

MINUTES
UAF STAFF COUNCIL MEETING #103
Wednesday, November 4, 1998
Wood Center Ballroom

I Shannon Christensen called the meeting to order at 8:30 a.m.

MEMBERS PRESENT:

Adler, K. (for I. Downes)
Anderson, L.
Bender, L.
Candler, R.
Christensen, S.
Comstock, S.
Duvlea, P.
Gieck, B.
Hazelton, G.
Martinez, R.
McClellan, L.
Murawsky, N.
Oleson, B.
Parzick, J.
Powell, D.
Rogers, P.
Scalise, G.
Segla, D.
Wilson, K.
York, R.

MEMBERS ABSENT:

Bales, P.
Enochs, K.
Findlay, G.
Frey, B.
Leavy, D.
Scholle, M.
Stubsjoen, A.
Thomas, M.
White, P.

OTHERS PRESENT:

Anthony, P.
Gabrielli, R.
Mosca, K.
Poole, J.
Renfro, C.
Schatz, M.
Simmons, H.
Williams, F.

B. The Minutes to meeting #102 (October 9, 1998) were approved as distributed via e-mail.

C. The agenda was adopted as distributed via e-mail. President-Elect Christensen stated that Provost Reichardt, Dean Kirts, and Dean Gabrielli will be giving a brief report on a rotating basis at the monthly meetings. This month will feature Dean Gabrielli.

II Interim Vice Chancellor for Administrative Services Remarks
- F. Williams

Rural Training - Carolyn Chapman, Director of Personnel traveled to Dillingham and Nome to provide training on harassment, violence in the workplace, drug free workplace, stress management, and performance appraisals. Carolyn will also be traveling to Palmer and Bethel later this semester to conduct training.

Safety at the extended sites continues to be an item of concern. Terry Vrabec, chief of Police, and Eddie Curry, fire Marshall are working with the rural sites to identify and improve safety.

Retirement Incentive Program - If you are not going to participate in the Retirement Incentive Program, please turn in your eligibility form. This will save the University money. The RIP is going to be handled a little different this year with individual programs being looked at to see what impact the retirement will have.

Y2K Problem - Chancellor Wadlow has designated Dr. David Bantz to head the Y2K Task Force. Departments are asked to identify all processes, systems, and external dependencies in their area which are potentially "non-compliant". For more information, contact Dr. Bantz at DavidBantz@uaf.edu.

Director of Facilities - Kathleen Shedler was appointed director of Facilities in September. A structural chart of their operations was addressed.

Request for Input on Pay and Personnel - Vice Chancellor Williams briefly commented on the request for input regarding pay and personnel which Staff Alliance will be addressing with President Hamilton at the staff retreat. There are roughly 1,100 staff at UAF with 125 CEA, 538 classified, and 439 APT. In the JEF process, 987 positions were originally evaluated. Since January 1998, 133 evaluations were redone, of which 20 were new positions--either brand new or restructuring. Of the 133 positions that were re-evaluated, only 3 were

appealed. If you have concerns or questions, contact Carolyn Chapman at Personnel Services.

OneCard - The OneCard system is proceeding with trial runs during the spring semester.

Police Advisory Board - The Board met and recommendations will be forthcoming.

III College of Rural Alaska Dean Remarks - R. Gabrielli

Dean Gabrielli read his rebuttal to a campaign ad that ran recently in the News-Miner stating that the rural sites are too costly and should be shut down if they didn't meet certain graduation standards. Dean Gabrielli pointed out that the rural sites are an essential component of the University and fulfill the University's mission. In the past three years, CRA has reduced their budget by 15%, mainly administrative costs, while the degrees and certificates awarded have increased 13%. Unfortunately, the News-Miner chose not to print the rebuttal. Then Dean Gabrielli highlighted a few of the College of Rural Alaska's accomplishments over the last year. Representative Powell thanked Dean Gabrielli for providing the funding for Carolyn Chapman to travel to the extended sites to provide training.

IV Governance Reports

A. Faculty Senate - M. Schatz

The Senate is continuing the focus on union/Senate relations and how the new contract will mesh with current policies. The Senate passed the proposed changes to the Board of Regents policy on intercollegiate athletics. The academic calendar was passed with an amendment that included a study day between the end of classes and the beginning of final exams. The changes to the Governance Coordinating Committee procedures were postponed. The approval procedure for petitions was addressed. Offerings at the extended campuses was addressed. The Administrative Committee met with the director of CRA and discussed the offerings with the rural directors. An ad hoc committee was formed to address this issue.

B. ASUAF - J. Richardson

No report available.

C. Alumni Association - J. Poole

The Alumni Board met in Fairbanks last month and set their goals for the coming year, namely increasing membership. The Alumni directors and some board members met with President Hamilton and are looking forward to working with President Hamilton to assist in achieving the goals and mission of the University. Now that elections are over, lobbying strategies will be developed. Alumni will again play a large part in lobbying on behalf of the University. Jake Poole thanked Staff Council for the opportunity to give brief remarks on the Alumni activities at the monthly meetings.

