

MINUTES

UAF STAFF COUNCIL #263

Monday, August 17, 2015

8:45 - 11:00 AM

Gruening Bldg., Room 208

I. CALL TO ORDER & ROLL CALL

A. Call to Order

- The meeting was called to order by President Faye Gallant at 8:51 AM.

B. Roll Call

Present:
 Mercedes Anderson
 Jessica Armstrong
 Nate Bauer
 Chris Beks
 Kim Eames
 Aly Englert
 Susie Frei
 Faye Gallant
 Jane Groseclose
 Melody Hughes
 Connie Huizenga
 Brandi Marrero
 Jenell Merrifield

Sue Mitchell
Present (cont.):
 Mathew Mund
 Chad Oleson
 Evelyn Pensgard
 Samara Taber
 Lesli Walls
 Jami Warrick
 Trish Winners

Excused:
 Phil Jacobs (Proxy A. Shaw)
 Brad Krick

Proxy:

Anthony Shaw

Absent:
 Jesse Atencio
 Chris Brooks
 Celena Brown
 Stacey Howdeshell
 Jim Jones
 Jessica MacCallum
 Dean Ojala

Guests and Others Present
 Chancellor Brian Rogers
 Sherry Modrow
 Nicole Dufour, Ex. Scty, Staff Council

- Quorum was met.

C. Approval of Consent Agenda

- Approved as presented

i. Approval of Staff Council Meeting #263 Agenda – Approved as presented

ii. Attachment 263-1: Resolution in Recognition and Appreciation of Chancellor Brian Rogers and Sherry Modrow – Approved as presented

II. STATUS OF PENDING ACTIONS

A. Leave Share Resolution

i. Attachment 263-2: Memo from President Gamble Regarding Staff Alliance Leave Share Resolution 2015-1

- This resolution began over a year ago. This request was designed to allow employees who are dealing with medical issues to come into work and still be eligible for leave share. It also allowed for the use of leave share for bereavement leave. Jeff Baxter and the Staff Affairs Committee originally proposed these edits to Regulations. This

then went through UAF Staff Council, Staff Alliance, and then through the Statewide Administration. This month, we received a memo from President Gamble, approving the changes that we requested, in addition to a few other changes that seem to be beneficial. He directed the Chief Human Resources Officer (CHRO), Erik Seastedt, to make these changes. Staff Alliance just received a copy of the proposed changes, which they will be discussing with the Erik Seastedt, CHRO, tomorrow.

- While we hope that very few staff are ever in a position that they would benefit from these changes, we are happy that they will be in place to help staff in difficult times.

B. Staff Alliance Task Force to Review “Review Process” vs. “Grievance Process” and Make Recommendations

- This process has yet to begin. Staff Alliance meets tomorrow, at which time, the officers will request an updated.

C. UAF Term Funded Internal Applicant Policy

i. Attachment 263-4: Signed UAF Term Funded Internal Applicant Policy

- Last year, Staff Council requested that the names of non-continued term funded staff be placed on the layoff list. Hiring off of the layoff list provides some benefits to departments for hiring internally. The idea is that you have a shorter vacancy hold if you hire off of the layoff list. This was signed by Chancellor Rogers.

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

- This resolution was initially forwarded to President Gamble. When speaking with new President, Jim Johnson, the officers did ask about this. President Johnson verbally indicated that Staff Council would have a representative on the search committee. The officers will follow up on this as we move into the semester.

E. Staff Volunteer Day Proposal and Resolution

- Chancellor Rogers is sending this to Chancellor’s Cabinet this afternoon. Faye and Nate will be in attendance at Cabinet, this afternoon, to present the project and provide some context.

III. PUBLIC COMMENT

A. Michelle Mouton, Director of Sustainability

i. Handout 263-1: Sustainability Handout

- In 2009, students voted in a \$20 / semester sustainability fee, with the goal of the program being to make UAF a national leader in sustainability. We have a gold star rating for sustainability and have been recognized as one of the top 350 schools in the nation on sustainability by Princeton University. Since 2009, the collective sustainability fee has resulted in 86 projects, including 6 solar panel projects on campus. They also fund the MAC bus program. We now have the electric shuttle which they donated to Facilities Services. Students are looking to partner with staff. They are ramping up their efforts, including a recent vote to install solar panels on the new plant.

