

## **MINUTES**

### **UAF STAFF COUNCIL #261**

**Monday, May 4, 2015**

**8:45– 11:00 AM**

**Wood Center – Carol Brown Ballroom**

#### **I. CALL TO ORDER & ROLL CALL**

##### **A. Call to Order**

- i. The meeting was called to order by President Chris Beks at 8:52 AM.

##### **B. Roll Call**

###### **i. Present:**

phone = (p)  
Mercedes Anderson  
Nate Bauer  
Jeff Baxter  
Chris Beks  
Chris Brooks (p)  
Aly Englert  
Susie Frei  
Faye Gallant  
Stacey Howdeshell  
Melody Hughes (p)  
Connie Huizenga  
Phil Jacobs

Brad Krick

Jessica MacCallum  
Brandi Marrero  
Jenell Merrifield  
Sue Mitchell  
Chad Oleson (p)  
Evelyn Pensgard (p)  
Samara Taber  
Lesli Walls (p)  
Jami Warrick (p)  
Leon Wu (p)  
  
**Excused:**  
Richard Machida  
Dean Ojala

Trish Winners

###### **Absent:**

Jesse Atencio  
Celena Brown  
Kim Eames  
Jane Groseclose  
Jim Jones  
Mathew Mund

###### **Guests and Others Present:**

Chancellor Brian Rogers  
Nicole Dufour, SC Exec. Scty.

- ii. Quorum was met

##### **C. Approval of Agenda for Staff Council Meeting #261**

- Approved as presented

##### **D. Approval of Consent Agenda – Approved unanimously**

- i. Meeting #260 Minutes - Approved
- ii. Resolution 2015-261-1: Resolution of Recognition and Appreciation of Chris Beks
  - a. Attachment 261-4: Resolution 2015-261-1 - Approved
- iii. Resolution 2015-261-2: Resolution of Recognition and Appreciation of Richard Machida
  - a. Attachment 261-5: Resolution 2015-261-2 – Approved

#### **II. STATUS OF PENDING ACTIONS**

##### **A. Leave Share Resolution**

- The Leave Share Resolution is still with the UA Statewide Administration. We have not received an update since it was forwarded to the President and Statewide HR. The officers will request an update at next week's Staff Alliance meeting.

## **B. Emergency Leave Policy**

- Coming next fiscal year, there will be a new emergency leave category for weather related emergencies. This will remain on the agenda until we ensure that the policy, once in place, is as we are expecting it to be.

## **C. Staff Alliance Task Force to Review “Review Process” vs. “Grievance Process” and Make Recommendations**

- At the last Staff Council meeting, the Staff Affairs committee put forth a resolution regarding emergency changes to the layoff regulations, with particular concern about the change from the grievance process to a review process. The officers brought the resolution to Staff Alliance and to Eric Seastedt, Chief Human Resources Officer for UA Statewide. There has been a bit of back-and-forth discussion where it seemed like it was still not clear from Erik's perspective why this would be troublesome to staff. There will now be a taskforce made up of representatives from each university charged with reviewing the review process and the grievance process side-by-side. They will identify what the rights and the processes are under both.
- Jeff Baxter has agreed to serve on the task force, which will begin meeting soon. Once they begin meeting, Jeff will update council as things progress. Faye thanked Jeff and Staff Affairs for their work on this issue.
- This issue does appear to be moving forward for consideration on a system level.
- Faye noted that, recently, every real change proposed at Staff Alliance has come from UAF Staff Council and its committees. Staff Council is currently a very active group and the officers are proud of this.

## **D. UAF Term Funded Internal Applicant Policy**

- The Term Funded Internal Applicant Policy went to the UAF HR Office for signature. They have indicated that it was signed and returned to the Chancellor's Office. The policy is largely approved, we just have not seen a final version. Chancellor Rogers may have an update about this later in the meeting.
- This policy was drafted a long time ago by Staff Council. The policy holds that when term funded employee contracts are not renewed, or not extended, their names can be placed on the 'layoff list.' This is the same as when a regular employee is laid off. Names put on the layoff list are to be considered for internal positions and if you hire someone off of that list the 90 day hold is cut in half to a 45 day hold. This incentivizes departments to hire people back. This has been pretty effective, at least in terms of layoffs in the last year, out of approximately 18 layoffs, 9 or 10 were hired back into the university. It is a current practice for term funded employees to be placed this list, but it's not cemented in policy. We want to see a signed policy in place before the Chancellor leaves. We know he supports it, but we would like to have it firmly in writing.

## **III. PUBLIC COMMENT**

### **A. Gary Newman**

- Gary is a former Staff Council member who served from 2001 through the time of his retirement from UAF a couple of years ago. He remains an active participant in the UAF community, including his continued service on the UAF Master Planning Committee. He is currently running for a seat on the Golden Valley Electric Board. He encouraged people to contact him if they had questions.

## **IV. OFFICERS REPORTS**

### **A. Chris Beks, President**

- The state legislature in Juneau has taken a two week recess as a calm-down period. The House and Senate Finance Committees did not go on recess, they are still working on the budget, including the University budget. While it is clear the University will see budget cuts, it is unclear what those cuts might be.
- The Planning and Budget Committee, on which, Chris is the Staff Council Representative, has not held a meeting recently. Chris has inquired about this and hopes that a meeting will take place soon.
- The Governor did submit a 'round 2 budget' to the legislature. Previously the legislature had removed all

salary increases for public employees from the budget. Governor Walker's budget re-added funding for salaries for union employees, but not for non-union employees including those represented by Staff Council. It is possible that we could see a budget that provides funding for pay raises for union employees at the university, but not for non-union. In which case, we might want to think about what else might be possible for compensation that would work around this. That could be in terms of leave, personal holidays, or any other type of nonmonetary piece. It's frustrating that this is happening at a legislative level where we don't have a lot of input to the process. This is not a decision being made by the university leadership. This is something to watch. We will know more in the next few weeks.

- Staff Development Day registration was supposed to start Friday. Carla Browning, with Marketing and Communications was supposed to be here for public comment, but she is not here.
- However, we know that sessions were really scaled down this year. This was for two reasons. The first was because there were so many sessions in the past, some sessions did not have a lot of participation and others filled up quickly. Secondly, from the Chancellor's perspective, an all-day ultimate Frisbee tournament was not his idea of staff development. They tried to balance this. We also have a lot more work and fewer staff members to do that work, so the Chancellor wanted to target Staff Development Day by providing sessions that can be fun and provide development opportunities, rather than sessions that were just for fun.

#### **B. Faye Gallant, Vice President**

- Faye began her remarks by reading the Resolution of Recognition and Appreciation for outgoing President Chris Beks, which was approved as part of the consent agenda, earlier in the meeting. Chris was then presented with a framed copy of the resolution.
- Faye then read the Resolution of Recognition and Appreciation for long serving member, Richard Machida, who was retiring as of June 1, 2015 after 30 years of service.

### **V. STAFF ACHIEVEMENTS AND HIGHLIGHTS**

#### **A. Alaska Satellite Facility (ASF) Contribution to Nepal Earthquake Recovery**

- ASF provided data and maps used in the recovery effort following the recent Nepal earthquake. ASF was recognized nationally for its efforts. Staff worked through one weekend, finishing requests that normally take two weeks, in record time to help get resources to needed areas as quickly as possible.