D. Staff Alliance - S. Christensen

Staff Alliance met in a special meeting on Monday to set the agenda for the staff retreat with President on November 5 in Anchorage. Some issues that will be addressed include pay, personnel, holiday closure, and governance's role in the coming year.

V President-Elect Report - S. Christensen

Timely Meetings - It is very important that the Staff Council meetings start on time and asked for the representatives cooperation.

Elections - All staff were encouraged to run for Staff Council and staff were urged to vote in the upcoming election.

VI The Council took a 10 minute break.

VII Committee Reports

A. Staff Affairs - L. Anderson

Lydia Anderson made a clarification in the Staff Affairs minutes. Jeannette Swan was present at the meeting and inadvertently omitted on the minutes.

1. Parking

The Fine Art of Appeals was included in the agenda as an informational item. A copy of the parking figures were included as a handout. After speaking with Fred Sacco regarding the appeals, the committee felt that item was no longer an issue they would pursue.

UAF LIFE program - Michelle Combellick, chair of the Health Issues Committee, and Ruth Olson coordinator of the Student Recreation Center attended the last meeting to address this program. Staff Affairs had recommended extending the SRC hours to accommodate a higher number of UAF LIFE users. Health Issues Committee will take the recommendation under consideration, but that the hours were tailored around certain activities, such as aerobic, etc. The Health Issues Committee did address the recommendation and forwarded a request to Randy Pitney, interim director of Athletics. However, the request to extend the UAF LIFE hours was denied. There will be an open house at the SRC on January 31, which will include information on the UAF LIFE program. All staff are encouraged to attend.

Custodial Contract - Two copies of the performance contract were at the meeting. Committee members will review the contract and address this at the next meeting.

Academic 1999-2000 Academic Calendar - Concerns were expressed regarding exams on a Saturday and the need for day care, travel time, etc. The committee has recommended approval of the calendar.

Intercollegiate Athletics - The committee recommends passing the proposed amendments to the policy.

Holiday Closure - Consensus from the comments received were not to change the policy this year but in the future have the flexibility to work if necessary in the individual departments.

Grievance Procedures - An Ad Hoc Committee will be established to make recommendations to the draft policy which is forthcoming from Statewide Human Resources. One of the policy changes that is not satisfactory to staff is the disbanding of the Grievance Council. Current members of the Grievance Council as well as staff will form this ad hoc committee. Sarah Comstock from Wood Center has agreed to chair the committee.

2. Staff Survey

In response to the employee opinion survey, Staff Affairs drafted the following letter to President Hamilton. Recommendations were made to amend the letter and were approved. The letter will be sent to President Hamilton, as well as copied for the other staff members at the retreat.

November 4, 1998

President Mark R. Hamilton
University of Alaska
202 Butrovich Building
P.O. Box 755000
Fairbanks, Alaska 99775-5000

Dear President Hamilton:

On behalf of the UAF Staff Council, we would like to take this opportunity to say how pleased we are that you have taken the time to educate yourself on staff issues, listen to our concerns, and most of all seek our input and recommendations.

Staff Council distributed a request for staff reactions to the 1998 Employee Opinion Survey. It is very important that you are aware of the reactions to the survey results. There was an

overwhelming acknowledgement regarding the lack of communication (timely and otherwise), which is of utmost concern. A consistent means of disseminating information within the University system needs to be developed. Often decisions on salary, health benefits, policies, and procedures are made prior to staff having an opportunity to offer input. Communication relaying major UA decisions must start at the top and be allowed to filter to the bottom; and yet we as staff must take it upon ourselves to communicate our concerns to you.

Salary continues to be a major concern. The recent HayGroup report prepared for the University last spring, clearly points out that the current staff salary schedule is well below market. At this point, it is unclear as to what will be done with the report. I hope that you will personally look into this issue.

Concerns were also expressed regarding the distribution method of the survey. Given budgetary constraints, recommendations for future distribution include the use of campus mail and/or the web.

Staff are filled with hope that your leadership will move the University of Alaska in a more positive direction. It is apparent that you are willing to listen to our concerns, for which we are grateful. UAF Staff Council looks forward to working with you.

Sincerely,
 Shannon Christensen, President-Elect
 UAF Staff Council

3. Academic Calendar

Concerns were expressed regarding the final exams ending on a Saturday and the short time frame students have to move out of the dorms. Concerns were also expressed regarding the last day of classes ending on a Monday. Will staff be expected to work on that Saturday of final exams? Are students concerned with the proposed calendar or is it satisfactory? Due to the number of unanswered questions, Staff Council could not pass the calendar unit further input is received. The motion failed.

MOTION FAILED (unanimous)
 =====

The UAF Staff Council moves to approve the 1999-2000 academic calendar as presented by the Faculty Senate. The calendar will be forwarded to the Governance Coordinating Committee for action.