B. Jessica MacCallum, Bursar’s Office – Parking Permits

- There have been issue with online parking decal renewals. The office is aware of the problem and they are working to address it. In the meantime, you can either download the form from their website or pick up a form at the Bursar’s Office.
- Sustainable Parking Passes are new this year. This is a pilot program. This is a new option for employees and faculty. If you renew it this year through the sustainable parking decal program, you don’t ever have to worry about renewing it again. It automatically renews every Sept.

IV. OFFICERS REPORTS

A. Faye Gallant, President

- Like most units on campus Governance had a budget reduction. We are hoping to be able to reduce costs associated with the teleconference line. This is one of our biggest expenses. Surprisingly the largest volume of callers are located on main campus. We have also started to move our committee meetings to Google Hangouts.

- If you have any questions about setting up a Google Hangout or if you want to try to troubleshoot a connection, contact the Staff Council Office.
- We are encouraging rural Reps to attend by Google Hangout when possible.

B. Nate Bauer, Vice President

V. STAFF ACHIEVEMENTS AND HIGHLIGHTS

- A.** Chancellor Rogers explained that Governor Walker expressed his appreciation for the work of some of our UAF staff in facilitating the recent budget meetings which were held at UAF.

VI. CHANCELLOR'S REMARKS

- This was Chancellor Rogers' last Staff Council meeting as UAF Chancellor.
- While we are all feeling the budget impacts, Chancellor Rogers is sensing and has results to prove that there is a shift in public attitude. The Rasmuson Foundation has allocated significant funding to educate the public on the state's fiscal issues. The Foundation began by surveying Alaskans about budget cuts and alternatives for revenue. The most important take away from this was that the majority of Alaskans do not favor addressing the budget shortfall solely through budget cuts.
- FY17 may be the bottom before we start coming out of this fiscal issue. This is going to affect us all individually. Top choices are to use part of the Permanent Fund, a statewide sales tax, or other revenues.
- In terms of being able to run a quality university, we cannot continue to cut 8–10 % of the budget year after year. It is good news that there is public recognition of the value of public services, including the University.
- In the state budget, the university's budget is the fourth highest, behind Health and Social Services, Dept. of Education, and fixed costs of debt service and the like.
- UAF will be presenting our budget to President Johnson's staff on Friday. We are putting finishing touches on it. While we expect the Governor to take a reduction, and the legislature to take further reductions, we are laying out what we think the budget should be. This includes continued funding to the one time funding we received this year for pay and benefits. We are recommending a similar amount to non-bargaining unit staff.
- We will have a significant increase in the cost of health benefits this coming year. Since they over collected two years ago, the staff benefit rates have remained low. They will jump again in FY17, which will be a significant cost to us. We have also identified a series of other fixed costs we must address.
- This includes the current issues with water quality on campus. The current issue is one where we are getting more organic material in our water in the well. We put more treatment into this and the byproduct of the treatment is creating higher conditions than allowable. They have put additional filtration, but the long term plan is to shut down the university water treatment plant for domestic water and go to College Utilities.
- There have been other compliance issues in dealing with Title IX and Disability Services. These will be included in our budget request. There will also be a limited number of programmatic increases. We want to identify areas in which we believe we have an advantage. This includes Chemical Engineering. UAF's capital budget request will include the engineering building and deferred maintenance, along with a few research projects.
 - Chancellor's Cabinet will be reviewing the Staff Council Volunteer Day Proposal and Resolution later today.
 - Mike Powers will serve as UAF's Interim Chancellor for the next ten months. Interim Chancellor Powers served the past few years on the Board of Regents and brings a wealth of knowledge to the university. He has worked with university governance and this is a positive for the university.
 - Over the next ten months, there will be a full search process for a permanent chancellor. President Johnson has indicated that there will be staff participation through the search process. It is unclear at this time exactly what this process will be, but it is expected to kick off soon after the semester begins.
 - When Chancellor Rogers began his term as chancellor, Staff Council requested better supervisor training. Chancellor Rogers noted that the program is now in its third iteration and that Staff Council should take pride in seeing this moving forward, as it was the organization's idea. There are now fewer grievances and problems, thanks to supervisors being better trained.
- Staff Council also pushed hard for a better staff appreciation and development day. This event now provides an opportunity for personal and professional development that can be attributed to the work of Staff Council.

- Chancellor Rogers has appreciated the advice and sounding board of Staff Council as a group as well as his regular monthly meetings with Staff Council Officers. These have helped identify key issues and concerns facing UAF staff.
- Chancellor Rogers concluded his remarks by stating that it had been a privilege serving as UAF Chancellor and he thanked staff for everything they do for UAF.
- President Faye Gallant read the previously approved Resolution of Recognition and Appreciation of Chancellor Brian Rogers and Sherry Modrow. Faye then presented a framed copy of the resolution to Chancellor Rogers and Sherry Modrow for their years of dedicated service to UAF.