#### **B. Staff Council Representatives Receiving 2015 Longevity Awards**

- Staff Council members receiving longevity reward included Sue Mitchell (10 years) and Faye Gallant (5 years).

### **VI. UNFINISHED BUSINESS**

#### **A. 2015 Staff Council Officer Election**

##### **i. Election of 2015 - 2016 Staff Council President**

- Nominations for the office of President were closed with two people accepting nominations: Nate Bauer and Faye Gallant. Each candidate made a statement describing their interests in serving as president. Representatives voted by secret ballot, for those in the room, and by email, for those online. Votes were counted and verified by the Elections Committee.
- Election Result: Faye Gallant was elected 2015-2016 Staff Council President.

##### **ii. Election of 2015 - 2016 Staff Council Vice President**

- Nate Bauer, Jeff Baxter, and Trish Winners were nominated prior to the meeting and accepted their nominations. Nominations were closed with no additional nominations from the floor. Nate and Jeff were present and each made a statement describing their interests in serving as vice president. Trish was unable to attend the meeting; she did not make a statement. Representatives in the room voted by secret

ballot, those attending via phone voted by email. Votes were counted and verified by the Elections Committee, under acting chair, Phil Jacobs.

- Election Results: Nate Bauer was elected 2015-2016 Staff Council Vice President.

**iii. Motion 2015-261-1: Motion to Ratify Spring 2015 Officer Election Results – Approved**

- a. Attachment 261-1: Motion 2015-261-1 – Approved
  - A motion and second were made to ratify the 2015 – 2016 Officer Election results:
    - Faye Gallant – President
    - Nate Bauer – Vice President
  - The motion was unanimously approved.
  - Chris Beks will serve as 2015-2016 as Past President, per Staff Council Bylaws.

**B. University Advocacy Committee - ‘Staff Mentoring Interest Survey’**

- Hopefully everyone has had a chance to respond to the mentoring survey. The survey was a success with close to 200 responses. It will remain open for the rest of the week. If you have not had a chance to reply, you are encouraged to do so. We will be sending out a final reminder to ensure that everybody has the correct link and to make a final push for responses. Based on a quick review of responses, there appears to be a high level of interest in mentoring in general. People have, obviously, different ideas and assumptions about what that would mean formally or informally.
- The committee is looking forward to processing the responses more thoroughly and providing a report on what they suggest going forward.
- The initial reason for the survey was our interest in promoting and designing a program to facilitate the use of mentoring across the university through different departments. Mentoring happens in a lot of different ways, but we want to make sure that it is happening everywhere. This would be easier if it is endorsed by a body, like Staff Council.

**C. Furlough Policy & Regulation**

- This was discussed some earlier in the meeting. Staff Alliance sent a strongly worded letter to the System Administration HR Office, regarding our feelings about the changes to the furlough regulations that were made without consent or informing the Furlough Task Force. The biggest concern being omission of wording on limits on furloughs. This section was removed entirely. We are awaiting a response from HR on this issue. Through second hand sources, it appears that Statewide HR's position on this is that the change was made by General Counsel before going final and it was not HR decision, so HR appears to be wiping their hands of it. Faye will follow up on this to verify its validity, since the information passed through multiple people before reaching Faye. If that is their official position, it does not hold much water. General Counsel should have looked at it before it came to governance for review.
- We were under the impression we were looking at the final version when it came to us for comments. Otherwise, had there not been a limit to furloughs when it came to us for review we would have pushed hard for a limit to furloughs. People need to know what the worst case scenario is. The officers will follow up, through Staff Alliance, to get a response or some assurance that this is not how shared governance will work in the future and that our review will happen at a meaningful point without changes made after the fact.
- Additionally, the senior administration, the President and officers of the University, Chancellor's, directors and faculty who are non-union, which generally means people such as associate deans and directors of faculty appointments, will be furloughed this year with the greatest number of days starting at the top - President, Vice Presidents and Chancellors (10 days), seven days for the next layer and 5 days at the associate dean type layer. Hopefully we will not have to see too many other furloughs.

- Our Chancellor continues to push the position that if we do not see compensation increases, we should not be furloughed. He is pushing for an either / or; that we should not see both furloughs and no compensation increases in combination this year.
- At Staff Alliance we might raise this as an official motion. The officers are glad that Chancellor Rogers is pushing for no broad, across-campus furloughs. However, depending upon the situations in the various departments, there could be furloughs in individual departments. It is important to note that the decision will be made by the President Gamble, obviously with input from the Chancellors of all three universities, but it isn't Chancellor Rogers' decision.
- Chancellor Rogers is retiring at the end of August, so we would like to harness his support for this, while he is still here, not knowing what ideas the new Chancellor will bring.
- You received an email about a draft resolution of appreciation for Chancellor Rogers. That is not on this agenda. We decided to hold off on this until our August meeting, which is closer to his actual retirement.

#### **D. Committee Representatives**

- i. ASUAF Food for Thought Committee - Representative needed  
One of the requirements as a member of Staff Council is that you serve on at least one committee. We currently have one committee that does not have a Staff Council Representative, the ASUAF Food for Thought Committee. If you are interested in this committee, please let the Staff Council Office know.

#### **E. Volunteer Day Proposal and Resolution**

- i. Attachment 261-13: Volunteer Day Proposal
  - ii. Attachment 261-14: Resolution 2015-261-4: Volunteer Day Resolution – Approved
- The 'Staff Volunteer Day Proposal and Resolution' were on our last Staff Council agenda. We postponed action on this item based on Chancellor Rogers' recommendation. In PreStaff they discussed this with Chancellor Rogers again and he believes that now is a good time to revisit this and vote on it.
  - Chancellor Rogers has endorsed this in the past. The concept of a volunteer day is also supported by our Staff Council leadership. Nate, Univ. Advocacy Chair, believes it is important. The primary anxiety that anybody had about it in the past has been wondering whether it would be supported by the administration in the face of a budget crisis. It seems like they would. Nate was happy to reintroduce the proposal and associated resolution to Staff Council for a vote.
  - Nate is proud of the work that the Univ. Advocacy Committee has done to put this together. Staff Council does a great job from providing defense for UAF staff in the face of a lot of existing challenges, resulting in a pretty strong argument that those functions alone justify our existence.
  - As a side effect of collecting such smart, capable, and passionate people, sometimes we have the chance to proactively change UAF culture in a positive way. Nate feels that this proposal is one example.
  - Representatives were encouraged to read the proposal and resolution, which were attached to the agenda. The specifics of how this would be organized and tracked would have to be worked out. This was left out of the proposal so that they could be developed with input from HR and the administration. This will have to involve HR with some kind of leave tracking. We will be looking for HR's input on how they would want to do this before we make any kind of determination.
  - One of the changes made to the original proposal was in the fourth paragraph, that the employee would use four hours of annual leave and that the other four hours of leave, as proposed, would be treated as work for the University and would not require an additional leave code for volunteer leave.
  - The notion of volunteer leave was previously problematic, both in terms of how it would be administered and also the dissonance of leave to volunteer. Part of the shared responsibility and shared commitment was the idea that the University would volunteer four hours of our work time, which would be considered normal work and that the employee would use four hours of annual leave. Potentially there would not need to be tracking, other than normal avenues of leave - individual supervisors would be made aware of the

volunteer leave and certify this on the staff member's timesheet.

