

**AGENDA**

**UAF STAFF COUNCIL #274**

**Monday, Sept. 12, 2016**

**8:45 - 11:15 AM**

**Wood Center Ballroom**

**Google Hangout**

**I. 8:45 -8:50 CALL TO ORDER & ROLL CALL**

- A. Call to Order
- B. Roll Call
- C. Approval of Staff Council Meeting #274 Agenda
- D. Approval of Consent Agenda
  - i. Approval of Staff Council Meeting #270 Minutes (April 2016) - Draft
- E. Green Dot Minute

**II. 8:50 - 9:00 STATUS OF PENDING ACTIONS**

- A. Staff Council Resolution 2016-269-Proposed Changes to UA Reg. 'R.04.07.110.I. Review of Layoff or Recall Decision'
  - i. Attachment 274-6: UA Staff Alliance Resolution 2016-04 Regarding Review of Layoff or Recall Decision at UA
  - ii. Attachment 274-12: President Johnsen's Response to Staff Alliance Resolution 2016-4: Layoff Changes
- B. UAF Emergency Action Plan Policy Review
- C. Revisions to UA Regulation 'R04.06.130 Sick Leave'
- D. Revisions to UA Regulation R04.01.050 Types of Employment

**III. 9:00 - 9:05 PUBLIC COMMENT**

**IV. 9:05 - 9:20 OFFICERS REPORTS**

- A. Faye Gallant, President
- B. Nate Bauer, Vice President

**V. 9:20 - 9:30 GOVERNANCE REPORTS**

- A. ASUAF Report - Colby Freel, President, ASUAF
- B. Faculty Senate Report, Chris Fallen, President Elect, Faculty Senate

**VI. 9:30 - 10:10 UNFINISHED BUSINESS**

- A. Univ. Advocacy's Staff Mentoring Interest Survey
- B. Chancellor Search Update
  - i. Attachment 274-7: President Johnsen Email Announcing Dana Thomas as Interim UAF Chancellor - (July 1, 2016)
- C. UA Strategic Pathways
- D. Budget Update
- E. Staff Volunteer Day Proposal Discussion
- F. Statewide Transformation Team update
- G. Board of Regents (BOR) Public Testimony Changes - Update
  - i. Attachment 274-10: BOR Public Testimony Flyer (version 3)
  - ii. Attachment 274-11: BOR Public Testimony Email from Aug. 25, 2016
  - iii. Attachment 274-16: System Governance Council (SGC) Resolution 2016-1: Regarding Off-Site Public Testimony
- H. Employee Giving Initiative
- I. Single Accreditation
  - i. Attachment 274-9: Single Accreditation Report Announcement
  - ii. Single Accreditation Report is available online:  
[www.alaska.edu/files/research/Accreditation/UA-1vs3-Accreditation-Review-Final-Report-15\\_D.Thomas.pdf](http://www.alaska.edu/files/research/Accreditation/UA-1vs3-Accreditation-Review-Final-Report-15_D.Thomas.pdf)
- J. Committee Representatives
  - i. Peoples' Endowment Board - Representative needed  
Committee meets approximately twice each semester; some outside reading is required; representative will be required to submit a report to Staff Council for each committee meeting.

**VII. 10:10 - 10:15 STAFF ACHIEVEMENTS AND HIGHLIGHTS****VIII. 10:15 - 10:30 CHANCELLOR'S REMARKS****IX. 10:30 - 10:50 NEW BUSINESS**

- A. Motion 2016-274-1: Motion to ratify the action of the UAF Staff Council Executive Board regarding cancellation of Aug. Staff Council Meeting #274
  - i. Attachment 274-1: Motion 2016-274-1 - DRAFT
  - ii. Attachment 274-3: Staff Council Meeting #273 (Aug. 2016) Representative Availability Poll - Results
  - iii. Attachment 274-8: Motion 2016-E-3: Motion to Cancel Staff Council Meeting #273 (Aug. 2016) - APPROVED

- B. Motion 2016-274-2: Motion to Amend Staff Council Bylaws to Shorten Fall Election Voting Period to at least 15 days
  - i. Attachment 274-2: Motion 2016-274-2 - DRAFT
- C. Furlough & Leave Accrual
- D. Committee Membership
- E. Carolyn Sampson Memorial Scholarship Requested Criteria Changes
  - i. Attachment 274-16: UA Foundation Letter RE Carolyn Sampson Memorial Scholarship Criteria
- F. Possible Legislative Candidate Forum with ASUAF in Early Oct.

**X. 10:50 - 11:00 INTERNAL COMMITTEE REPORTS**

- A. Elections - Brandi Marrero, Chair
  - i. Did not meet
  - ii. Attachment 274-17: Staff Council Unit Breakdown
- B. Membership and Rules - Chair Vacant
  - i. Attachment 274-13: June Report
  - ii. Attachment 274-14: July Report
- C. Rural Affairs - Chris Brooks, Chair
  - i. Did not meet
  - ii. Next meeting: Wed. Sep. 14, 2-3 p.m.
- D. Staff Affairs - Jane Groseclose, Co-Chair & Samara Taber, Co-Chair
  - i. Did not meet
  - ii. Communications Subcommittee - Samara Taber, Chair - Did not meet
    - a. Did not meet
- E. University Advocacy - Jami Warrick, Co-Chair, Co-Chair Vacant
  - i. Did not meet

**XI. INTERNAL AD HOC COMMITTEE REPORTS (none)**

**XII. EXTERNAL STATEWIDE COMMITTEE REPORTS (written only)**

- A. Staff Alliance- Staff Health Care Committee - Lesli Walls, Rep; Stacey Howdeshell, Rep; David Bantz, Alt; Sue Mitchell, Alt
  - i. Did not meet
- B. Staff Alliance Compensation Working Group - Brad Krick, Chair; Faye Gallant; Janine Smith; Mike Cox
  - i. Attachment 274-5: Memo from President Jim Johnsen to Staff Alliance regarding Staff Alliance Motion 2016-01 RE Step Increases as part of Annual

Compensation Increase (June 21, 2016)

- C. Staff Alliance Morale Committee - Lesli Walls, Rep; Jami Warrick, Rep
  - i. Representatives have not submitted report

**XIII. 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, Rep
  - i. Representative has not submitted report
- C. Chancellor's Diversity Action Committee (CDAC) - On Hiatus
- D. Chancellor's Planning and Budget Committee - On Hiatus
- E. Employee Engagement Subcommittee - Kara Axx, Carrie Santoro, Lesli Walls, Jami Warrick
  - i. Representatives have not submitted report
  - ii. Attachment 274-4: Employee Engagement Communication from Brad Lobland, UAF HR Director.
- F. Fresh Air Campus Challenge Committee - Brad Krick, Rep; Sue Miller, Alt
  - i. On Hiatus
- G. Master Planning Committee (MPC) - Brad Krick, Rep
  - i. Attachment 274-15: July Committee Report
- H. Meritorious Service Award Committee - Connie Huizenga, Rep
  - i. Representative has not submitted report
- I. Parking Appeals Committee (PAC) - Brad Krick, Rep
  - i. Did not meet
- J. People's Endowment Committee - Vacant
- K. RISE Board - Ian Olson, Rep
  - i. Representative has not submitted report
- L. Sustainability in Dining Committee - Mathew Mund, Rep
  - i. Representative has not submitted report
- M. Work Life Balance Committee - Inactive

**XIV. UAF AD HOC COMMITTEE REPORTS (none)**

**XV. 11:00 - 11:15 ROUND TABLE DISCUSSION**

**XVI. 11:15 ADJOURN**



**University of Alaska Fairbanks**  
**Staff Council**  
**Motion 2016-274-1**  
***DRAFT***

**Motion 2016-274-1:**

**Motion to Ratify Executive Board's Approval of Motion 2016-E-3 – Motion to Cancel Aug. 2016 Staff Council Meeting #273**

**MOTION**

UAF Staff Council moves to ratify Staff Council 'Motion 2016-E-3: Motion to cancel Staff Council Meeting #273- Aug. 2016,' as previously approved by the Executive Board.

