candidates for this year's scholar athlete awards were exceptional. The committee had to make difficult decisions since all candidates were personable and community oriented.

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

- Attachment 238-3: April Committee Report
- The Staff Council representative seat on MPC will be vacant following Gary's upcoming retirement. Richard Machida was appointed to fill this seat. Gary will likely remain on MPC as a community representative.
- Brad noted that Gary's report includes a Sidewalk and Trails Planning Committee. This document includes a lot of focus on improving trails and sidewalks and frequently mentions bikes and non-motorized transport. However, improving road conditions to improve bike travel is not mentioned. Brad explained that this is a concern since bikes are more unsafe on sidewalks due to turning traffic, with state law basically says that if you are hit while riding a bike on a sidewalk, you are at fault. An Alaskan statute says that bikes on sidewalks and bike

paths should exercise caution to avoid collision, which is interpreted to mean bikers riding on sidewalks and bike paths need to yield to traffic. Yet if you were lawfully riding on the road, you would be lawfully protected from a car turning across from you. Brad previously addressed these concerns to the Master Planning Committee. He plans to readdress these concerns with the ad hoc Sidewalk and Trails Planning Committee.

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

- Has not met

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

- Has not met
- Committee members have independently reviewed three parking citations. Appeals of previous parking tickets have recently had a high approval rating.

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

- Attachment 238-9: April Committee Report
- The committee recently awarded approximately fifteen thousand dollars in funding. More details will be available soon.
- It was noted that the Peoples' Endowment Fund may be a good option to fund projects that Staff Council wishes to work on but cannot fund in any other way. Staff can also donate to the fund.
- A suggestion was made to consider seeking funding for staff mentorship through this program.

**J. RISE Board – Ian Olson**

- Attachment 238-8: April Committee Report
- You are encouraged to contact Ian Olson directly if you have concerns or questions related to the RISE Board. Please cc Juella so that we can follow up on questions, if needed.

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

- The committee met last Friday. They awarded just under two hundred forty thousand dollars to twenty-five different proposals. The largest award went to Chemistry to update their software and research equipment. This was the best-written proposal and the award impacts around twelve hundred students

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

**13. AD HOC COMMITTEE REPORTS**

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

- Attachment 237-2: April Committee Report
- The committee requested that the officers discuss the committee's recommendations for changes to the award with the chancellor during PreStaff. Some of the suggestions were in last year's committee report and it was unclear to the committee if these recommendations had been received or if there had been any follow up. These recommendations included making nominees aware that they were nominated, possibly through publicizing this information. They also suggested allowing nominees to read their nominations. The committee would also like to see the award brought on par with other awards, such as the Staff Make Students Count Award, which states the exact award that the winner receives.
- The Staff Council Office forwarded last year's committee suggestion to the Chancellor's Office. This year's committee report and suggestions will also be forwarded to Chancellor Rogers.
- The ad hoc committee may wish to get an earlier start next year to allow more time for the committee to submit a formal request for changes.

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

- Registration and Calendar Discussion
- Attachment 238-4: April Committee Report
- The Staff Appreciation Day website is scheduled to be completed today. This year's event features sixty personal and professional development sessions.
- The working group is interested in possibly holding a photo contest during the 'Resource and Health Fair' at Staff Appreciation Day. Staff would judge photo submissions and the top three photos would be forwarded to Staff Council for consideration for next year's Staff Council calendar. The Calendar Committee approved the proposal with the understanding that the Calendar Committee still holds the authority to select the winning image.



- Part of the proposed contest on Staff Appreciation Day would be the incentive that any staff member who submits a photo would be entered into a special drawing. The deadline for submitting photos for the Staff Appreciation Day event would be May 10.
- A motion and second were made to support the proposed photo submission contest on Staff Appreciation Day. The motion was unanimously approved.

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

- Committee members individually reviewed and scored the nine award nominations. Their scores were forwarded to the Staff Council Office, where they were totaled and a winner was identified. The names of the award winners will be announced at the June Board of Regents (BOR) meeting. Juella will host the award winners.
- The BOR meeting is June 6 & 7, in Fairbanks, during which the regents will set their budget guidelines for preparation of the FY15 budget. They will also discuss a proposal from the School of Management for differentiated tuition. Public testimony at BOR meeting is usually at 10am on the first day and 9am on the second day. You are encouraged to attend the meeting. You must sign up to participate in public comment.

**ANNOUNCEMENTS**

- There is a Health and Resource Fair on Staff Appreciation Day that will have information on topics such as the Really Free Market, Chancellor's Fittest Winner, and Open Enrollment. This is the last day for Open Enrollment.
- The Really Free Market Committee will hold meetings on April 24 and May 14. There will only be two Really Free Markets this year. The first will be held on Saturday, May 18. This event is open to everyone. Winter Warm Up, the second event, will be held in Hess Rec Center on Sept. 14. This event is for students. Please keep this event in mind when you are getting rid of winter clothing and gear.

**14. ROUND TABLE DISCUSSION**

**15. ADJOURN**

- President Juella Sparks adjourned the meeting at 11:19 AM.