- Part of this is saying we support this idea, not that we have worked out every single detail. We are asking the administration to work with us. We would need a partnership going forward to implement it.
- The issue of staff being able to volunteer while on restricted funds would probably have to be worked out in an implementation phase. This is not something that we would be able to determine in advance due to the complexity.
- Concern was voiced regarding the omission of rural campuses. Wording in the resolution was amended, by unanimous vote, to include the entire UAF community, including rural locations.
- Previously, Staff Alliance discussed the idea of having a volunteer day, which was forwarded to the UA administration. The proposal is UAF specific, but the officers can share it with Staff Alliance as a point of information. However, they are not asking for anything at the system level, at this time.
- The motion to approve Resolution 22015-261-4 was unanimously approved. It will be forwarded to the Chancellor's Office for approval.

## **VII. BREAK**

## **VIII. NEW BUSINESS**

### **A. June Staff Council Meeting #262**

- We often cancel our June meeting because people are off contract, summer is starting, and there is usually very little to discuss. However, with the legislature on recess and returning without having made any prior major decisions made on the budget, there may be items for discussion.
- It was decided that under the current circumstances, Staff Council would meet in June for Meeting #262. This will be a shorter than normal meeting, with the agenda focusing solely on the budget for the coming year. The meeting was kept as scheduled, on June 1, therefore, no additional action was taken.

*Chancellor's Remarks were presented immediately following this discussion.*

### **B. Motion 2015-261-2: Motion to Move Staff Council Meeting #263 from Aug. 3 to Aug. 17, 2015 - Approved**

- i. Attachment 261-2: Motion 2015-261-2 – Approved
- ii. The meeting was moved since some people would still be off contract on Aug. 3, making it difficult to reach quorum. There would also, likely, be little to discuss, since few committees meet over the summer.
- iii. The motion was unanimously approved. August Staff Council Meeting #263 was moved to Aug. 17, 2015.

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

- i. Jeff Baxter, Representative from Unit 10, IAB, was awarded the 2015 Outstanding Staff Council Achievement Award. Jeff made major contributions to Staff Council over the past year, including actions that have been forwarded to Statewide for proposed changes to leave.

### **D. Membership & Rules Reports**

- The Membership and Rules Committee has a lot of new members this year. They were looking for the best way to communicate to the people in their units. They came up with a one page template that summarizes meeting highlights and ways for staff to get involved. . Samara has agreed to take the lead on this project. If you would like to send it to your staff, you may do so. It is voluntary. If anyone is interested in helping Samara with this project please contact her. It seems like we are duplicating a lot of efforts in distribution information so this may save Reps some time. The document will be emailed to representatives following the meeting. From there, Reps could send it to their constituents through their unit Listservs. The officers see all messages that are sent out to units.

### **E. Motion 2015-261 -3: Motion to Amend Bylaws 'Section 3. Membership'**

i. Attachment 261-3: Motion 2015-261-3 – APPROVED

- The proposed changes involve clarifying certain rules and removing redundant language. A motion and second were made to amend the Staff Council Bylaws as indicated by the draft motion. There was no discussion. The motion was unanimously approved by roll-call vote as follows:

<b>For:</b>	Nate Bauer	Phil Jacobs	Chad Oleson
Mercedes Anderson	Susie Carson	Brad Krick	Samara Taber
Jesse Atencio	Aly Englert	Jessica MacCallum	Lesli Walls
Jeff Baxter	Stacey Howdeshell	Brandi Marrero	Jami Warrick
Chris Brooks	Melody Hughes	Jenell Merrifield	
	Connie Huizenga	Sue Mitchell	

**F. Resolution Requesting Staff Council Involvement in the Selection of the New UAF Chancellor and the Interim UAF Chancellor**

i. Attachment 261-12: Resolution 2015-261-3 – APPROVED

- Staff Council works very closely with the UAF Chancellor. This resolution is a request to President Gamble for inclusion in the search process for the new Chancellor. Staff Council has been involved in prior searches for Executive hires. If passed and approved by the President, either one of the officers would serve, or they would appoint someone to serve.
  - A motion and second were made to approve the resolution. The resolution was unanimously approved.
- G.** There was additional discussion regarding the possibility of completing an email resolution, in the next week, regarding compensation for non-union employees that would be forwarded to the Legislature. There was general interest in this. Additional information would be forthcoming through email.
- Staff Council may wish to contact Staff Alliance, prior to sending this to state Representatives, regarding prior instances of governance leaders speaking directly to the legislature as public employees to prevent repetition or prior problems. Chris would like to bring this to Staff Alliance next week since this has ramifications for all staff in the system throughout the state.

**IX. INTERNAL COMMITTEE REPORTS**

**A. Elections – Richard Machida, Chair**

i. Attachment 261-7: May Committee Report

**B. Membership and Rules - Trish Winners, Chair**

i. Attachment 261-8: 2014-2015 Annual Committee Report

**C. Rural Affairs - Chris Brooks, Chair**

i. Attachment 261-9: 2014-2015 Annual Committee Report

- If you have any questions, comments, or suggestions for Rural Affairs, please contact one of the committee members listed on the attached report. The committee recently compiled a list of rural UAF locations and contacts for those locations. The list was much larger than anticipated.
- The committee will not meet in May. The next meeting will be in June.

**D. Staff Affairs – Jeff Baxter, Chair**

i. Attachment 261-6: May Committee Report

- The committee's next meeting will be this Wed., May 6, at 3 pm, in Murie 330.

**E. University Advocacy – Nate Bauer, Chair**

- i. Attachment 261-10: May Committee Report
  - The committee will meet next week.
  - The committee is in charge of selecting the recipient of the Carolyn Sampson Memorial Scholarship. It is now funded through the UA Foundation. They welcome participation from anyone interested. There will be two meetings this week to make sure that as many people, as possible, are involved. The first meeting will be Tues., 10 am. The second will be Thurs. at 1 pm. Contact Nate for more information.

**X. GOVERNANCE REPORTS**

**A. Mathew Carrick, President, ASUAF (no report)**

**- Debu Misra, President Elect – Faculty Senate**

Debu was present to thank Staff Council members for their service. Throughout the year we have been hearing about budget cuts. This has had a demoralizing effect on everyone. He thanked all staff for keeping a positive attitude throughout the budget issues.

- He feels that we are all in this together. Most of the faculty feel that they should not take the raise. However, unions can put their stand to the government, stating that we have a negotiated deal. He encouraged people who had a position on the budget issue to address this. From his viewpoint, many faculty do not feel that taking a pay raise is a positive step. We know that there will be more budget reductions in the future.
- Today is the last Faculty Senate meeting of the academic year. Debu will become Faculty Senate President later today. Orion Lawlor, the Faculty Senate President-Elect, will present the Faculty Senate report beginning in the fall.
- Debu thanked Chris and Faye for their incredible leadership. Faculty had a lot of issues to deal with this year and they did not accomplish everything. Most of the time this was due to differences among the universities and faculty member philosophies. Many things remain on the table. Several issues will be coming to Debu's plate in the fall and for which he would like staff support. He looks forward to working with the new Staff Council leadership.