EFFECTIVE: Immediately

RATIONALE: UAF Staff Council officially transferred power to its Executive Board from June 6, 2016 to the August 15, 2016, Staff Council Meeting (#273) (Motion 2016-272-1). Due to unforeseen circumstances, Staff Council Meeting #273 could not be held on Aug. 15, 2016. Following an informal poll of all Staff Council members, the Executive Board approved Motion 2016-E-3 on July 29, 2016 by electronic vote. This action cancelled the previously scheduled Aug. Staff Council Meeting. The current motion ratifies this decision made by the Executive Board on behalf of Staff Council.

**University of Alaska Fairbanks****Staff Council****Motion 2016-274-2***Draft***Motion 2016-274-2:****Motion to Amend Bylaw Section 3.E.II. and Section 3.E.II.a. – Representative Election Voting Timeframe**

In accordance with the notice given in the call of the meeting, UAF Staff Council moves to amend bylaws Section 3.E.II. by inserting 'AND AT-LARGE' after the words 'The elections for Unit;' and Section 3.E.II.a. by striking out '30' and inserting '15' after the words 'a minimum of.'

EFFECTIVE: Immediately

RATIONALE: Staff Council's current voting time frame for Representative elections is a minimum of 30 days. The longer time frame is not necessary given Staff Council's electronic voting system. Most votes occur in a short time span after Staff Council sends out announcements and reminders about the vote via email. Reducing the minimum number of days required for the voting time frame will allow for increased flexibility for Staff Council to hold and validate elections for Staff Council Representatives without reducing staff participation in the election.

The addition of "At-Large" is a minor language change to clarify that both Unit and At-Large Representatives are covered by the same election voting time frame.

15 days is proposed instead of 14 or 10 in order to help ensure that staff who are away from the office for a two week period will have the opportunity to vote.

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[[INSERT]] = add language

~~Strike~~ = remove language

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## Section 3. E. Elections

II. The elections for Unit ~~[[AND AT-LARGE]]~~ Representatives shall adhere to the following:

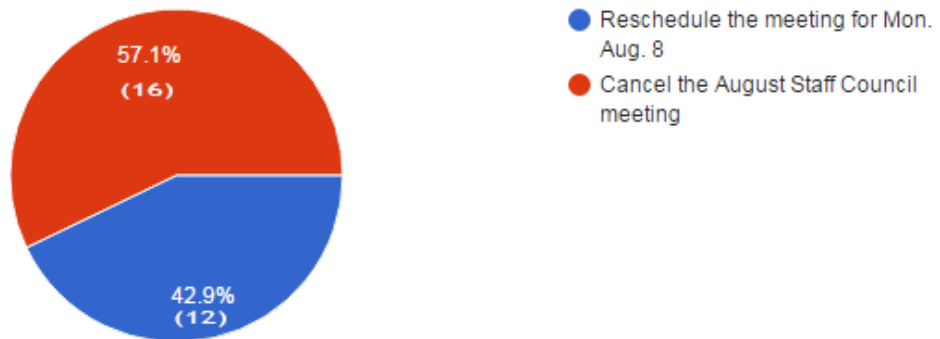
- a. Elections will be conducted in the fall. The voting time frame will be a minimum of ~~30~~ [[15]] days.

## Results of Unofficial Staff Council Representative Poll

### Regarding Staff Council Meeting #274

(Poll Conducted July 21-25, 2016)

What is your preference for the August Staff Council meeting? (28 responses)





# HUMAN RESOURCES

staff performance results competence inspiration  
academic recruitment diversity charismatic  
adaptability union research analysis  
personnel opportunity connections quality  
programs global inclusive dynamic  
equality organization values assistance  
team driven demographics strategic leadership peers trust  
people careers compliance workforce benefits job mission  
coaching potential development innovative  
customer employees reward representation  
expectations transformation support scientists  
professional mission faculty essential  
culture planning collaborative context social consult  
safety management ingenuity complex compensation  
value listening values change production technician insurance  
theory labor vision retirement  
talent ethics students service consultant  
life coaching insight job onboarding emerging achieve proactive  
employee-engagement engage staff

*Naturally Inspiring*

3295 COLLEGE ROAD, SUITE 108  
FAIRBANKS, ALASKA 99775-7860  
907-474-7700  
[www.uaf.edu/uafhr](http://www.uaf.edu/uafhr)



TO: Deans and Directors

FROM: Brad Lobland, Human Resources Director

DATE: August 22, 2016

RE: Building Strong Teams Through Employee Engagement

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University leadership understands and acknowledges the challenges of uncertain times and the difficulties to keep employees engaged when faced with both budget cuts and reduced staffing that have resulted in increased workloads. As faculty and students return this fall let us assist you in continuing to be a world class institution despite the fiscal difficulties.

Suggestions for building strong teams through Employee Engagement during difficult times:

- Ensure that the work environment and employee relationships are genuine, respectful, supportive, helpful, positive, and caring
- Foster, promote, and reward behavior that builds trust and respect
- Frequently examine workloads for all employees; in order to preserve healthy work-life balance and prevent burn out
- Assess assigned tasks to ensure they align with employee's strengths, reassign if appropriate
- Utilize appropriate humor to lighten the work atmosphere
- Check in frequently with employees to let them know you care, and most importantly listen
- Ensure your direct reports have completed yearly employee performance evaluations and please work with your PPAs and HR consultants if you need assistance with the process

Celebrate and carve out time for others to share their training and expertise:

- Leading in the 21<sup>st</sup> Century participants will be tasked to implement what they have learned so please review their workloads and be supportive
- The Employee Engagement Committee has created a subcommittee of Staff Council and Faculty Senate members to help further guide and implement opportunities in every unit/department to develop and support an environment that promotes employee and leadership engagement

Share Staff /Teams and tell your stories:

- Collaborate with other departments to find innovative ways to share talents and resources throughout campus
- Read and comment on the Accreditation study which is now available: <https://www.alaska.edu/research/>
- Highlight in the cornerstone innovative collaboration and shared resources that are working in these times of budget shortfalls

If you have innovative ideas that you would like to share please contact the HR office:

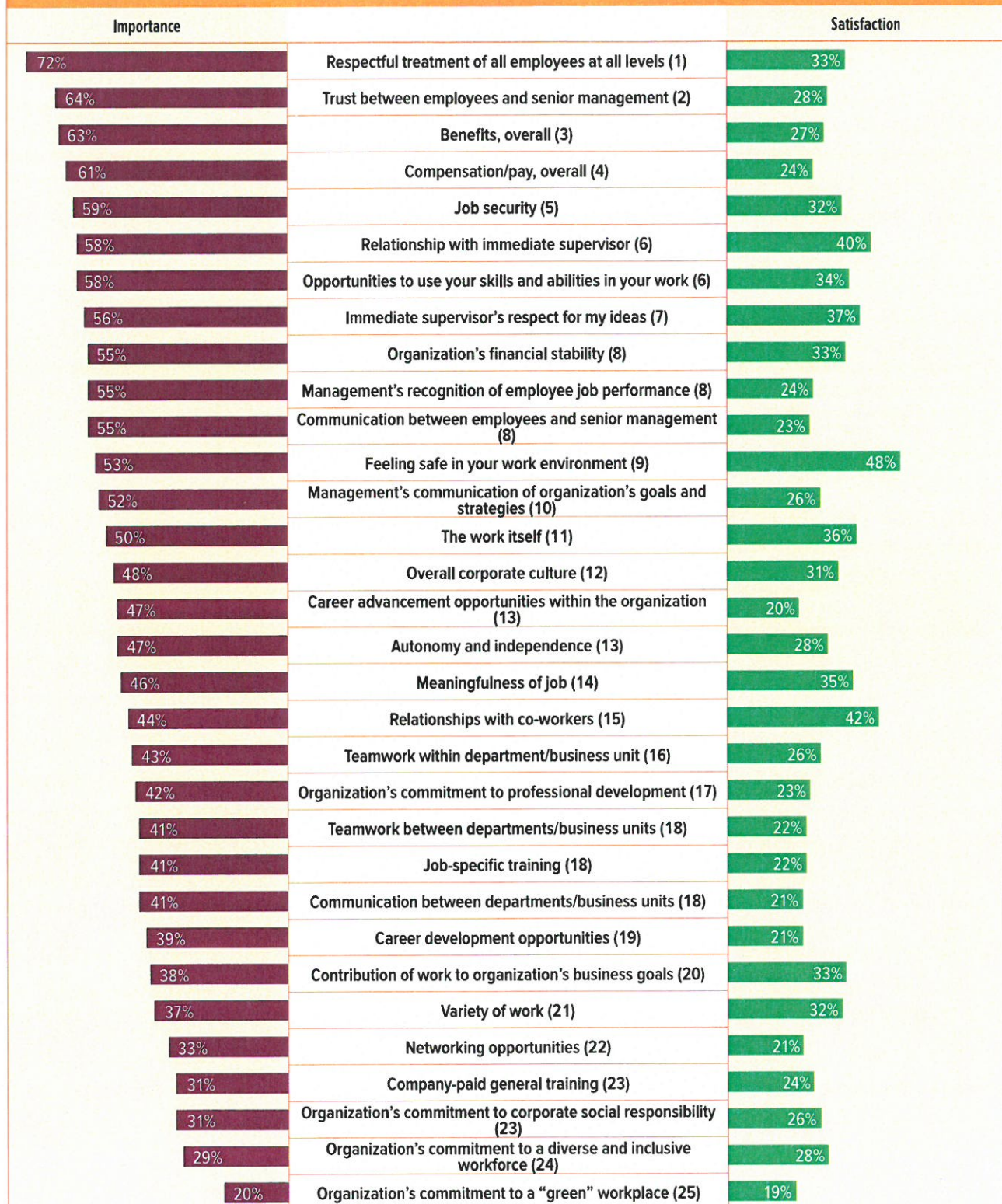
- Human Resources Consultants can be reached at 474-7700

If employees are struggling, please remember the university offers:

- Employee Assistance Program use link for contact information and company ID GC5901Q to sign in <http://www.alaska.edu/benefits/employee-assistance-progr/>

Working in genuinely positive, supportive, courteous, willing and helpful ways will engage both employees and stakeholders, business partners and customers; this will have a positive impact on the speed in which work can be accomplished. Please share this memo with all supervisors in your departments.

cc: Faculty Senate  
Staff Council

**FIGURE 2: Job Satisfaction Aspects Rated as “Very Important” and “Very Satisfied” by Employees**

**Note:** n = 600. Importance percentages are based on a scale where 1 = “very unimportant” and 4 = “very important.” Satisfaction percentages are based on a scale where 1 = “very dissatisfied” and 5 = “very satisfied.” Data are sorted in descending order by the percentage of respondents who indicated “very important.”

**Source:** *Employee Job Satisfaction and Engagement* (SHRM, 2015)

James R. Johnsen, Ed.D.  
President

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P.O. Box 755000, Fairbanks, AK 99775-5000  
Phone: (907) 450-8000; Fax: (907) 450-8012  
Email: ua.president@alaska.edu  
www.alaska.edu



MEMORANDUM

To: Faye Gallant, Staff Alliance Chair

From: James Johnsen, UA President

Date: June 21, 2016

Re: Staff Alliance Motion 2016-01 – Regarding Step Increases as part of the Annual Compensation Increase

I concur with the above-referenced motion's recommendation to apply the annual salary increase for FY17 of one step and also increasing the staff salary grid. The staff salary grid will increase 1.5% and one step will be applied. This is equivalent to the 2.5% salary increase for FY17 approved by the Board of Regents.

JRJ

cc: Tom Case, UAA Chancellor  
Rick Caulfield, UAS Chancellor  
Morgan Dufseth, UA System Governance Office Executive Officer  
Tara Ferguson, UA SWHR Compensation and Classification Director  
Keli McGee, UA Chief Human Resources Officer  
Mike Powers, UAF Interim Chancellor  
Michelle Rizk, UA Vice President University Relations  
Dan White, UA Vice President Academic Affairs and Research





## Staff Alliance

### Resolution 2016-04 Regarding Review of Layoff or Recall Decision at UA

**WHEREAS,** The regulations do not specify that the reviewer and the individual who made the layoff decision cannot be the same person. This opens the potential for a situation where the same person who made the layoff decision also reviews the layoff grievance — not ensuring fairness for the employee; And

**WHEREAS,** The maximum length of time for the review to occur after a review is requested is not stated in the existing regulations. This does not provide protection for the employee. The employee requesting the review has no assurance that the decision would be made within the 30 day notice period; and

**WHEREAS,** There is no specification of reinstatement protections if the grievance findings are in the staff member's favor and the layoff decision is reversed. If the review process finds in the employee's favor, that individual should have the same protections as a recalled employee (described in 04.07.110 G); now

**THEREFORE BE IT RESOLVED,** the UA Staff Alliance supports the changes to University of Alaska 'Regulation 04.07.110 I. Review of Layoff or Recall Decision' proposed by UAF Staff Council Resolution 2016-269-1 on March 7, 2016 (attached).

#### **RATIONALE**

Through emergency action in 2015, UA President Gamble signed into regulation a series of changes to the layoff procedures and policies. Included in those changes were a number of modifications to the grievance process, effectively changing the process from a full grievance procedure to a review process. Due to the hurried turnaround of the emergency action, staff governance feedback wasn't included in the original drafting of these changes.

The lack of language clearly stating that the reviewer cannot be the same person who initiated the layoff is our chief concern. In addition, there is no length of time specified for the review, should an employee challenge their layoff. The employee has 10 days from the date notified of

Resolution 2016-04: Regarding Layoff Review or Recall Notice at UA  
Page 2

layoff to request the review, the reviewer has unlimited days to perform the review, once the review is completed, the reviewer must make a recommendation to the Chancellor in five days, the Chancellor has five days to make a final decision. The timeline does not delay the effective date of the planned layoff, so the 30 day notice period could easily expire during the process of the review, sending the employee into a lapse period.

**Adopted by Staff Alliance the 14<sup>th</sup> day of June 2016.**

DocuSigned by:  
  
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Faye Gallant, Chair

Voting results as attested by Morgan Dufseth, Executive Officer:

Yes – 7

No – 0

Absent – 1

SC 269

Resolution 2016-269-1  
Attachment 269-4

**University of Alaska Fairbanks  
Staff Council  
Resolution 2016-269-1  
*Approved*  
March 7, 2016**

The University of Alaska Fairbanks Staff Council unanimously approved the following resolution at Meeting #269, on March 7, 2016:

**Resolution 2016-269-1:**

**Resolution Proposing Modifications to the University of Alaska Regulation '04.07.110 I. Review of Layoff or Recall Decision'**

**Background**

Through emergency action in 2015, UA President Gamble signed into regulation a series of changes to the layoff procedures and policies. Included in those changes were a number of modifications to the grievance process, effectively changing the process from a full grievance procedure to a review process. Due to the hurried turnaround of the emergency action, staff governance feedback wasn't included in the original drafting of these changes.