VII. BREAK

- The annual Staff Council group photo was taken by photographer J.R. Ancheta during the break.

VIII. GUEST SPEAKERS

A. Employee Engagement - Anita Hartmann, Director of UAF HR and Carla Browning, Communications Manager

i. Handout 263-2: Employee Engagement Handout and FAQ

- There is a new employee engagement project that will be rolled out, beginning this fall with a survey. This project has a quick timeline with the goal of having a more engaged staff. Employee engagement is important. Employees who are engaged typically have less absenteeism, fewer complaints, increased safety records, and, overall, an increased commitment.
- Glassdoor ratings measure things associated with career building, compensation and benefits, senior leadership, and culture and values. UAF's glass door ratings have fallen recently. This indicates that we need to do something about the environment at UAF. Over the past year we have asked our employees to shoulder a lot of burdens. Many have lost valued colleagues with people leaving the university through layoffs, transfers, and searching for work in other locations. We are a smaller institution, yet our work goes on.
- They are working with a company called DecsionWise for this project. This initiative is being funded by a private grant money with deliverables due one year from now. No state money is being spent on this project.
- This survey is different from the Training and Employee Development (TED) Survey which rolled out last year.
- They want to get a broad swath of information.
- The survey will be sent to a large sample of our workforce, which includes around 2800 employees. You will receive a personal invitation. The survey is entirely confidential and totally anonymous to UAF. We provide the list and the email contacts, from that point on, it is solely anonymous to the institution. Results are confidential down to groups as small as 10. They will go no smaller than this in order to maintain confidentiality. By doing this we can create action plans specific to different colleges or departments.
- At some point in November, after the survey ends, there will be an Executive Leadership Workshop on campus that will include in an onsite visit with DecisionWise for a data debrief and analysis. They will help develop various action plans. There is some professional development for leadership involved.
- The survey should take between 15 – 20 min. to complete. All employees are encouraged to complete this survey.
- They will be sending out communications in advance of the survey to inform people of what to expect. By the time the survey is distributed it should not be a total surprise to people.
- See handouts for more information on this project.

IX. GOVERNANCE REPORTS

A. Colby Freel, Vice President, ASUAF

- ASUAF is responsible for allocating funding from a student fee. They are also responsible for advocating on behalf of students to the university. They are the voice of students. They have approximately 7 – 10 staff throughout the year. Half of their budget is allocated to organizations throughout the university, including Sustainability. The Student Senate is responsible for allocating the other half of funding. They are happy to announce that this year they will be able to give out close to \$100,000 in student travel funding grants and other grants and projects.
- This year is a difficult year for everyone. ASUAF is fortunate to have sustainable funding through the student fee, so they are somewhat protected from budget issues. They want to allocate funding to assist students, including assisting students in need. They are also plan to restructure part of their organization, including the Club Council.

- Members of ASUAF met with both new President, Jim Johnson, and Interim Chancellor Powers and they look forward to working with the university over the next year.
- Students looking to apply for travel funding or for any other ASUAF related program should visit the ASUAF Office in the Wood Center for more information. The ASUAF Office is always a good starting place for students looking for assistance or information.
- There is a Food Pantry available in the Wood Center for students in need. ASUAF provides a certain amount of money to support this. Contact ASUAF for more information on this program.
- ASUAF will provide the Staff Council Office with a list of services available to students through ASUAF. This information will then be distributed to Staff Council Representatives in an effort to help ASUAF get the word out about services available to students.

B. Orion Lawlor, President Elect – Faculty Senate

- Orion has been impressed with Staff Council's ability to get things approved at the statewide level. One of the main faculty issues is the budget situation and how we can make decisions about the budget. Faculty Senate will also be working on updating their bylaws and their blue book, which is associated with the process of promotion and tenure for faculty. Orion is looking forward to the governance bodies working together over the next year to address important issues facing UAF.
- Faye noted that although we had success with the leave share changes one of the biggest obstacles was at the Staff Alliance level. It was not possible to get approval from all three campuses even though they were able to get the resolution passed. The officers had to repeatedly follow up on this issue.