**XI. CHANCELLOR'S REMARKS**

- Chancellor Rogers had just returned from Bethel and Dillingham where he attended commencement. At rural commencements, you really get a sense of the value of University of Alaska Fairbanks and delivering higher education in rural campuses. Commencement is an exciting time in rural villages where we get to see rural residents receive their degrees. Chancellor Rogers will not be able to attend commencement in Nome and Kotzebue this year.
- Chancellor Rogers thought that by this meeting he would be able to talk more specifically about the budget, but the legislature has not completed its work. We have big issues still up in the air. The biggest one that affects all of us in this room is what the legislature is going to do about compensation. The House and Senate budgets passed at the end of session did not provide compensation increases. The Governor, in the special session, introduced a bill that provides funding for those pay raises that were negotiated agreements with bargaining units, but that is it. Where this will end up cannot be predicted at this point. The Legislature will return on May 12, or possibly sooner. In the meantime we plan to go forward with continuation level budgets for all units, based on what we think is going to happen. Again, compensation is a big swing with millions of dollars difference in versions we have seen.
- Last week at the Chancellor's Forum there was a question about the search process for the next Chancellor. President Gamble has not made a decision on that. What Chancellor Rogers has recommended is the circulation of two or three names for a possible interim Chancellor who would serve from Sept. 1 through the rest of the academic year, and a regular search process that would I kickoff once faculty and staff are



back at the end of the summer, with the new president making a choice of permanent Chancellor. Chancellor Rogers has not heard what the final process will be.

- We announced week before last the program impacts from the special academic program review. As part of this, later this week or early next week with the continuation budget we will be deciding what recommendations we will be taking out of the other special program review processes.
- Next week is Staff Development and Appreciation Day. For the first time in the Chancellor's memory, the College of Rural and Community Development (CRCD) will be having its gathering coincident with that, so we will have all rural staff here in Fairbanks on Wednesday and Thursday to participate in part of Staff Development and Appreciation Day, including in the morning of awards ceremony. This is a nice opportunity for people to meet rural colleagues. Generally CRCD has had its faculty and staff meetings here in August, but moving they moved them to the end of this fiscal year, creating a bit of room in next year's budget. We would encourage everyone to take advantage of Staff Development and Appreciation Day. If there are any supervisors balking at giving people the time to attend, let Exec. Officer, Kari Burrell in the Chancellor's Office know. They will encourage the supervisor to change her or his approach.
- With the CRCD event on the Fairbanks campus, has consideration ever been given for some of the other rural locations to attend Staff Development and Appreciation Day? SFOS, which is probably the group with the most employees that are affected, followed by Cooperative Extension Service, often has statewide gatherings. Chancellor Rogers will pass on to those deans the possibility of holding their gatherings at the same time as Staff Development and Appreciation Day.
- Chancellor Rogers reiterated that if there are no pay raises, he does not intend to do a University wide furlough. However, there may be some units where the choice is to do furloughs rather than layoffs, with the number of days varying depending on the fiscal needs of that unit.
- Chancellor Rogers acknowledged that there may be friction between employees if one unit decides to do layoffs and another unit finds furloughs are a better fit. There will be friction not matter what is done with reductions. There will be differences.
- Chancellor Rogers encouraged Staff Council to consider advocating on behalf of staff on the proposal from the Governor's budget that funds raises for union employees and not for nonunion employees. He did not suggest what to advocate for, stating that this was Staff Council's decision.

## **XII. INTERNAL AD HOC COMMITTEE REPORTS**

### **A. Chancellor's Cornerstone Award UA Staff Make Students Count Award Ad Hoc - Jane Groseclose, Chair**

- The committee forwarded three names to the Chancellor's Office for the Cornerstone Award. One name was forwarded to the System Governance Office for the Staff Make Students Count Award.
- The members of this committee were thanked for their service.

## **XIII. EXTERNAL STATEWIDE COMMITTEE REPORTS (written only)**

### **A. Staff Alliance- Staff Health Care Committee – Lesli Walls; Kim Eames; David Bantz, Alt; Stacey Howdeshell, Alt**

- i. Did not meet
- ii. Open Enrollment ends on May 15<sup>th</sup>

### **B. Staff Alliance Compensation Working Group – Faye Gallant, Chair; Brad Krick, Janine Smith, Mike Cox**

- i. Working group plans to meet in early May

### **C. Staff Alliance Task Force to Review “Review Process” v. “Grievance Process” and Make**

**Recommendations - Jeff Baxter, Rep**

- Did not meet

**XIV. EXTERNAL UAF COMMITTEE REPORTS (written only)**

**A. Accreditation Steering Committee - On Hiatus**

**B. Chancellor's Advisory Committee for the Naming of Campus Facilities – Jesse Atencio**

**C. Chancellor's Diversity Action Committee (CDAC) – On Hiatus**

**D. Chancellor's Planning and Budget Committee - Chris Beks, Rep; Juella Sparks, Alt**

- i. Did not meet

**E. Dining Committee, Jane Groseclose, Rep**

**F. Food for Thought Committee**

- i. Representative Needed

**G. Fresh Air Campus Challenge Committee – Brad Krick, Rep; Sue Miller, Alt**

- The Alaska Chapter of the American Lung Association has awarded UAF money to pay for a student to do research through DRAW. You will likely see more activity on this in the fall.

**H. Master Planning Committee (MPC) – Richard Machida, Rep; Brad Krick, Alt**

- i. Attachment 261-11: May Committee Report

**I. Meritorious Service Award Committee – Faye Gallant**

- i. Did not meet

**J. Parking Advisory Committee (PAC)**

**K. People's Endowment Committee – Jessica MacCallum**

- i. Did not meet

**L. RISE Board – Ian Olson**

**M. Staff Appreciation Day Planning Group – Ashley Munro & Maria Russell**

**N. Sustainability Master Planning Committee, Richard Machida**

**XV. AD HOC COMMITTEE REPORTS (written only)**

**A. Training & Employee Development Working Group Update - Jessica MacCallum**

- i. Did not meet

- The Training and Employee Development Survey closed the Friday before last. There was a great response to the survey with well over 200 responses from employees, including staff and faculty. The results are currently being compiled.

**XVI. ROUND TABLE DISCUSSION**

**XVII. ADJOURN**

- The meeting was adjourned by President Chris Beks at approximately 11:20 am.

**University of Alaska Fairbanks**

**Staff Council**

**Motion 2015-261-1**

***Approved***

UAF Staff Council unanimously approved the following motion at Staff Council Meeting #261, on May 4, 2015:

**Motion 2015-261-1:**

**Motion to Ratify 2015-2016 Officer Election Results**

**MOTION:**

UAF Staff Council moves to ratify the following election results for the offices of UAF Staff Council President and Vice President for 2015-2016:

President: Faye Gallant

Vice President: Nate Bauer

EFFECTIVE: June 1, 2015

RATIONALE: The Elections Committee has reviewed and certified these election results. The term for newly elected officers runs from June 1, 2015 through May 31, 2016, in accordance with the UAF Staff Council Constitution and Bylaws.



