



Staff Council News • Meeting #286 • November 8, 2017

Hello UAF! Welcome to your monthly Staff Council update!

Staff Achievements & Highlights!

Kim Knudsen announced that a new Risk Manager has been hired and has started.

Joe Alloway stated that the UAF admissions office hosted *Inside Out*, to record numbers - 224 students attended.

- This is about 150% of last year's attendance!
- Students who attend this event, historically, have about a 70% conversion rate (actually enrolling).

UAF Safety Minute!

UAF has added a "[Report incidents](#)" link to UAF's main website, in the "Quick Links" list which will take you directly to the page where you can report any incident from accessibility, to discrimination, to safety and more.

Provost Search Committee

The search committee has an aggressive timeline to have a new Provost hired by April; the goal is to have the advertisement out by winter break. A search firm will not be used, but a nationwide search will be conducted.

HR Address Change: Now through UAOnline!

You can now change your HR address through UAOnline! An [instructional video](#) has been created for your convenience to show you how this new process works. Change forms will still be processed by HR.

HR Employee Evaluation Training

UAF Human Resources has begun offering employee evaluation training for the myUA employee evaluation process. Please contact UAF Human Resources at 907-474-7700 for more information on this training.

Title IX

The Title IX Office is working hard to respond properly to incidents, and on developing forms for reporting and communicating. There have been 64 reports for 2017; not all were Title IX complaints, some are age discrimination, harassment and a variety of other issues.

The Title IX Office is working with the company that created the Title IX Training to provide a different method of training for the Rural Campuses that are having connectivity and bandwidth issues.

There is a [Confidential Advocate](#) located in the Wood Center. They are not required to file a formal complaint or report issues disclosed to them unless a minor is involved, or if others are in danger.

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The Title IX office has formed a [Gender Inclusive Workgroup](#) which is working on forms, facilities, and policies to create gender equality. For a map to gender inclusive restrooms, ADA restrooms, and lactation restrooms on campus, click [here](#).

The **Diversity Action Plan**, trying to highlight inequalities in executive positions in women and minorities, was released this week.

ASUAF Updates

ASUAF is now the home for Student Commencement Speaker. If you know someone who may be interested in this opportunity, please [contact ASUAF](#).

ASUAF will be renewing UAF Green Dot efforts.

Grant Funds for Process Improvement

The Business Council still has the possibility of awarding grant funds for process improvement ideas. Kara Axx, Staff Council President, has a seat on the council; email her at kaaxx@alaska.edu for more information on this opportunity.

UAF Risk Register

UAF included Employee Morale as one of the top issues in the Risk Register to be address this year.

The Morale Committee is seeking suggestions to move forward to Staff Alliance and will be taking the top two from each University. They are looking for any ideas for quick, easy-to-implement morale improvement; ideas must be submitted by November 10th.

Decision Making at the Right Level - Ad Hoc Committee

Kara Axx is looking for volunteers for the ad hoc committee to allow for decision making at the right level. Anyone interested in joining the committee is asked to email Kara at kaaxx@alaska.edu.

Staff Council Motions & Resolutions

[Motion 2017-286-1](#) - to change the December Meeting date & time.

- **Motion passed**
- The next meeting is scheduled for Friday, December 8, 2017, from 9:30am-12:00pm
 - Will this be the permanent time? **No**
 - Will the location be the same? **Yes**

[Resolution 2017-286-2](#) - Support of Institutional Recommendations to Better Support Women and Underrepresented Persons in Research at UAF

- Staff Council would like to show support for the letter Supporting Leadership at UAF with this resolution.

Title IX Training Completion Rates (Goal: 100%):

Employees - 91% completion: This is mostly permanent staff; temporary staff have a much lower completion rate.

Students - 62% completion: Students who have not completed the training have a hold on their registrations. Hold will be lifted when the student completes the training or on November 27, whichever is first.

The Dean of Student's website has a flow chart for what training students are required to take. Outside of RAs with Residence Life, students do not take the same training as employees. As a reminder, TAs are NOT responsible employees for reporting.

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- Chancellor White has already responded to the letter and will be creating a task force for recommendation implementation; he has personally requested a list of Staff Council Members willing to serve on the task force.
 - SC Discussion: it was suggested to remove the words "in Research" from the resolution.
- **The amended resolution was passed**

Resolutions in Progress:

[Resolution 2017-286-1](#) - Opposition to Proposed Leave Cash-in Changes.

- **The President removed the requirement to use any leave before cash-in, which is one of the main items the resolution opposed.**
 - The new policy states all employees can cash-in 40 hours one time per year, as long as they have at least 40 hours remaining in their leave bank after they cash-in.
 - The new policy became effective November 1, 2017 and has been updated on the Statewide website.
- **This resolution has been sent back to the Staff Affairs committee for review and rewriting.**

To review the official Staff Council agenda and handouts, or to hear the official recording, please visit the [Staff Council website](#).

- Jessica Allard, Staff Affairs Chair