X. UNFINISHED BUSINESS

A. University Advocacy Committee - 'Staff Mentoring Interest Survey'

- Jami Warrick is the new chair of University Advocacy. Nate is in the process of working with Jami to transfer the survey information and data. The committee will continue to work on this survey and will share the results when available.

B. Committee Representatives

i. ASUAF Food for Thought Committee - Representative needed

- Anyone interested in serving on this committee should contact Faye.

ii. Meritorious Service Award Committee - Representative needed

- Connie Huizenga was appointed to serve as the UAF Representative to this committee.

XI. NEW BUSINESS

A. Performance Evaluation Joint Campaign

- The importance of regular performance evaluations was discussed.
- From the Training and Employee Development Survey it was clear that there was a low rate of people getting annual performance evaluations. One of the goals is to increase the number of annual employee evaluations being completed. Every employee should receive an annual evaluation from their supervisor.
- A new Performance Evaluation Joint Campaign Ad Hoc Committee was formed.
- The following people volunteered and were appointed to serve on this committee: Jane Groseclose, Trish Winners, Constance Huizenga, Brandi Marrero, Jessica Armstrong, and Aly Englert

B. RISE Board Sustainability Fee

- The RISE Board is working on many projects around campus and they are looking for additional funding for some of these projects. The RISE Board contacted Faye to see if staff would be interested in matching the student RISE fee. Some staff have voluntarily matched the student fee of \$40/year to help fund projects in the past. They are not looking at an automatic fee, but they would like to have an employee giving campaign.
- A RISE Board Staff Sustainability Fee Ad Hoc Committee was formed to evaluate if people are interested, how we would go about it and what it would include. The ad hoc committee is designed to look at options. Samara Taber and Sue Mitchell volunteered and were appointed to serve on this ad hoc committee.
- The ad hoc committee was encouraged to meet with the RISE Board directly to gather information.

XII. INTERNAL COMMITTEE REPORTS**A. Elections – Phil Jacobs, Chair**

- The Elections Committee is looking at eventually moving the elections server out of the library to a more permanent location.

B. Membership and Rules - Trish Winners, Chair**C. Rural Affairs - Chris Brooks, Chair****D. Staff Affairs – Jane Groseclose, Chair****E. University Advocacy – Jami Warrick, Chair**

- The committee plans to meet on Sept. 9

XIII. INTERNAL AD HOC COMMITTEE REPORTS (none)**XIV. EXTERNAL STATEWIDE COMMITTEE REPORTS (written only)****A. Staff Alliance- Staff Health Care Committee – Lesli Walls; Kim Eames; David Bantz, Alt; Stacey Howdeshell, Alt****B. Staff Alliance Compensation Working Group – Faye Gallant, Chair; Brad Krick, Janine Smith, Mike Cox****C. Staff Alliance Task Force to Review “Review Process” v. “Grievance Process” and Make Recommendations****XV. 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****E. Dining Committee, Jane Groseclose, Rep****F. Food for Thought Committee – vacant****G. Fresh Air Campus Challenge Committee – Brad Krick, Rep; Sue Miller, Alt****H. Master Planning Committee (MPC) – Brad Krick, Rep****I. Meritorious Service Award Committee – vacant****J. Parking Advisory Committee (PAC)****K. People’s Endowment Committee – Jessica MacCallum****L. RISE Board – Ian Olson****M. Staff Appreciation Day Planning Group – Ashley Munro & Maria Russell****N. Sustainability Master Planning Committee**

XVI. AD HOC COMMITTEE REPORTS (written only)

A. Training & Employee Development (TED) Working Group Update – Jessica MacCallum

i. Attachment 263-3: August Committee Report

- This report includes follow up information on the TED survey that took place this past spring.

XVII. ROUND TABLE DISCUSSION

XVII. ADJOURN

- The meeting was adjourned by President Faye Gallant at 11:00 AM.

University of Alaska Fairbanks
Staff Council
Resolution of Recognition and Appreciation of
Chancellor Brian Rogers & Sherry Modrow
Resolution 2015-263-1-DRAFT
August 17, 2015

WHEREAS, Brian D. Rogers served as Chancellor of the University of Alaska Fairbanks from 2009 to 2015 and a member of the UAF and Fairbanks communities since the early 1970's; and

WHEREAS, UAF alumni, Brian D. Rogers and Sherry Modrow, his spouse and unwavering companion, have approached the chancellorship as a team, working tirelessly to promote, support, and develop UAF within the Fairbanks community and abroad; and