Chris Beks, President, UAF Staff Council

5/14/15

Date

**University of Alaska Fairbanks**  
**Staff Council**  
**Motion 2015-261-2**  
***Approved***

UAF Staff Council unanimously approved the following motion at Staff Council Meeting #261, on May 4, 2015:

**Motion 2015-261-2:**

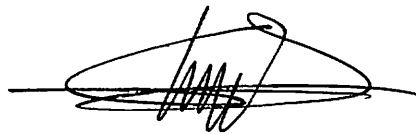
**Motion to Move Staff Council Meeting #263 from Aug. 3 to Aug. 17, 2015**

**MOTION:**

The University of Alaska Fairbanks Staff Council moves to amend the organization's meeting schedule to move Staff Council Meeting #263 from Aug. 3, 2015, to Aug. 17, 2015.

EFFECTIVE: Immediately

REASONING: The original date is in conflict with the schedules of some staff members who are less than 12-month contracts. Additionally, the Staff Council Office will be closed for the month of July, making it difficult to prepare for a meeting in early Aug.



Chris Beks, UAF Staff Council President

5/14/15

Date

## 2015 Staff Council Meeting Schedule

Meeting Number	Date	Time	Location
258	Monday, February 02, 2015	8:45 - 11 a.m.	Wood Center - Ballrom
259	Monday, March 02, 2015	8:45 - 11 a.m.	Wood Center - Ballrom
260	Monday, April 06, 2015	8:45 - 11 a.m.	Wood Center - Ballrom
261	Monday, May 04, 2015	8:45 - 11 a.m.	Wood Center - Ballrom
262	Monday, June 01, 2015	8:45 - 11 a.m.	Wood Center - Ballrom
263	Monday, August 17, 2015	8:45 - 11 a.m.	TBA
264	Monday, September 14, 2015	8:45 - 11 a.m.	Wood Center - Ballrom
265	Monday, October 12, 2015	8:45 - 11 a.m.	Wood Center - Ballrom
266	Monday, November 09, 2015	8:45 - 11 a.m.	Wood Center - Ballrom
267	Monday, December 07, 2015	8:45 - 11 a.m.	TBA
Call-in number: 1-800-893-8850 PIN: 8244236			
<p><i>All Staff Council meetings are open to the public. University employees are encouraged to attend and share their concerns and provide input.</i></p> <p><i>Approved 11/18/2014 - Amended 5/4/2015</i></p> <p><i>Revised 5/11/2015</i></p>			

**University of Alaska Fairbanks  
Staff Council**

**Motion 2015-261-3**

*Approved*

UAF Staff Council unanimously approved the following motion at Staff Council Meeting #261, on May 4, 2015. The motion was approved by roll-call vote with representatives voting as follows:

**For:**

Mercedes Anderson	Nate Bauer	Phil Jacobs	Chad Oleson
Jesse Atencio	Susie Carson	Brad Krick	Samara Taber
Jeff Baxter	Aly Englert	Jessica MacCallum	Lesli Walls
Chris Brooks	Stacey Howdeshell	Brandi Marrero	Jami Warrick
	Melody Hughes	Jenell Merrifield	
	Connie Huizenga	Sue Mitchell	

**Motion 2015-261-3:**

**Motion to Amend UAF Staff Council Bylaws 'Section 3. Membership'**

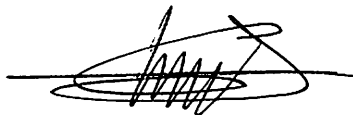
**MOTION**

UAF Staff Council moves to amend its Bylaws, 'Section 3. Membership,' as Indicated below.

EFFECTIVE: Immediately

RATIONALE: Language in 'Section 3,' for is amended for clarity, consistency, and correctness.

The title of 'Section 3,' is changed to clarify the section's main topic. A bylaw citation in Article A., Subsection V., is corrected. Language in Article A., Subsection VII., is updated to reflect prior change to 'At-Large Representatives.' Language in Article D. Subsection I., regarding term limits, is clarified. Finally, a reference to the Staff Council 'Administrative Committee' is changed to 'Executive Board' to reflect current committee structure.



Chris Beks, President, UAF Staff Council

5/14/15

Date

**Motion 2015-261-3 – APPROVED (Continued)**

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**CAPS** = Addition

**[[deletion]]** = Deletion

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**Section 3. **[[Membership]] STAFF COUNCIL MEMBERSHIP******A. Representation**

V. A petition to change unit designations, including adding or dropping units, shall:

- b. Include language that addresses each of the criteria that define a unit, as set forth in Section **[[2]] 3**, Article A, Subsection II of the University of Alaska Fairbanks Staff Council Bylaws,

VII. There shall be five At-Large Representative seats on Staff Council. There is no unit or geographical designation to these five At-Large members; however, no one unit may occupy more than two At-Large seats during any term **[[((this will be effective for the 2015 term))]]**. At-Large Representatives shall be elected by all eligible voting members.

**D. Length of Terms**

- I. Elected and At-Large Representatives shall serve two-year terms beginning January 1 and ending December 31.
  - a. **[[There are no term limits for Representative or At-Large seats.]] THERE IS NO LIMIT TO THE NUMBER OF TERMS A REPRESENTATIVE MAY SERVE.**

**F. Special Appointments**

- IV. Will report to the President, and Staff Council **[[Administrative Committee]] EXECUTIVE BOARD**; and

**University of Alaska Fairbanks**  
**Staff Council**  
**Resolution of Recognition and Appreciation of**  
**Chris Beks**  
**Resolution 2015-261-1**  
**APPROVED**

**WHEREAS**, Chris Beks served as the 2014-2015 UAF Staff Council President and as a Staff Council Representative for Unit 15, O.I.T., since 2013; and

**WHEREAS**, Chris honorably represented UAF staff through his service on UA Staff Alliance, the UAF Planning and Budget Committee, the UA Furlough Task Group, the UAF Technology Advisory Board, the the UAF Staff Council Rural Affairs Committee, and as chair of the Staff Council Membership and Rules Committee; and

**WHEREAS**, Chris' commitment to advocating on behalf of all UAF staff members is clear in his demeanor and in all his pursuits; and

**WHEREAS**, Chris has worked to solicit feedback from Staff Council Representatives and UAF staff on a variety of important topics, including the UAF budget, term-funded applicants, tobacco-free campus, furlough policy, and changes to layoff regulations; and

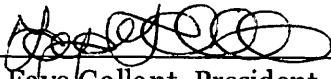
**WHEREAS**, Chris has worked to present feedback from UAF staff to the UAF and UA Administrations; and

**WHEREAS**, Chris has encouraged and empowered Staff Council committee chairs to take action for the benefit of staff; and

**WHEREAS**, Chris strove to uphold the role of system governance within the university system; and

**WHEREAS**, Chris' exceptional leadership skills, forward thinking, and willingness to address difficult situations from an inclusive perspective strengthened UA staff governance; now

**THEREFORE, BE IT RESOLVED** that UAF Staff Council extends its appreciation and gratitude to Chris Beks for his commitment to making UAF a better place through his service on UAF Staff Council.

