

Staff Council Report
March 2014

Staff Alliance Retreat, March 11-12

- Reviewed 2013-2014 Goals, some are completed, some are added
- Proposal for new ad-hoc groups to support new goals: Staff Development Group/Career Planning and Hiring/Recruitment/Job Families Group. Not official yet, waiting for next month.
- Shaping Alaska's Future- being wrapped. Final goals and statements are published.
- System Governance Council- in order to create better communication with Summit Team, and align more with Alliances, want to re-organize. 2 or 3 seats from Staff Alliance, Faculty Alliance, Student Government and Alumni, as opposed to one from each MAU group.
- Looking into creating of a Secretary and Treasurer position within Staff Alliance.
- Visit from Student Regent Courtney Enright. Q. Why don't staff advocate to legislature?
A. We can't do it from university resources (email or computer) or during work time. Who has time at home to do this?
- Mike O'Brien visit about Bullying Awareness Training- UA Statewide all required, UAS has started, UAA is ready to start, UAF is not. Bullying falls under corrective action regulation "inability to work with co-workers". Statements about performance don't count. During "open" trainings, 60-70% reports bullying and feedback from session was very positive. During department specific trainings, only 20% reported bullying and feedback from sessions was negative. Coverage about retaliation, its easier to prove than the original complaint. HR is still looking at Grievance Policy.
- Dana Thomas- Shaping Alaska's Future nearly done. Purposefully left vague so that we don't stop when we reach a goal, but it supports continuous improvement. Summit Group very supportive of shared governance. Spoke about reduction in travel, Board of Regents meetings are limited to people who are actually presenting, no support staff.
- UAA Update: moving towards Smoke Free Campus. Students voting this fall to go towards a 1 year cessation/transition plan.
- Staff Health Care: We will need biometric screening by June 30 to take advantage of discounted/rebated premiums.
- Compensation: Following up on proposals, drafting a history of COLA and Geographical Differentials. Meeting in 2 weeks with Tara Ferguson and Heather Arana.
- Resolution to support administration's line for Gun Bill (SB 176)
- Working on drafting a resolution to request President's continued support of supervisors supporting our participating in governance.
- Working on inviting ourselves to Human Resources Council, or similar group.
- Hotline Update- this is almost ready to go! Looking for a name and information should be sent out shortly. We now have a representative on this implementation committee.

Executive Board Meeting, March 18

- Assignment to Elections Committee to send a memo to units with no or low Staff Council representation to encourage participating and volunteers to fill seats.
- Guest Speakers for April and May decided (Mae Marsh in April, Brad Lobland in May)
- Discussion about Pre-Staff Agenda
- Draft resolution for Bullying Awareness Training Roll-out by July 1

Pre-Staff Meeting with Chancellor Rogers, March 20

- Support needed from supervisors, deans and directors for participation. We have upper administration support, and we have bottom staff support, but nothing in the middle. This is something that he will mention at Cabinet.
- Summit Team- they are currently working on several projects:
 - Replace the term MAU with 3 universities
 - Common UA Core Values (service, excellence, innovation, intelligence, integrity)
 - Common financial aid practices between 3 universities
 - Common learning management systems (i.e. Blackboard)
 - Math and English general education requirements
 - Future topics include: other general ed requirements, shared programs, standardized IT, Financial Aid and Bursar's Offices
- Weather/Emergency Leave Policy- this was brought to statewide, not sure who is the "owner" of this, but Chancellor Rogers will continue to follow up with the approval process.
- Bullying Awareness Training- concern with getting this as a required training. UAF has 4000 employees, this would be someone's full time job to write and offer trainings, budget issue! Chancellor Rogers will see if Mike O'Brien and Anne Sakomoto will offer a pilot training with Staff Council soon. We can evaluate the training and see if we need it, and what we would want to change.
- Term-Funded Lay off policy- nothing has been formalized. Will continue to work on this.
- Budget Planning Process- Chancellor Rogers and Kari Burrell will discuss this further at Staff Council. We want to relay the message of thoughtfulness, time and effort that has been put into this process. Chris Beks, our rep, can also share his thoughts.
- Smoking Committee- is this still happening? UAA is moving towards smoke-free, will UAS and UAF join in too? Still considering options.

Supervisor's Safety Kit Pilot

Brad and I were invited to participate in a Safety Training Pilot program. It's a folder tool kit to promote "making UAF a safe and welcoming place." The materials are developed quick tips to share at meetings. Anyone can download the quick tabs at www.uaf.edu/safety/. We will receive a survey and will report what we thought at some later date. Materials arrived March 19, I've not used them yet.

Staff Appreciation Day

(Not really sure if this is part of my VP duties, but I'll report anyway, since I'm the only Staff Council member on the committee)

- Started meeting early March

- No general, open call for session leaders, since we're too close to event. We're inviting presenters. If anyone is interested in committing, see Ashley or Maria Russell.
- 5, 10, 15 year awards are ordered. Waiting for quotes still for other awards.
- Longevity Awards will be in morning with Chancellor's Address.
- Pat Pitney's office is buying breakfast (so say Thank you to her!)
- Lunch and Ice Cream Social provided.
- We will need volunteers, call for volunteers at April Meeting for award set-up, door prize distribution, Longevity liner-uppers, lunch counters, cotton candy makers and ice cream scoopers (usually reserved for Faculty Senate)