The lack of language clearly stating that the reviewer cannot be the same person who initiated the layoff is our chief concern. In addition, there is no length of time specified for the review, should an employee challenge their layoff. The employee has 10 days from the date notified of layoff to request the review, the reviewer has unlimited days to perform the review, once the review is completed, the reviewer must make a recommendation to the Chancellor in five days, the Chancellor has five days to make a final decision. The timeline does not delay the effective date of the planned layoff, so the 30 day notice period could easily expire during the process of the review, sending the employee into a lapse period.

SC 269

Resolution 2016-269-1  
Attachment 269-4**Resolution 2016-269-1 (cont.):****Resolution to Modify the Grievance Review Layoff Regulations**

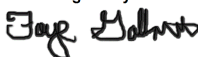
**WHEREAS,** The regulations do not specify that the reviewer and the individual who made the layoff decision cannot be the same person. This opens the potential for a situation where the same person who made the layoff decision also reviews the layoff grievance — not ensuring fairness for the employee; and

**WHEREAS,** The maximum length of time for the review to occur after a review is requested is not stated in the existing regulations. This does not provide protection for the employee. The employee requesting the review has no assurance that the decision would be made within the 30 day notice period; and

**WHEREAS,** There is no specification of reinstatement protections if the grievance findings are in the staff member's favor and the layoff decision is reversed. If the review process finds in the employee's favor, that individual should have the same protections as a recalled employee (described in 04.07.110 G); now

**THEREFORE BE IT RESOLVED,** UAF Staff Council proposes the following changes to University of Alaska 'Regulation 04.07.110 I. Review of Layoff or Recall Decision.'

DocuSigned by:



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Faye Gallant, President, UAF Staff Council

March 8, 2016

Date

**Resolution 2016-269-1 (cont.):**

**UAF Staff Council Suggested Revisions to University of Alaska 'Regulation 04.07.110 I.  
Review of Layoff or Recall Decision**

**I. Review of Layoff or Recall Decision**

Any employee who disputes a layoff or recall decision may request review as set forth below.

1. To be valid, a written request for review must be filed with the chief human resources officer within 10 working days of the date notice of layoff or recall was given in accordance with sub-section H. above. The employee will submit a statement of all reasons for questioning the validity of or motivation for the layoff or recall decision, and such supporting evidence as the employee deems appropriate.

2. The scope of the review will be limited to whether the employee can establish that:

a. the procedures provided by the layoff, recall and release policy and this regulation have not been followed in deciding to layoff or not recall the employee;

b. the decision to lay off or not to recall the employee was based on a reason prohibited by law; or

c. the layoff of the employee or a decision not to recall the employee was not authorized under this regulation. Budget reallocations within or between any administrative units of the university are not within the scope of review.

3. The chief human resources officer or designee, or in appropriate cases a substitute, (hereafter referred to as reviewer) may decide the issues raised on the basis of the materials submitted by the employee and the administrator. **THE REVIEWER CANNOT BE THE SAME PERSON WHO MADE THE INITIAL DECISION FOR LAYOFF.** The reviewer is never obligated to provide for a different **REVIEW** procedure, **FOR EXAMPLE, ORAL TESTIMONY OR THIRD PARTY DOCUMENTATION**, but may elect to do so with respect to some or all of the issues raised, by creating a new **REVIEW** procedure, or by adopting or by modifying an existing procedure.

4. In the event that the matter is not decided on the basis of the materials submitted, the reviewer will inform the employee and administrator in writing of the **ADDITIONAL REVIEW procedure PROCEDURES** to be followed.

**Resolution 2016-269-1 (cont.):**

**UAF Staff Council Suggested Revisions to University of Alaska 'Regulation 04.07.110 I.  
Review of Layoff or Recall Decision (cont.):**

5. The reviewer will make his/her recommendation on the matter within ~~five~~ 10 working days of the ~~conclusion-of-the~~ REQUEST FOR review. The reviewer will make his/her recommendation to the chancellor, or, in the case of Statewide Administration employees,

to the chief human resources officer. The chancellor, chief human resources officer, or designee, will render a decision within five working days.

6. Except in the case of a written agreement between the parties, the time limits provided hereunder will be extended only for compelling reasons as determined by the chancellor, the chief human resources officer, or designee, as appropriate.

7. IF THE REVIEW IS FOUND IN FAVOR OF THE EMPLOYEE, THEY ARE ENTITLED TO THE SAME PROTECTIONS AS RECALLED EMPLOYEES AS DESCRIBED IN 04.07.110 G.

An employee's failure to receive a final decision in a review proceeding will not delay the effective date of any planned layoff or recall.



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## UA Outreach: Johnsen announces Dr. Thomas as UAF Interim Chancellor

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**UA-Outreach** <ua-outreach@alaska.edu>

Fri, Jul 1, 2016 at 10:41 AM

Reply-To: UA-Outreach <ua-outreach@alaska.edu>

Dear Colleagues,

I'm pleased to announce the appointment of Dana L. Thomas as interim chancellor of the University of Alaska Fairbanks. Dr. Thomas will begin on Aug. 14, succeeding outgoing UAF Interim Chancellor Mike Powers.

After reviewing dozens of comments you sent in via the web-based feedback form, and discussions with university governance and community members, I am convinced Dana's long association with the university as a highly regarded faculty member and as a leader both at the campus and in the statewide office, coupled with his passion for higher education and commitment to Alaska, make him the ideal person for this important role.

The work ahead at UAF will be significant. We face severe budget challenges, and our most pressing issue is the education imperative for Alaska - driving more Alaskans to seek a college degree and creating a culture that understands and embraces higher education. Dana's thoughtful yet decisive approach to leadership will help keep UAF moving forward in that effort, as well as mainline UAF's status as America's leading Arctic university.

I also thank Interim Chancellor Mike Powers for his leadership of UAF during the past year, his authenticity, his commitment to Title IX compliance and his many years of service on the UA Board of Regents. People trust and admire Mike Powers, and his genuine goodness and commitment.

Jim Johnsen, President  
University of Alaska

SC 274

APPROVED

Attachment 274-8

MOTION 2016-E-3

**University of Alaska Fairbanks**  
**Staff Council**  
**Motion 2016-E-3**  
*Approved*

The UAF Staff Council Executive Board unanimously approved the following motion, on behalf of UAF Staff Council, on July 29, 2016, by electronic vote.

**Motion 2016-E-3:**

**Motion to Cancel Staff Council Meeting #273 – August 15, 2016**

**MOTION**

UAF Staff Council moves to cancel Staff Council Meeting #273- Aug. 2016.

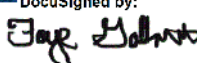
EFFECTIVE: Immediately

RATIONALE: Due to unforeseen circumstances, Staff Council Meeting #273 could not be held on Aug. 15, 2016. Staff Council conducted an unofficial poll of Staff Council Representatives regarding their interest in either cancelling the Aug. Staff Council Meeting or rescheduling the meeting. The results of the poll were as follows:

Cancel meeting = 16 (57.1%)

Reschedule meeting = 12 (42.9%)

UAF Staff Council transferred power to its Executive Board from June 6, 2016 to the August 15, 2016 Staff Council Meeting. Therefore, Executive Board approved this motion on behalf of UAF Staff Council.