  
\_\_\_\_\_  
Faye Gallant, President, UAF Staff Council

5/4/15  
\_\_\_\_\_  
Date



**University of Alaska Fairbanks  
Staff Council**

**Resolution of Recognition and Appreciation of  
Richard Machida  
Resolution 2015-261-2  
*Approved***

UAF Staff Council unanimously approved the following resolution at Staff Council Meeting #261, on May 4, 2015.

**WHEREAS**, Richard Machida has been a UAF employee since 1982 and a UAF Staff Council Representative since 2010; and

**WHEREAS**, Richard chaired the UAF Staff Council Elections Committee from 2013 - 2015 and the former Staff Council Elections, Membership, and Rules Committee for 2013; and

**WHEREAS**, Richard has served as a Staff Council Representative to numerous committees, including the UAF Master Planning Committee, the UAF Sustainable Master Planning Committee, the UAF Research Program Review Task Force, and the UAF Staff Makes Students Count Award Ad Hoc Committee; and

**WHEREAS**, Richard's calm demeanor and logical and analytical approach and comments have been valuable in group discussions; and

**WHEREAS**, Richard has improved the functionality of the UAF Staff Council Election Software, making it more user friendly for both end-users and those involved in the election process; now

**THEREFORE BE IT RESOLVED**, that the University of Alaska Fairbanks Staff Council extends its gratitude and appreciation to Richard Machida for his dedication and tireless commitment to staff governance.



Chris Beks, President, UAF Staff Council

5/14/15

Date

**STAFF AFFAIRS COMMITTEE**

Wednesday, April 1, 2015

10:00am - Murie 330

The Staff Affairs Committee met today and discussed the item as indicated below.

Those attending in person included: Chris Beks, Celena Brown, Susie Carson, Nicole Dufour, Jane Groseclose, Melody Hughes, Jenell Merrifield, Matthew Mund, Dean Ojala, Jennifer Youngberg, and Jeff Baxter.

The bulk of the meeting was spent discussing and making adjustments to the UAF Staff Council Resolution to Oppose Emergency Revisions to the UA System Layoff Recall and Release Policy (final version is attached).

There was a discussion concerning the availability of documents referenced by the President that focus on reductions in Statewide. The links to those documents will be sent to the committee by the Staff Council Office.

There appears to be an issue campus-wide concerning access to Adobe and the limited number of licenses available. Discussion revealed there are plenty of licenses, but many personnel do not understand the difference between Adobe Acrobat and Adobe Reader. Others understand the difference, but are having issues installing the reader on their system. OIT is aware of the issue and (hopefully) will be providing guidance soon.

Meeting dismissed at 10:44am.

Thanks,  
Jeff Baxter  
Chair, Staff Affairs Committee

## **UAF Staff Council Resolution to Oppose Emergency Revisions to the UA System Layoff Recall and Release Policy**

### **BACKGROUND:**

On March 2, 2015, President Gamble signed emergency revisions to the UA System Layoff Policy. The revisions included removing the formal appeal process and replacing it with a less-intensive review process.

The revisions were deemed “emergency” due to an additional change of shortening the notice given to lay off exempt employees. As “emergency” revisions, the changes were not subject to the normal shared governance process.

The response provided as to why the appeal process had been removed was that it was done to eliminate the extensive drain on HR resources in the event an entire department was laid off and each employee in that department chose to file an appeal. The administration was clear that in the near future more instances of entire departments being laid off are probable.

There is no language in the current Layoff Policy to indicate the return of an appeal process if and/or when the fiscal climate stabilizes.

### **RESOLUTION:**

WHEREAS we feel the removal of the formal appeal process does not fit into the purview of an “emergency” action, circumventing the shared governance procedure; and;

WHEREAS we feel the change of appeal procedure represents a clear reduction in employee rights; and;

WHEREAS we feel it insufficient that the review process could require the same supervisor to issue the layoff to also be the supervisor performing the review; and;

WHEREAS we feel that all employees should have access to a fair appeal process, regardless of the financial climate; and;

WHEREAS we feel the policy should, at the very least, return to the formal appeal process if and/or when the fiscal climate stabilizes.

LET IT BE RESOLVED that UAF Staff Council opposes the adopted change from the formal Appeal Process to the new review process in UA System Layoff Policy.

LET IT BE FURTHER RESOLVED that the UAF Staff Council calls on UA Administration and the UA Board of Regents to rescind the recent changes to the appeal process in the policy.

## **Elections Committee – April 2015 Committee Report**

**Chair: Richard Machida**

Date: 04-13-2015: 9:05 am AKDT

Attending: Richard Machida, Phil Jacobs, Nicole Dufour

We discussed the process of doing the officer elections during the May Staff Council meeting. There will be two votes taken, first for Staff Council President and the second for Vice-President. Before each vote, the candidates will have the opportunity to make a short statement.

We reviewed the requirements for tabulating the votes.

We discussed the state of the fall nomination and voting software. The menu option allowing database initialization is in the process of being added. Richard and Phil we review the workflow.

Adjourned 9:25 am

## **Staff Council Membership & Rules Annual Report 2014-2015**

The Membership and Rules Committee is a permanent Staff Council committee, established on Sept. 1, 2013. The committee shall have the following responsibilities:

*Review and maintain the Bylaws and Constitution to reflect the needs of the body.*

### **ACCOMPLISHMENTS - Rules**

- Reviewed in detail and discussed Constitution, with annotations; waiting for BOR changes to complete. Holding motions until Fall 2015.
- Reviewed in detail and discussed Bylaws Sections 1-4 with annotations; (5 at next meeting). Motions passed for Section 1.
- Created break-down and schedule for Bylaws/Constitution reviews; broken into 2 years.
- Created motion to move Membership List maintenance to secretary in Bylaws; passed.

*Review unit compositions and generate and/or accept petitions for unit compositions changes as required.*

### **ACCOMPLISHMENTS - Unit Reviews**

- Created Sub-committee; using Summer 2015 to review current unit make-up to define methodology for Unit Reviews and for any necessary reorgs.
- Created Communications Officer role for sub-committee to keep all reps in the loop.
- Gathered TKL and D-Level data to assist in understanding current unit make-up.

*Responsible for parliamentary procedure of the Staff Council meetings.*

### **ACCOMPLISHMENTS - Parliamentary Procedure**

- Started the ParliaMinute for parliamentary education, and working on gamification.

### **ACCOMPLISHMENTS - Membership**

- Recruitment Drive to nominate at least 2 candidates for each SC Unit - Successful
  - Largest number of SC candidates up for election in recent memory.
- Recruitment Drive to get at least 1 new M&R member - Successful
  - Had 3 members, 1 moved away; now have 6 M&R members.
- Revised & presented New Member Orientation information on Bylaws/procedure.
- Drafted SC Meeting Summary template & created wiki process to create/distribute to SC Reps monthly; pending approval of Executive Board.