WHEREAS, Brian D. Rogers is a true leader and Renaissance man, having held the titles of chancellor, vice president, regent, student, alumni, state representative, commercial fisherman, course instructor, director, dishwasher, consultant, mailman, manager, business owner, lemonade proprietor, ally, and friend; and

WHEREAS, Brian D. Rogers has earned the trust of staff through his commitment to respect, transparency, open communication, shared governance, and collaboration; and

WHEREAS, Brian D. Rogers has championed supervisor training, staff development, and staff appreciation throughout his time as UAF Chancellor; and

WHEREAS, Brian D. Rogers and Sherry Modrow have implemented and spearheaded the Chancellor's Gala in support of the greater Fairbanks community; and

WHEREAS, Sherry Modrow, a lifelong Alaskan, has volunteered countless hours to improve UAF, including her impressive work with the UAF Development Office; and

WHEREAS, throughout his tenure as Chancellor, Brian D. Rogers and Sherry Modrow have been strong supporters of UAF Staff Council and all staff, while championing UAF as a unique and world class Arctic institution; now

THEREFORE BE IT RESOLVED, that UAF Staff Council recognizes and applauds the outstanding contributions and accomplishments of Brian D. Rogers and Sherry Modrow during their tenures at UAF, during which time they have helped make UAF a better place.

Patrick Gamble, President
 Phone: (907) 450-8000
 Fax: (907) 450-8012
 Email: ua.president@alaska.edu



UNIVERSITY
 of ALASKA
 Many Traditions One Alaska

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 910 Yukon Drive
 P.O. Box 755000
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MEMORANDUM

DATE: July 31, 2015

TO: Monquie Musick, Staff Alliance Chair

FROM: Pat Gamble, President 

RE: Staff Alliance Motion 2015-01 – Addition of Language to UA Regulation 04.06.130 Sick Leave for the Purpose of Allowing Sick Leave Donation for Bereavement

Based on Staff Alliance's Motion 2015-01 proposing changes in the Leave Share regulation to allow use of donated leave for bereavement and intermittent Family Medical Leave, I concur changes should be made and have instructed the Statewide Human Resources office to draft regulation revisions in cooperation with General Counsel to reflect these issues.

Necessarily, regulation changes must be circulated to University leadership and governance for proper vetting and I have asked that the necessary changes be made and circulated expeditiously.

Preliminary conversations with SWHR indicate that changes to these regulations are near completion and will include the following:

- Add a new use of sick leave for bereavement leave of up to 5 days after the death of an immediate family member, in addition to the 5 days of funeral leave that is currently permitted.
- Amend the leave share regulations to include bereavement leave (as requested by Staff Alliance).
- Change the leave share qualifying time period from 10 consecutive work days (also as requested by Staff Alliance), to 80 work hours within a period of 28 calendar days (pro-rated for part-time employees).

Monquie Musick
July 31, 2015
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- Incorporate several other changes that have been discussed in recent years, including a change from a calendar year system for leave share to the same rolling 12 month system that is used for FMLA leave, and new definitions that more closely match the IRS definitions for a bona fide leave sharing program for medical emergencies.

PKG

cc: Joseph Altman, System Governance Office Executive Officer
Ardith Lynch, Associate General Counsel
Erik Seastedt, CHRO
Chancellors

UAF Training and Employee Development (TED) Team Update

Thank you to all the employees who took the Training and Employee Development survey this spring. The final report is now posted and available to view at www.uaf.edu/files/finserv/omb/Process_Improvement/UAF-Training-and-Development-Survey-Results.pdf.

Some key findings of the survey are:

- Recommend a centralized resource for training (training center), easy to navigate and access, with transparent reporting capabilities at the employee and dept. level
- Recommend targeted trainings for employees related to their jobs and career goals
- Performance evaluations are generally not being used to support development - support is needed for supervisors and employees to have productive and timely evaluations
- Employees want maps to advance their career within UAF

The valuable information received from the survey will allow for UAF to better meet the needs of employees as we adapt to our current challenges.

Moving forward, the TED (Training and Employee Development) team will be presenting a business case to their steering committee with actions to address the findings from the survey. Please feel free to continue making recommendations to the team.

For more information on Training and Employee Development, please visit uaf.edu/training.

This information will also be communicated to all employees via the Cornerstone.

Term Funded Internal Applicant Policy

POLICY STATEMENT

This policy establishes standards, considerations and approval processes for regular, term employees (staff and faculty) to be considered as an internal applicant when an employee's contract is not renewed or ended prior to the end of the current contract period.