DocuSigned by:  
  
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Faye Gallant, President

August 8, 2016

Date





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## UA Outreach: Message from President Johnsen- Accreditation study available for review and comment

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UA-Outreach <ua-outreach@alaska.edu>

Wed, Aug 3, 2016 at 11:34 AM

Reply-To: UA-Outreach <ua-outreach@alaska.edu>

Dear UA Community,

As many of you are aware, the University is accredited by the Northwest Commission on Colleges and Universities (NWCCU). At present, we maintain separate accreditations for UAA, UAF and UAS. We have been asked by our state leaders if maintaining three accreditations requires that we have an unnecessarily high number of senior administrators, that is, four administrations (including Statewide) versus one. Earlier this summer we began a process to consider whether three separate accreditations or one single accreditation would allow us to best serve our state.

The process started with an initial meeting that Vice President White and I had with the President of NWCCU, Dr. Sandra Elman, to better understand the options. As a next step, I invited Dr. Elman to Alaska to meet with the university chancellors, provosts, Statewide Vice Presidents and the Alaska Public Higher Education Roundtable.

A great deal of accreditation is having a mission and meeting it. Because accreditation review is performed by a peer group, and because all Universities are different, there are a limited number of hard and fast rules about what can and can't be done under one accreditation versus three accreditations. In order to better understand what other Universities and systems are doing across our country and particularly in the NWCCU region, I asked former Vice President Dana Thomas to conduct an assessment of three accreditations versus one accreditation for the University of Alaska. That review is now complete and available at <https://www.alaska.edu/research/>.

Dr. Thomas' assessment of the pros and cons of either choice will contribute to the information that I provide to the Board of Regents as part of its deliberation as to whether to remain three separately accredited universities or move towards single accreditation.

The report finds that there are options to consider in lieu of single accreditation that might achieve some of the same outcomes as single accreditation including adopting and implementing a common course catalog, a single transcript, and "more consistent policies and procedures across all of its campuses."

The upcoming September 15 & 16 Board of Regents meeting will include a robust discussion of accreditation, including a discussion of Dr. Thomas' report.

I would encourage your input on one vs. three accreditations for the University of Alaska. Please send your comments to Vice President White at [dmwhite@alaska.edu](mailto:dmwhite@alaska.edu), or complete this anonymous form. The link to the form will also be available at <https://www.alaska.edu/research/>.

Thank you,  
Jim Johnsen

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Please do not reply directly to this outreach message.

## Board of Regents Testimony & Meeting Schedule Change

Audio testimony from anywhere in Alaska the week prior to Board of Regents' meetings

Public community gathering the first evening of full board meetings

Committee meetings one week prior to full board meetings



*“It is increasingly evident that there is great interest from the UA community and general public to express their thoughts, concerns or to advocate for the many areas of our university. This change in process will give ample opportunity for all to be heard.”*

*–Chair Jo Heckman*

# Changes to Public Testimony

## Regents Adopt Audio Testimony & Evening Gatherings

### CHANGES TO PUBLIC TESTIMONY - CALL FROM ANYWHERE!

In response to requests from community members, governance groups and business leaders, the Board of Regents has changed the way it will hear from the public. Beginning in September 2016, the board will host a two-hour audio public testimony session the week prior to full board meetings. Public testimony will no longer be available during regular board meetings.

The chair will moderate the session in the same way as was done for face-to-face testimony, while a facilitated audio line will allow residents anywhere in the state to testify telephonically.

This change is important for extending stakeholders' opportunity for input and for time with the board. The evening hours will allow university and community members who cannot take time off work an opportunity to testify.

### EVENING COMMUNITY GATHERINGS

Another change to public input this year is the addition of evening gatherings with the board. The first night of each full board meeting, the public is invited to meet and interact with board members between 5:30 and 7:00 p.m. at the meeting location. Local community members will have the opportunity to share their views and opinions with board members in a casual face-to-face setting. It is not formal public testimony, simply the opportunity for informal conversations with board members.

### COMMITTEE MEETINGS

The Board of Regents has four standing committees and two ad hoc committees – audit, academic and student affairs, planning and development, facilities/land management, presidential performance and Title IX. Under the new configuration, committee meetings will be held at the end of the same week as public testimony, ensuring that members of the public can comment on actions under consideration by committees and the board.

The Board of Regents believe that separating public testimony and committee meetings from the full board meetings will free up time to hold informed, in-depth discussions about the many important matters and challenges facing the university.

Public Testimony Audio/Telephonic	Committee Meetings	Full Regents Meeting	Evening Gathering
<b>Tuesday, Sept. 6, 2016</b> 4-6 p.m. Audio	Thurs. – Fri. Sept. 8-9	Thurs. – Fri. Sept. 15-16	<b>Thursday, Sept. 15</b> 5:30-7 p.m. Juneau
<b>Monday, Oct. 31, 2016</b> 4-6 p.m. Audio	Thurs. – Fri. Nov. 3-4	Thurs. – Fri. Nov. 10-11	<b>Thursday, Nov. 10</b> 5:30-7 p.m. Fairbanks
<b>Tuesday, Feb. 21, 2017</b> 4-6 p.m. Audio	Thurs. – Fri. Feb. 23-24	Thurs. – Fri. March 2-3	<b>Thursday, March 2</b> 5:30-7 p.m. Anchorage
<b>Monday, May 2, 2017</b> 4-6 p.m. Audio	Thurs. – Fri. May 25-26	Thurs. – Fri. June 1-2	<b>Thursday, June 1</b> 5:30-7 p.m. Fairbanks
<b>Tuesday, Sept. 5,</b> 4-6 p.m. Audio	Thurs. – Fri. Sept. 7-8	Thurs. – Fri. Sept. 14-15	<b>Thursday, Sept. 14</b> 5:30-7 p.m. Juneau
<b>Monday, Oct. 30,</b> 4-6 p.m. Audio	Thurs. – Fri. Nov. 2-3	Thurs. – Fri. Nov. 9-10	<b>Thursday, Nov. 9-10</b> 5:30-7 p.m. Anchorage

Agendas are available at: <http://www.alaska.edu/bor/agendas/>

## TESTIFYING TO THE BOARD OF REGENTS

Members of the public wishing to testify can dial in by calling 866-726-0757 during the public testimony time period. The moderator will transfer each speaker in turn to the audio conference call with the regents. Comments are limited to two minutes per individual or as determined by the chair. Testimony will be taken in the order that people call in, as time allows.

For more information visit: [www.alaska.edu/bor/public-testimony/](http://www.alaska.edu/bor/public-testimony/)

Written testimony is accepted at any time and is shared with the board and president. We encourage you to email the board. Please submit to [ua-bor@alaska.edu](mailto:ua-bor@alaska.edu).

## TIPS FOR TESTIFYING

Address the chair and members. Introduce yourself and/or group you are representing:

*“Mr./Madam Chair and members of the Board of Regents, my name is (your name), calling from (city)” and then begin your testimony.*

- Know what you want to say, please be concise and specific.
- Summarize the main points of your comments.
- Offer a solution and be constructive.
- Have someone review your text or listen to your presentation.
- Practice and time yourself (2 minutes maximim).

This is your opportunity to provide input and the Regents want to hear from you.

Thank you for making UA a great university!