### **ACCOMPLISHMENTS - M&R Committee**

- Organized M&R Committee Google Drive into folders/areas.
- Developed committee roles.
- Celebrated successes! DoubleEagle, HotLicks (BYO\$)

**Our Amazing Committee Members:** Jessica MacCallum, Samara Taber, Aly Englert, Mathew Mund, Brad Krick, Trish Winners (Chair)

***Where M&R Spells Fun!***

## **University of Alaska Fairbanks Rural Affairs Committee**

### **Committee Members**

Chris Brooks, Chair – SFOS Juneau Fisheries  
 Nicole Dufour, Secretary - Fairbanks Campus  
 Chad Oleson – Northwest Campus  
 Evelyn Pensgard - Kuskokwim Campus  
 James Jones - Bristol Bay Campus  
 Leon Wu - Interior-Aleutians Campus  
 Mercedes Anderson – Fairbanks Campus  
 Stacey Howdeshell - Fairbanks Campus  
 Christian Beks - Fairbanks Campus

### **Meeting Schedule**

Second Wednesday of each month 2:00PM – 3:00PM

### **Scope of Work**

1. Oversee the general welfare of the UAF community not residing on the Fairbanks campus.
2. Monitor all activities affecting compliance with the College of Rural and Community Development mission statement of the University of Alaska Fairbanks.

### **Agenda**

#### **April 15, 2015**

- Research and documentation of rural campuses and facilities. Contact names and numbers.
- Definition of Purpose – Open the lines of communication to assess and address our constituents needs.

#### **March 11, 2015**

- Introduction of new committee members. All in attendance spoke about their job duties, campus, and reasons for serving on the committee.
- Definition of Purpose - Connect Rural Staff to Governance.
- Identify/Define campuses and facilities under Rural Affairs Committee representation.
- Discussion on ways to improve communication across all campuses and facilities.
- Budget Cuts – general discussion on the current fiscal situation and how it effects our constituency.
- COLA – Discussion of changes and concerns to cost of living allocations in rural areas.
- Video Conferencing – Discussion on current technologies and needs. How important is this to each site and what currently exists (delivering courses/service to students).
- No Smoking/Tobacco Use Policy – Current status at each campus/facility and plans of implementation if not already observing the policy.

**February 10, 2015**

- Discussion and overview of the Rural Affairs Committee.
- Selection of committee members and chair.

**Contact Information**

Chris Brooks, Chair – SFOS Juneau Fisheries  
796-5442  
[christopher.brooks@alaska.edu](mailto:christopher.brooks@alaska.edu)

Nicole Dufour, Secretary - Fairbanks Campus  
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Christian Beks - Fairbanks Campus  
474-6796  
[chris.beks@alaska.edu](mailto:chris.beks@alaska.edu)



**University Advocacy Committee (UAC) Report**

Wed April 8, 2015

10-11am

Last meeting: Wednesday, March 11, 2015

Present: Nate Bauer

Phil Jacobs

Jamie Warrick

Kim Eames

Lesli Walls

Susie Carson

Connie Huizenga

Discussion Item 1: Staff Travel Fund Use

Suggestions for how to communicate widely to staff about existing Staff Travel Fund money from UA Foundation included a booth and information at Staff Appreciation Day 2015. Committee consensus that a brochure or application form that participants could read at their leisure would be better than an information session or presentation for staff to attend.

Focus was placed on easing application process for funds as much as possible, including the design of an application form with all relevant details, including outlining restrictions/rules. Such an application should also come with a cover form letter, for employees to take back to their department and have signed, stating that there are not other local funds available for such travel.

Online application should exist as well, as another option, as a Google Form, including a spot for entering supervisor info (for contact).

However, committee determined it best to work on these materials now, but hold off on distribution of applications until August, as some staff contracts are winding down for the year and will not provide enough time for applications to be submitted/reviewed.

Item 2: Carolyn Sampson Scholarship

Filter process for applications, distributed in bulk from Financial Aid, has required a large scale effort on the part of UAC. Should we move forward now, as in the past?

Relevant info: scholarship was created by Staff Council, though requirements are provided by financial aid system (UA). Contacts at Financial Aid include Deanna, **Brittany Damman**, Ashley Monroe.

Deadline for submitting selection(s) and alternate(s) is May 5.

Determination, after further discussion: enlist Financial Aid to process initial review and shortlisting. Nate will follow up with next steps after discussion with Fin Aid.

## Thursday, April 23, 2015

1. Some updates – J. Greenberg
  1. Miller Hill/Yankovich multi-use path
    1. Initiated in 2006, phase I will only be up to LARS
    2. Starts at the roundabout, continue up Miller Hill, to Yankovich, to Ballaine Rd, to Farmers Loop path
    3. All on the university side of the road, separated path
    4. On Yankovich, it will be separated far enough from the road to allow the road to be widened
    5. UAF will be maintaining Phase I
    6. The road in front of the university farm is still in the 100' right of way of the Alaska Railroad
  2. Opening of the Tanana Loop Rd
    1. Fully open Sept. 15, 2015 two-way
2. Subcommittee and additional reports
  1. North Campus
    1. The Subcommittee does not approve the use of the trail as a road access to the pavilion
    2. Looking at options such as putting in another driveway from the maze. But really expensive.
  2. Campus Landscape - Has not met
  3. Art on Campus - Has not met
  4. Sustainability
    1. Green Carpet awards on 04/22/2015
3. Facilities Services update
  1. Summer construction update
    1. Reconfig space in Butro
    2. Repurpose Irving I for Vet program
    3. Arctic Health east elevator
    4. Butro parking lot repair
    5. Culvert repair on Tanana Loop
    6. Yankovich/Miller Hill Multi-Use path
    7. Sewer pipe repair across from SRC
    8. Cutler ADA bathroom repair
    9. Cutler roof replacement
    10. Patty ice refrigeration repair
    11. Patty Ice ADA restroom updates
    12. Patty Ice flooring replacement

13. Campus Cache renovation
  14. Lower dorm insulation and refinish stucco
  15. Lola Tilly office conversion
  16. Walsh Hall steam line repair
  17. Fine Arts restroom repair
  18. Rasmusson roof replacement (parts)
  19. Repurpose Bunnell print shop space for elearning
  20. Bunnell OIT 233 & 237 removal
  21. Combined Heat and Power Plant excavation
  22. Forestry Building Roof repair
  23. UAF Engineering Bldg
  24. Ash dump site
  25. UAF Engineering Bldg Laydown
  26. Tok Center Rm 106 renovation
  27. Poker Flat blockhouse reef repair
  28. CTC Hanger office space
  29. CTC Barnette ADA Stair
  30. Kuskokwim dorm renovation
  31. President's house storm drain improvement
  32. Nome phase I renovation
2. No power plant update besides there needs to be some redesign required.
4. Public comment period
    1. Engineering - Steel bridge won 7 first place awards though not the overall
    2. Concrete canoe won 4th place overall
5. Schedule
    1. Will continue to meet at least once per month



PDF File

SC 261

Attachment 261-11

Temp. Ped. Path  
April 27th to  
August 24th.