BACKGROUND & JUSTIFICATION

Term-funded employment is for a specific period or project identified within the contract letter and subject to the terms of that contract. Employment of these positions may not be renewed at the end of the contract period or prior to the end of the specified period as a result of inadequate funding or expiration of the grant, pursuant to University Regulation 04.05.020.C(1)(a) and 04.09.040.B.

Retaining employees within the university is an element of “putting people first” and not only serves to motivate and reward employees for exemplary work, but also allows the university to retain talent and reduce the impacts of turnover.

DEFINITIONS

Term Funded Employment- Employment with a specified employment period or project identified in and subject to the terms of the appointment letter.

Eligible Employees - All exempt and non-exempt term funded faculty and staff employees.

Non- renewal- When an employee's contract is not renewed or ended prior to the end date of the current contract period.

Internal Applicant Pool- Offers a chance of rehire to employees in a non-renewed status, prior to a posting being advertised as a competitive recruitment for up to 12 months after the non-renewal notification, however does not guarantee rehire. If an employee is rehired at the university prior to the end of the 12 month period, the employee will no longer be held in the pool for future consideration, unless a future non-renewal event occurs.

EXCEPTIONS:

Represented employees are subject to terms of the current collective bargaining agreement.

REFERENCES:

University Board of Regents Policy 04.05.020 and 04.09.040.

Collective Bargaining Agreements: United Academics, University of Alaska Federation of Teachers (UAFT), Alaska Higher Education Crafts and Trades Employees Local 6070 and Fairbanks Firefighters Association Local 1324

RESPONSIBILITIES:

Non-renewed Employee:

- Must work with UAF HR Consultant to upload appropriate application materials to the Internal Applicant Pool. Application to the pool must be completed within 30 calendar days of the non-renewal date. Consideration is not automatically applied on the employee's behalf.

Supervisor:

- Must ensure that the unit leadership and UAF HR Consultant are notified, in writing, of the non-renewal.
- Will initiate the meeting with the UAF HR Consultant and employee to deliver notification.

UAF HR Consultant:

- Assist the supervisor with the appropriate notification period and process.
- Complete and provide the supervisor with the appropriate employee notification memo.
- Notify the non-renewed employee of the Internal Applicant Pool and assistance with the application process.
- Notify hiring authorities of internal applicants in the pool for consideration, prior to a benefited recruitment being posted for competitive recruitment.
- Assist hiring authorities throughout the process of considering internal applicants.
- Assure that employees are considered for no more than 12 months after date of non-renewal or rehire at the university.

Perspective Hiring Authorities and/or Units:

- Review the internal applicants prior to a position being posted for competitive recruitment; however are not required to hire the internal applicant(s).
- Due diligence and a good faith effort when reviewing resumes, interviewing, testing, reviewing employee personnel files and checking references.

APPROVED:



Brian Rogers, Chancellor
University of Alaska Fairbanks

Date: June 9, 2015

UAF Green Bikes provides students with inexpensive transportation



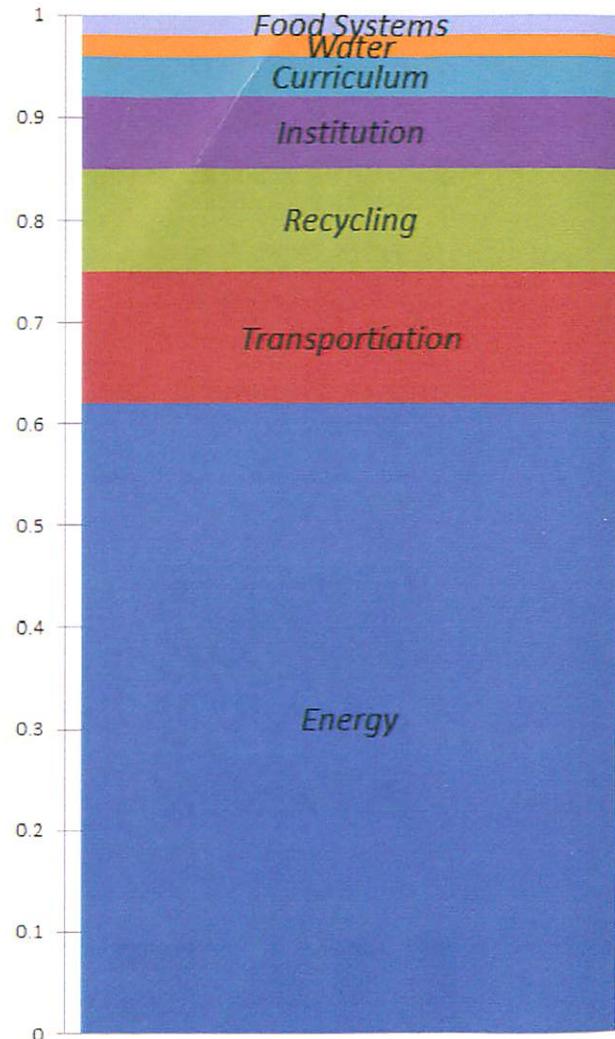
WHAT IS R.I.S.E.?