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## [Ua-sygov-staff] Fwd: Update on changes to public testimony and evening gatherings - please share with governance groups

---

**Morgan Dufseth** <[mdufseth@alaska.edu](mailto:mdufseth@alaska.edu)>  
To: Staff Alliance <[ua-sygov-staff@lists.alaska.edu](mailto:ua-sygov-staff@lists.alaska.edu)>

Thu, Aug 25, 2016 at 10:38 AM

Alliance members:

Please see the below message and attached revised flyer.

—— Forwarded message ——

From: Monique Musick <[mmusick@alaska.edu](mailto:mmusick@alaska.edu)>  
Date: Thu, Aug 25, 2016 at 10:33 AM  
Subject: Update on changes to public testimony and evening gatherings - please share with governance groups  
To: Morgan Dufseth <[mdufseth@alaska.edu](mailto:mdufseth@alaska.edu)>  
Cc: Brandi Berg <[brberg@alaska.edu](mailto:brberg@alaska.edu)>

Greetings,

We've had to adjust our communications about upcoming changes to public testimony based upon regent feedback received Monday, and new information on the audio format.

I'm attaching a new flier with the updated information.

The major changes are:

- The call-in audio information is now available - [866-726-0757](tel:866-726-0757)
- KUAC will be streaming the audio online and on digital TV (audio only)
- There are public gatherings - not forums - the first evening of full board meetings

The biggest point of clarification is that the evening gatherings are not forums, rather opportunities to have casual, face-to-face interactions with the board the first night of the full board meetings. They are not receptions, however coffee, tea and water will be available. A correction from earlier information is that there will not be a microphone passed around and all of the interaction will be informal. We did clarify that comments at the evening gathering are not entered into minutes.

Please share with governance groups. Let me know if there is any other information required.

Thanks,  
Monique

—  
Monique Musick  
Office of Public Affairs  
Communications Specialist  
450-8103

~~~~~  
\*Many Traditions One Alaska\*  
~~~~~

SC 274  
[www.alaska.edu](http://www.alaska.edu)

Attachment 274-11

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ua-sygov-staff mailing list  
[ua-sygov-staff@lists.alaska.edu](mailto:ua-sygov-staff@lists.alaska.edu)  
<https://lists.alaska.edu/mailman/listinfo/ua-sygov-staff>

---

 **16-17 BOR testimony-forums - V3.pdf**  
799K


**James R. Johnsen, Ed.D.**  
**President**

Butrovich Bldg, Ste. 202, 910 Yukon Drive  
P.O. Box 755000, Fairbanks, AK 99775-5000  
Phone: (907) 450-8000; Fax: (907) 450-8012  
Email: ua.president@alaska.edu  
www.alaska.edu



September 3, 2016

TO: Faye Gallant, Chair, Staff Alliance

FROM: James R. Johnsen, President 

RE: Staff Alliance Resolution 2016-04 Regarding Layoff Regulations

For the reasons discussed in General Counsel Hostina's September 2, 2016, memo, which is attached, I am declining to make the additional changes to University Regulation 04.07.110 requested in Staff Alliance Resolution 2016-04.

While I fully appreciate the concerns stated, the memo provides a thorough and convincing explanation of why the proposed changes are unnecessary or would be problematic.

Thank you for your work and the work of the Alliance and UAF Staff Council on this important issue. Please don't hesitate to let me know if there are additional concerns.

Enclosure (09-02-16 GC Opinion)

cc: CHRO Keli Hite-McGee

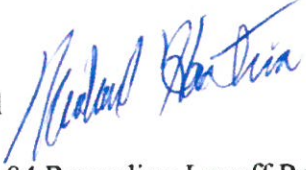


Michael SC 274  
General Counsel  
Michael O'Brien  
Associate General Counsel  
Matthew Cooper  
Associate General Counsel  
Andy Harrington  
Associate General Counsel



UNIVERSITY  
of ALASKA  
*Many Traditions One Alaska*

Attachment 274-12  
203 Butrovich Building  
P.O. Box 755160  
Fairbanks, Alaska 99775-5160  
Telephone: (907) 450-8080  
Facsimile: (907) 450-8081  
Legal@alaska.edu

DATE: September 2, 2016  
TO: James R. Johnsen, President  
FROM: Mike Hostina, General Counsel   
RE: Staff Alliance Resolution 2016-04 Regarding Layoff Regulations

Because this resolution raises legal issues, I am providing an opinion that you might include with your response to the June 2016 resolution from Staff Alliance regarding changes to the layoff regulation implemented in March 2015.

### Background

In early 2015, as part of an effort to prepare the University to deal with ongoing budget reductions, the University proposed revisions to existing layoff regulations. The proposed revisions included reduction of the exempt staff layoff notice period to three months from six and a simpler review process for layoff disputes.

To provide for a transition period and to ensure that the revisions would be in effect in time to address anticipated budget reductions in FY16, President Gamble determined to adopt the revised regulations as emergency regulations.

Nevertheless, the University sought and received feedback from Governance prior to adoption. That feedback resulted in significant changes to the proposed revisions. See February 17, 2015 memo from Staff Alliance (Att. A) and then-CHRO Erik Seastedt's March 2, 2015 response, (Att. B). President Gamble signed the revisions March 2, 2015 (Att. C- signed clean copy; Att. D – version showing changes.) Subsequently in July 2015 tuition waiver layoff benefits were expanded from one to two years and from a maximum of 30 to 60 credits.

### Analysis of Resolution

The resolution raises three concerns. I'll address each in turn.

- *The regulations do not specify that the reviewer and the individual who made the layoff decision cannot be the same person.*

A reviewer would not review his/her own decision, since there would be no benefit to the University<sup>1</sup> or the affected employee from such a review. While the regulation could

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<sup>1</sup> The University provides internal dispute resolution procedures not only to ensure fair treatment but also to avoid expensive and unnecessary litigation. Self-review is unlikely to accomplish either objective.

President Johnsen  
 RE: Staff Alliance Resolution 2016-04 Regarding Layoff Regulations  
 September 2, 2016  
 Page 2 of 3

specify this legal principle, there are many, less obvious reasons, why a particular person might not be an appropriate reviewer in a given case. The regulation does not address all legal principles (which would be impossible), or even all process issues, since it is a regulation, not a procedure.

In response to previously expressed Staff Alliance concerns, the reviewer was changed to provide for review by the “*Chief Human Resources Officer or designee, or in appropriate cases, a substitute . . .*” (R04.07.110 I (3)). The regulation thus elevates the review to a level of the organization at which few conflicts should occur, and provides the CHRO flexibility to appoint an appropriate reviewer.

- ***The maximum length of time for the review to occur after a review is requested is not stated in the existing regulations. This does not provide protection for the employee. The employee requesting the review has no assurance that the decision would be made within the 30 day notice period.***

A maximum length of time for the review should not be specified for the reasons discussed below. In any event, because pay in lieu of notice may be provided, there is no way to ensure completion of all reviews before an employee leaves employment.

The regulation provides for a sliding scale of process. This enables the CHRO to match the level of process to the issues involved. As explained in some detail on the last page of Mr. Seastedt’s March 2, 2015, response to Staff Alliance, the review may range from a simple review of the documentary record in a straightforward case, to meetings with the employee and the decision-maker, to a hearing before an independent hearing officer in the most complex cases. These latter two processes individually could take considerable time, and even a simple document review may take more than 30 days if it is one of numerous challenges to a particular layoff or group of layoffs.

It is in the University’s interest as well as the interest of the affected employee to complete reviews as soon as practicable. If a review determines that a selection for layoff was inappropriate, reinstatement and back pay is a possible, even likely result, and has significant consequences for both the University and the employee.