exit  
only

TANANA LOOP  
CLOSURE  
APRIL 1, 2013 -  
SEPT 15, 2015

Earthwork May  
11th to July 2nd  
Cornerstone  
Dedication July 6,  
2015

SC 28

**University of Alaska Fairbanks**  
**Staff Council**  
**Resolution 2015-261-3**  
***Approved***

UAF Staff Council unanimously approved the following resolution at Staff Council Meeting #261, on May 4, 2015:

**Resolution 2015-261-3:**

**Resolution Requesting Involvement and Appointment of a UAF Chancellor**

**WHEREAS**, UAF Chancellor Brian Rogers recently announced that he would be retiring in August of 2015; and

**WHEREAS**, UA President, Patrick Gamble, has previously noted the importance of shared governance at the University of Alaska; and

**WHEREAS**, UAF Staff Council understands the import of the selection process associated with hiring a new chancellor in establishing a strong working relationship, from which shared governance may thrive; and

**WHEREAS**, current UAF Chancellor, Brian Rogers supports the inclusion of staff in the upcoming hiring process for the soon to be vacated UAF Chancellor position; and

**WHEREAS**, staff governance participation has been granted for prior UAF executive hirings; and

**WHEREAS**, staff governance has been given representation on the recent search for an incoming University President; now

**THEREFORE BE IT RESOLVED**, that UAF Staff Council requests a seat on the UAF Chancellor selection committee; and

**BE IT FURTHER RESOLVED**, that UAF Staff Council requests to have input on the selection of an interim UAF Chancellor.



Chris Beks, President, UAF Staff Council

5/14/15

Date

# University of Alaska Fairbanks

## Staff Council

### *Proposal for UAF Staff Volunteer Day*

*Revised: 5/4/2015*

In partnership with our university's administration, UAF Staff Council seeks to promote and strengthen UAF's core themes, including its efforts to *engage Alaskans through Outreach for Continuing Education and Community and Economic Development*, as well as the UA system's efforts, through the Shaping Alaska's Future initiative, to *demonstrate accountability to the people of Alaska*; we also highlight our own organization's commitment, through Staff Council's University Advocacy Committee, to establish *events and functions to help make the public aware of the value of University staff, as well as students and faculty*.

We further observe our communities' increased need for time and effort from UAF's wide variety of skilled and highly capable staff and potential volunteers, as well as the opportunity to bridge cultural and connotative gaps between UAF and our larger community.

We also recognize the potential for UAF and its Staff Council to partner together in an effort to benefit the community in which we live and work. The annual Staff Volunteer Day proposed herein seeks to incorporate the organization, facilitation, and promotion of volunteerism by staff on a large scale, during designated times of year when these efforts are most needed.

As a result of these concerns, UAF Staff Council seeks official designation for an annual UAF Staff Volunteer Day. Our proposal seeks equally shared commitment (and the credit that results) from administration and staff individuals: a work day of volunteer time per staff member per year, comprising four hours of existing Annual Leave, donated by the staff member, together with four hours of university time.

We propose these volunteer efforts to be concentrated as full workdays by all willing staff, to take place during one of two designated weeks per school year, which may also minimize any adverse effect to UAF and its services to students. Tentative proposals for these weeklong designations include a single week during the Fall semester of 2015 and one during Spring semester of 2016. We further recognize the need for the stringent organization, regulation, and oversight of such proposed activities, with Staff Council anticipating collaboration with University Human Resources and Administration regarding implementation.

In summary, UAF Staff Council proposes, in conjunction with UAF administration, the founding of an Annual Staff Volunteer Day, incorporating the organization, facilitation, and promotion of volunteerism by staff on an extensive level, during designated times of year when these efforts are most needed by our community.



**University of Alaska Fairbanks****Staff Council*****Resolution 2015-261-4****Revised 5-4-2015*

UAF Staff Council approved the following motion at Staff Council Meeting #261, on May 4, 2015:

**Resolution 2015-261-4:****Resolution in Support of UAF Staff Council's 'Staff Volunteer Day' Proposal**

**WHEREAS**, UAF Staff Council's University Advocacy Committee is committed to *organizing events and functions to help make the public aware of the value of University staff, as well as students and faculty*; and

**WHEREAS**, Staff Council observes our communities' increased need for time and effort from the University's wide variety of skilled and highly capable staff and potential volunteers; and

**WHEREAS**, we also recognize the opportunity to bridge cultural and practical gaps between UAF and our larger community; and

**WHEREAS**, we further observe the potential for UAF and Staff Council to partner together in an effort to benefit the community in which we live and work; and

**WHEREAS**, we are committed to UAF's core themes, including its efforts to *engage Alaskans through Outreach for Continuing Education and Community and Economic Development*; and

**WHEREAS**, we are also aligned with the University of Alaska's efforts, through the Shaping Alaska's Future initiative, to *demonstrate accountability to the people of Alaska*; now

**THEREFORE BE IT RESOLVED**, that UAF Staff Council supports the proposal to found an Annual Staff Volunteer Day at UAF.



Chris Beks, President, UAF Staff Council

5/19/15

Date

# University of Alaska Fairbanks

## Staff Council

### *Proposal for UAF Staff Volunteer Day*

*Revised: 5/4/2015*

In partnership with our university's administration, UAF Staff Council seeks to promote and strengthen UAF's core themes, including its efforts to *engage Alaskans through Outreach for Continuing Education and Community and Economic Development*, as well as the UA system's efforts, through the Shaping Alaska's Future initiative, to *demonstrate accountability to the people of Alaska*; we also highlight our own organization's commitment, through Staff Council's University Advocacy Committee, to establish *events and functions to help make the public aware of the value of University staff, as well as students and faculty*.

We further observe our communities' increased need for time and effort from UAF's wide variety of skilled and highly capable staff and potential volunteers, as well as the opportunity to bridge cultural and connotative gaps between UAF and our larger community.

We also recognize the potential for UAF and its Staff Council to partner together in an effort to benefit the community in which we live and work. The annual Staff Volunteer Day proposed herein seeks to incorporate the organization, facilitation, and promotion of volunteerism by staff on a large scale, during designated times of year when these efforts are most needed.

As a result of these concerns, UAF Staff Council seeks official designation for an annual UAF Staff Volunteer Day. Our proposal seeks equally shared commitment (and the credit that results) from administration and staff individuals: a work day of volunteer time per staff member per year, comprising four hours of existing Annual Leave, donated by the staff member, together with four hours of university time.

We propose these volunteer efforts to be concentrated as full workdays by all willing staff, to take place during one of two designated weeks per school year, which may also minimize any adverse effect to UAF and its services to students. Tentative proposals for these weeklong designations include a single week during the Fall semester of 2015 and one during Spring semester of 2016. We further recognize the need for the stringent organization, regulation, and oversight of such proposed activities, with Staff Council anticipating collaboration with University Human Resources and Administration regarding implementation.

In summary, UAF Staff Council proposes, in conjunction with UAF administration, the founding of an Annual Staff Volunteer Day, incorporating the organization, facilitation, and promotion of volunteerism by staff on an extensive level, during designated times of year when these efforts are most needed by our community.

\_\_\_\_\_ Approved \_\_\_\_\_ Denied

Signature: \_\_\_\_\_

Brian Rogers, Chancellor

\_\_\_\_\_ Date SC 32