The R.I.S.E. Board was created for the purpose of considering and creating proposals on how to use the monies generated by the Student Sustainability Fee to the benefit of the entire UAF Community, location non-withstanding.

The R.I.S.E. board is made up of active students and faculty appointed by recognized departments and clubs. Members are tasked with the extensive scientific review of proposals, presentations of formal proposals, as well as maintaining budget transparency in an organized and insightful way.

RISE FUNDING

R.I.S.E. funding is appropriated from student and faculty proposals, and may fall into several categories of campus sustainability.



R.I.S.E FUNDING QUICK FACTS

SINCE 2009, OVER 84 PROJECT HAVE BEEN FUNDED* (>\$1.1 MILLION)

- **Energy**
 - ⇒ 62% of project funds
 - ⇒ 30 funded projects
 - ⇒ e.g. Solar Panels on SRC, LED lighting at CTC parking garage
- **Transportation**
 - ⇒ 13% of project funds
 - ⇒ 15 funded project
 - ⇒ e.g. Green Bikes Program
- **Recycling**
 - ⇒ 10% of project funds
 - ⇒ 19 funded project
 - ⇒ e.g. Murie Zero Waste Initiative
- **Institution**
 - ⇒ 7% of project funded
 - ⇒ 2 funded project
- **Curriculum**
 - ⇒ 4% of project funds
 - ⇒ 7 funded project
- **Water**
 - ⇒ 2% of project funds
 - ⇒ 1 funded project
- **Food Systems**
 - ⇒ 2% of project funds
 - ⇒ 6 funded projects
 - ⇒ e.g. Campus Community Garden
- **Other**
 - ⇒ Purchasing & Social Sustainability
 - ⇒ <1% of project funds
 - ⇒ 4 funded projects

*based on 2014 data

A SHORT HISTORY

In the spring of 2009 the students of UAF voted to have a \$20 fee levied upon all students in the interest of sustainability. Chancellor Rogers matches the fee. The sustainability fee was created with the specific intent that it operate quickly.

With over 5000 students funding this movement, there has been revenue to install alternative energy systems, encourage greener purchasing, establish sustainable programs and change the way we look at energy on the UAF campus.



Solar Panel installation at UAF SRC

GET INVOLVED NOW

The R.I.S.E Board meets every other week through the semester and all meetings are public!

Please contact the Office of Sustainability for more information:

Michele Mouton, Director
Upstairs Lola Tilly Commons
411 Tanana Loop East
907-474-5070
mamouton@alaska.edu

To apply for funding scan below, or visit :

<http://www.uaf.edu/sustainability/rise/currentproposals/>



Review of Infrastructure Sustainability And Energy

"...benefiting the entire UAF Community."

A review of the R.I.S.E. Board, including its mission and progress to date

Employee engagement survey – FAQs

Why is UAF conducting an employee engagement survey?

UAF is soliciting feedback to better understand the opinions of their employees. Leadership wants to know how the organization is doing and how you feel about your job and plans to use the employee feedback to increase organization performance and leadership effectiveness.

How will this survey help my organization?

Leaders in your organization will receive an aggregate report of the survey responses and will be coached on how to create action plans to improve employee satisfaction and engagement.

How do I benefit personally from the survey?

This survey allows you to voice your feelings and opinions in a confidential setting. From the feedback UAF receives from the survey results, leaders will be able to develop goals to help better your experience at the University of Alaska Fairbanks.

Are my ratings confidential?

Yes. The employee survey ratings are anonymous to the University of Alaska Fairbanks and kept confidential by DecisionWise; your individual responses are not tied to your name.

What kind of questions will be on the survey?

The survey will take about 10 to 15 minutes to complete. The questions on the survey will be divided into sections relating to your job and supervisor. Ratings will be on a scale from Strongly Disagree to Strongly Agree. Every question will have an option of “Don’t Know.” You will also find one open-ended question, where you can elaborate on any feedback you have. Please be honest and candid in your survey responses.