- ***There is no specification of reinstatement protections if the grievance findings are in the staff member’s favor and the layoff decision is reversed.***

University Regulations governing dispute resolution do not specify what the remedy must be in a given case<sup>2</sup> since the remedy in each case may vary with the circumstances. It is likely that reinstatement would result in most cases in which a layoff was improper. However, there are circumstances when reinstatement would not be appropriate, for example, when a layoff of a term employee is overturned after the end of the employee’s contract term.<sup>3</sup> In such a case lost wages may be the appropriate remedy.

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<sup>2</sup> For example, University Regulation 04.08.080 provides the procedure for review of a termination for cause. Generally, if cause is not established, the employee may be contractually entitled to reinstatement. However, that is not always the case and it would be an error to specify that in the regulation.

<sup>3</sup> It is also possible that a procedural defect in the layoff process may be cured in the interim between the decision and the conclusion of the review process, in which case no remedy may be due.



President Johnsen  
RE: Staff Alliance Resolution 2016-04 Regarding Layoff Regulations  
September 2, 2016  
Page 3 of 3

If an employee with a right to continued employment is terminated through layoff, and the layoff decision actually is reversed, the University would fail to reinstate that employee at its peril absent some other basis for the termination. However, because that legal principle need not be re-stated in regulation, and at the same time, because it is impossible to predict all possible factual scenarios, specifying reinstatement is both unnecessary and legally problematic.

[illegible]

[illegible]

Master Planning Committee  
Report for Staff Council Meeting #274  
September 2016

Brad Krick, Representative; Alternate Not Filled (Kara Axx filled in during Brad's absence)

MPC met on August 25, 2016. All of summer 2016 meetings were cancelled due to a lack of agenda items.

**Power Plant Update**

The Power Plant construction project is running on time. Temporary road diversion on Alumni Drive should be removed by late September. The main building steel erection is almost complete and stands at a height of 60'. Construction of the 120' stack will begin during the month of September.

**Engineering Update**

Construction will be starting up again and the building is scheduled to be open for classes for the fall semester of 2017. Tanana Loop will remain open for the duration of the project, except for minimal temporary closures as required for the construction.

**Gender Inclusive Restrooms**

Facilities Services is in the process of converting all single room restrooms on campus to gender inclusive restrooms (basically changing the signs). There is a map on the FS website ([www.uaf.edu/fs](http://www.uaf.edu/fs) under quick links on the right hand side of page) of all gender inclusive and ADA restrooms and showers as well as lactation rooms.

**Updated Master Plan**

The Chancellor will be requesting an extension from the Regents for the 5-7 year update of the UAF Master Plan due to budgetary constraints and Strategic Pathways. How to incorporate the Sustainably Plan to the next Master Plan was discussed, either as an addendum or incorporated throughout the Master Plan.

**Smith Lake Ski Trail Access**

UAF Facilities Services Division of Design and Construction will begin construction on the Smith Lake Access trail this winter after freeze up, construction should take less than one week to complete.

**Next Meeting**

Master Planning is scheduled to meet again on September 8 and September 22.

**MEMORANDUM**

**DATE:** September 2, 2016

**TO:** Faye Gallant  
President, UAF Staff Council

**FROM:** Scott Taylor  
Philanthropic Advisor

**SUBJECT:** Carolyn Sampson UAF Staff Council Memorial Scholarship Endowment

The subject fund was created and named by the UAF Staff Council in 1990 using proceeds of a raffle held by the Council and through gifts from individuals. The endowment memorializes a past executive secretary in the UAF Governance Office.

When the Council established the scholarship, its President, Grant Matheke, signed an agreement setting out the restrictions on the scholarship. That agreement is attached. One of the restrictions (paragraph 9.F.) provides that in selecting the recipients of the scholarship "preference will be given to a single female or male who is the single head of household."

The Foundation is currently reviewing all of its scholarships with the goal of removing any restrictions that are in violation of the Foundation's and University's anti-discrimination policies. The second attachment to this memo contains the Foundation's (and within it, the University's) policy in this regard. As is evident from that document, scholarship recipients may not be selected based on whether they are single or not. Thus the restriction in the Sampson agreement ruins afoul of the non-discrimination policy in that it must be awarded to a person based on their marital status (single).

While there are several mechanisms by which we may remove the preference, they are all made easier when the donors (the UAF Staff Council in this case) are informed and agreeable to the change. That is the reason for this memo. I am seeking the UAF Staff Council's approval of the following suggested resolution or motion at their next meeting:

"The UAF Staff Council hereby approves of changes to the Agreement governing the Carolyn Sampson / UAF Staff Council Memorial Scholarship, entered into by Staff Council President Grant Matheke in 1990, such that the restriction in paragraph 9.F., expressing a preference for scholarship recipients to be single (as opposed to married), is removed. All other restrictions should remain intact."

Thanks very much to you and the Staff Council for considering this request. Without the Council's action, we would have to take a much more expensive and circuitous route through the courts or the Attorney General's Office to remove the restriction. If you have questions or need further information in this regard, or if you wish me to meet with the Council to speak to this action, please let me know.

**Attachments**

Cc: Anne Doyle, Donor Relations Officer, UAF

**UNIVERSITY OF ALASKA FOUNDATION**  
**Endowment Award**  
**Administrative Agreement**

1. NAME OF ACCOUNT: **Carolyn Sampson / UAF Staff Council Memorial Award**
2. CORRESPONDENCE REGARDING THIS PROGRAM SHOULD BE DIRECTED TO:
 

Executive Director University of Alaska Foundation 910 Yukon Drive, Suite 208 Fairbanks, AK 9775-5240	President, UAF Staff Council 312 Signers' Hall University of Alaska Fairbanks Fairbanks, AK 99775
--	--
3. DATE ESTABLISHED: **June, 1990**
4. DATE EFFECTIVE:
 

Commencing when agreement is signed by the Executive Director and Treasurer of the University of Alaska Foundation, and the Chancellor, UAF.
5. PURPOSE OF THE PROGRAM:
 

This scholarship is dedicated in memory of Carolyn Sampson, former Executive Secretary in the UAF Governance Office. Carolyn was instrumental in obtaining support services for Staff Council and provided support for Faculty Senate and Academic Council while employed at UAF.

The intent of this award is to provide new career paths or retraining to applicants wishing to re-enter the job market or whose work activity may be threatened by economic, health or other factors.
6. AMOUNT AVAILABLE:
 

Depends on distributed spendable earnings available from the principal. The minimum award amount shall be \$500.
7. SELECTION PROCESS:
 

Recipients of the Carolyn Sampson / UAF Staff Council Memorial Scholarship will be selected by the UAF Standing Scholarship Selection Committee.

Should the Committee deem it appropriate, an outstanding student may qualify for multi-year funding. The student will, however, be required to reapply for each year.
8. UNDERSTANDING PERTAINING TO THE ADMINISTRATION OF THE PROGRAM:
  - A. Candidates for this fund must submit applications to the appropriate University of Alaska Fairbanks Financial Aid Office by February 15th for Fall Semester consideration.
  - B. If the UAF Standing Scholarship Selection Committee determines that interest earnings are insufficient to provide awards(s), it has the authority to allow the earnings to flow back into the principal for a given period of time for the express purpose of increasing the endowment principal available to be invested.