How will my comments be displayed on the report?

Your comments will be reported verbatim on the reports. Comments will not be reported unless there are at least 15 responses in a grouping. Comments will be randomized with other employees’ responses.

Do I have to take the survey?

The survey is not mandatory; however, your feedback is important and will help to make desired improvements. If there are questions you feel you cannot answer on the survey, there is an option of “Don’t Know” that you can select.

When can I take the survey?

You will receive an email on Monday Sept. 28. The last day to take the survey will be Monday Oct. 12. The survey will be available to take during your working hours.

Where can I take the survey?

The survey is taken online and can be completed anywhere you have access to the Internet by using a standard Internet Browser (Chrome, Internet Explorer, Safari, Firefox, etc). Once you have taken the survey, wait for the confirmation screen to be sure your survey is submitted properly.

Can I forward my email to a co-worker so they can take the survey too?

No. For the purposes of data compilation, each survey link is unique which ensures that employees only fill out the survey once and your responses are associated with the appropriate department. Only use the link that was sent to you in an email. Never use a link that was forwarded by a co-worker. If you misplace the link, simply wait for the

reminder e-mail containing the new link, or request another link from DecisionWise, jrosenberg@decision-wise.com.

When I click on the link to the survey, it says the survey has already been completed?

This means that you either received this link from a co-worker, or you forwarded your link on to a co-worker and they have taken the survey using this link. If you click on the link and are unable to access the survey, contact jrosenberg@decision-wise.com or call 1-801-515-6500 for support.

I did not receive an email. What should I do?

Employees who started with UAF after Sept. 1, 2015, have not been asked to take the survey this year. If you started on or before Sept. 1 and cannot access the survey, please contact your Human Resources department.

Why is my organization using DecisionWise to administer the survey?

DecisionWise is an outside vendor who is administering the survey for UAF. By using DecisionWise, UAF can ensure the surveys are kept confidential and the reports are accurate.

What if I have questions about the survey?

For more information about the employee engagement survey or DecisionWise, please visit: <http://www.decision-wise.com/> or contact DecisionWise directly by email at jrosenberg@decision-wise.com or by calling 1-800-830-8086.

Updated Sept. 8, 2015

**University of Alaska Fairbanks
Staff Council
Resolution 2015-263-1
Approved
August 17, 2015**

Resolution 2015-263-1:

Resolution of Recognition and Appreciation of Chancellor Brian Rogers & Sherry Modrow

UAF Staff Council unanimously approved the following resolution at Staff Council Meeting #263, on August 17, 2015.

WHEREAS, Brian D. Rogers served as Chancellor of the University of Alaska Fairbanks from 2009 to 2015 and a member of the UAF and Fairbanks communities since the early 1970's; and

WHEREAS, UAF alumni, Brian D. Rogers and Sherry Modrow, his spouse and unwavering companion, have approached the chancellorship as a team, working tirelessly to promote, support, and develop UAF within the Fairbanks community and abroad; and

WHEREAS, Brian D. Rogers is a true leader and Renaissance man, having held the titles of chancellor, vice president, regent, student, alumni, state representative, commercial fisherman, course instructor, director, dishwasher, consultant, mailman, manager, business owner, lemonade proprietor, ally, and friend; and

WHEREAS, Brian D. Rogers has earned the trust of staff through his commitment to respect, transparency, open communication, shared governance, and collaboration; and

WHEREAS, Brian D. Rogers has championed supervisor training, staff development, and staff appreciation throughout his time as UAF Chancellor; and

WHEREAS, Brian D. Rogers and Sherry Modrow have implemented and spearheaded the Chancellor's Gala in support of the greater Fairbanks community; and

WHEREAS, Sherry Modrow, a lifelong Alaskan, has volunteered countless hours to improve UAF, including her impressive work with the UAF Development Office; and

WHEREAS, throughout his tenure as Chancellor, Brian D. Rogers and Sherry Modrow have been strong supporters of UAF Staff Council and all staff, while championing UAF as a unique and world class Arctic institution; now

THEREFORE BE IT RESOLVED, that UAF Staff Council recognizes and applauds the outstanding contributions and accomplishments of Brian D. Rogers and Sherry Modrow during their tenures at UAF, during which time they have helped make UAF a better place.



Faye Gallant, President, UAF Staff Council

10/2/15

Date