4/24/90

page 1




- C. An award recipient selected for assistance in a forth coming semester will forfeit the scholarship if he or she:
    - (1) Does not enroll in the semester in which the award is to be in effect.
    - (2) Is placed on academic probation.
  - D. The Executive Director of the University of Alaska Foundation will notify the President of the UAF Staff Council annually concerning the amount available for the purposes of this fund.
  - E. This fund will be accounted for as a restricted fund until such time as it attains a principal balance of \$5,000 or the current endowment minimum in accordance with the directives of the Treasurer. Once attaining endowment status, the principal of the fund will remain inviolate and in perpetuity. Only spendable earnings as defined by the Foundation's Endowment Investment Policy are available for expenditure. Earnings in excess of this amount will be used to increase the principal balance quarterly.
  - F. Investment of endowments funds shall be in accordance with investment policies of the Foundation and directives of the Treasurer.
  - G. If, after one year following the establishment of this fund or following the last award made under this agreement, the funds in the account are insufficient to allow an award under the terms of this agreement, the UAF Staff Council will be notified of the status of the account. At that time the UAF Staff Council may elect to:
    - (1) Solicit or make additional contributions to the interest portion of the fund in order to bring it up to a level which will allow an award to be made as specified by this agreement.
    - (2) Authorize the Foundation to award all funds separately or as part of a larger scholarship award.
- If the Foundation is unable to establish contact with the UAF Staff Council as outlined above, the funds will be automatically used as specified in option number 2.
- H. Should it become apparent, after a period of years, that the purpose described herein is no longer feasible, either because of lack of a suitable recipient or because of the changing concerns of education or society, then the income for the support of this fund shall be used in support of a program that reflects the original intent of the fund which shall be determined by the Chancellor of the University of Alaska Fairbanks, advising the UAF Staff Council prior to making a decision.
9. QUALIFICATIONS PERTAINING TO THE RECIPIENTS:
- A. Recipient should demonstrate motivation, academic and leadership potential.
  - B. Recipient must be in good academic standing with a minimum cumulative 2.00 GPA.
  - C. Recipient must be a full-time or part-time student attending the University of Alaska Fairbanks.
  - D. The primary consideration in awarding the scholarship will be on the basis of need.

- E. In accordance with the original intent of the fund, recipients of this award should be seeking new career paths or retraining to re-enter the job market.
- F. Preference will be given to a single female or male student who is the single head of household.

  
\_\_\_\_\_  
Scott Taylor  
Executive Director, UA Foundation

5/25/90  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Brian Rogers  
Treasurer, UA Foundation &  
Vice President for Finance, UA

5/18/90  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Patrick O'Rourke  
Chancellor, UAF

5/15/90  
\_\_\_\_\_  
Date

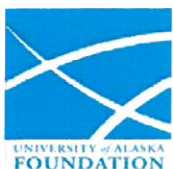
  
\_\_\_\_\_  
Grant Matheke  
President, UAF Staff Council

4/24/90  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Karen Cedzo  
Director, University Relations, UAF

5/7/90  
\_\_\_\_\_  
Date





University of Alaska Foundation

## **Acceptance of Gifts and Administration of Funds with Race, Gender or Other Restrictions Related to Protected Classes**

The Board of Regents of the University of Alaska has recognized the University of Alaska Foundation as the entity to manage private gifts made to support all campuses of the University of Alaska system including scholarships.

Awards of scholarships to individual students are made by each university. As a public institution of the State of Alaska and an institution that receives federal funds, the University of Alaska is required to administer its programs and funds in accordance with law and Board of Regents policy.<sup>1</sup>

The Foundation will not accept contributions for scholarships that are contrary to Board of Regents Policy and/or state and federal law. Specifically, the Foundation will not accept a gift with a restriction or preference that it, or the income derived from it, be used to provide awards to, or otherwise benefit students, faculty, or any other individual based (in whole or in part) on one or more of the characteristics specified in the Board of Regents Non-Discrimination Policy. This includes gifts made to existing Foundation funds that were established with such preferences or restrictions.

Under certain circumstances, a gift made to support an existing, approved University program may be acceptable despite the fact that it may provide benefits based on one or more of the characteristics outlined in the Non-Discrimination Policy. For example, a gift made to support a Women's Basketball Team would be acceptable by the Foundation if the gift can be administered in accordance with Title IX, 20 U.S.C. 1681.

The effective date of this Policy is December 2, 2014.

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<sup>1</sup> Alaska Statute 14.40.050 (Discrimination because of sex, color, or nationality prohibited) provides as follows:

A person may not be deprived of the privileges of the University of Alaska because of sex, color, or nationality.

The University of Alaska Board of Regents Policy on Nondiscrimination (P01.02.020) reads as follows:

"It is the policy of the board that in accordance with federal and state law, illegal discrimination against any individual because of race, color, religion, national origin, age, sex, sexual orientation, veteran status, physical or mental disability, marital status, pregnancy or parenthood is prohibited. Decisions affecting individuals shall be based on the individual's qualifications, abilities and performance, as appropriate."

# University of Alaska Fairbanks

## Staff Council

### *Departments by Unit*

**Fall 2016**



#### **UNIT 1: CRCRD Rural Campuses**

College of Rural and Community Development (CRCRD) - Rural Campuses

- Bristol Bay Campus
- Chukchi Campus
- Kuskokwim Campus
- Northwest Campus

TKL's: 405, 410, 455, 460, 465

#### **UNIT 5: GI**

- Geophysical Institute (GI)

TKL: 190

#### **UNIT 6: SFOS**

- School of Fisheries & Ocean Sciences (SFOS)

TKLs: 195, 196, 197, 200, 203, 204

#### **UNIT 2: CRCRD, CTC, eLearning**

- College of Rural & Community Development (CRCRD)
- Community & Technical College (CTC)
- eLearning & Distance Education

TKLs: 160, 163, 165, 250, 400, 415, 424, 428, 434, 436, 438

#### **UNIT 4: IAB**

- Institute of Arctic Biology (IAB)

TKLs: 215, 216

#### **UNIT 7: USA**

- University & Student Advancement
- BLaST
- Upward Bound

TKLs: 225, 230, 231, 240, 242, 245, 246, 252, 260, 261, 265, 270, 275, 280, 317, 318, 321, 324

#### **UNIT 3: CEM, SNRE\*, SOM**

- College of Engineering & Mines (CEM)
  - School of Natural Resources and Extension\* (SNRE)
  - School of Management (SOM)
- \*Exception: SNRE staff from TKL 170—CES Health, Home, and Family Dev. are in Unit 9

TKLs: 108, 109, 111, 112, 113, 117, 135, 140, 175, 180, 185, 210

#### **UNIT 8: CLA**

- College of Liberal Arts

TKLs: 125

**UNIT 9: Chancellor's Unit**

- Center for Research Services
- Central Admin. Fiscal Office (CAFO)
- Chancellor's Office
- Cooperative Extension Service (CES)—Health, Home, and Family Dev. \*
- General Studies / Academic Advising Center
- Intellectual Property and Comm.
- Provost's Office
- School of Education (SOE)
- Summer Sessions
- Vice Chancellor for Research (VCR)

\* All other CES staff are in Unit 3

**TKLs:** 116, 127, 145, 170, 192, 193, 194, 319, 320, 322

**UNIT 10: CNSM, Museum**

- College of Natural Science & Mathematics
- UA Museum of the North

**TKLs:** 105, 107, 110, 114, 115, 120, 310

**UNIT 11: Facilities Services**

- Facilities Services

**TKLs:** 345, 350, 352, 353, 354, 355

**UNIT 12: Admin. Svcs.**

- Administrative Services

**TKLs:** 325, 330, 335, 340, 341, 351

**UNIT 13: Rasmuson Library**

- Rasmuson Library

**TKL:** 287

**UNIT 14: IARC**

- International Arctic Research Center (IARC)

**TKL:** 191

**UNIT 15: OIT**

- Office of Information Technology (OIT)

**TKLs:** 290, 802