EFFECTIVE: Immediately

UNIVERSITY OF ALASKA FAIRBANKS - Fairbanks Campus
 ACADEMIC CALENDAR 1999-2000

FALL SEMESTER-1999

Registration for the 1999 fall semester begins	Mon., Apr. 5, 1999
Fee payment begins	Thurs., July 1
Application for admission deadline for fall semester	Mon., Aug. 2
Orientation for new students	Sun.-Wed., Aug. 29-Sept. 1
Residence halls open, 9 am	Sun., Aug. 29
Financial aid disbursement begins	Mon., Aug. 30
First day of instruction	Thurs., Sept 2
Late registration begins	Thurs., Sept 2
Labor Day (no classes)	Mon., Sept. 6
Late registration and fee payment end	Fri., Sept. 10
Last day for 100% refund of tuition and materials fees	Fri., Sept. 10
Last day for student-initiated and faculty-initiated drops (course does not appear on academic record)	Fri., Sept. 17
Last day for 50% refund of tuition (only)	Fri., Sept. 17
Low grade reports for freshmen due not later than	Fri., Oct. 8
Last day to apply for 1999 fall graduation	Fri., Oct. 15
Last day for student-initiated and faculty-initiated withdrawals (W grade given for course)	Fri., Oct. 29
Registration and fee payment for the 2000 spring semester begin	Mon., Nov. 8
Thanksgiving holidays (no classes)	Thurs.-Sun., Nov. 25-28

Last day of instruction Mon., Dec. 13
 Final examinations [[Tues.-Fri., Dec. 14-17]] WED.-SAT., DEC. 15-18
 Residence halls close, noon [[Sat., Dec. 18]] Sun., Dec. 19
 Grades due to the Registrar's Office Tues., Dec. 21
 Campus closed 5 p.m., Fri., Dec. 24, 1999 - 8 a.m., Mon., Jan 3. 2000

SPRING SEMESTER-2000

Application for admission deadline for spring semester Wed., Dec. 1, 1999
 Orientation for new students Mon.-Tues., Jan. 10-11, 2000
 Residence halls open, 9 a.m. Sun., Jan. 9
 Financial aid disbursement begins Tues., Jan. 11
 First day of instruction Thurs., Jan. 13
 Late registration begins Thurs., Jan. 13
 Alaska Civil Rights Day (no classes-late registration and fee payment continue) Mon., Jan. 17
 Late registration and fee payment end Fri., Jan. 21
 Last day for 100% refund of tuition and material fees Fri., Jan. 21
 Last day for student-initiated and faculty-initiated drops (course does not appear on academic record) Fri., Jan. 28
 Last day for 50% refund of tuition (only) Fri., Jan. 28
 Last day to apply for 2000 spring graduation Tues., Feb. 15
 Low grade reports for freshmen due not later than Fri., Feb. 18
 Last day for student-initiated and faculty-initiated withdrawals (W grade given for course) Fri., Mar. 10
 Spring recess Mon.-Sun., Mar. 13-19
 Registration for the 2000 fall semester begin Mon., Apr. 3
 All Campus Day (no classes) Fri., Apr. 21
 Last day of instruction Mon., May 1
 Final examinations [[Tues.-Fri., May 2-5]] Wed.-Sat., May 3-6
 Residence halls close, noon [[Sat., May 6]] Sun., May 7
 Commencement Sun., May 7
 Grades due to the Registrar's Office Wed., May 10
 Fee Payment for the 2000 fall semester begins Mon., July 3

4. Board of Regents' Policy on Intercollegiate Athletics

After a brief discussion, a motion was made and seconded. The vote was unanimous.

MOTION PASSED (unanimous)
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The UAF Staff Council moves to approve the amendments to the Board of Regents policy 09.99.00 - Intercollegiate Athletics.

EFFECTIVE: Immediately

[[]] = Deletion
 CAPS = Addition

REGENTS' POLICY 09.99.00

PART IX
 STUDENT AFFAIRS
 CHAPTER XCIX

Recreational and [[Competitive]] INTERCOLLEGIATE Athletics

GENERAL STATEMENT: RECREATIONAL AND INTERCOLLEGIATE ATHLETICS
 [[Preamble]] P09.99.01

THE UNIVERSITY OF ALASKA WILL SUPPORT OPPORTUNITIES FOR STUDENTS TO PARTICIPATE IN RECREATIONAL AND/OR INTER-COLLEGIATE ATHLETICS. EACH MAU WILL DETERMINE THE LEVEL OF SUPPORT FOR SUCH ACTIVITIES WHICH IS CONSISTENT WITH THE MAU'S MISSION AND WITHIN THE LIMITS OF ITS FACILITIES, RESOURCES, AND PERSONNEL. WHILE OPPORTUNITIES MAY BE MADE AVAILABLE TO THE TOTAL CAMPUS COMMUNITY, PRIORITY WILL BE GIVEN TO STUDENT PARTICIPANTS.

[[The University of Alaska supports the development of opportunities for men and women to participate in recreational and

competitive athletics ancillary to academic development throughout its system. The university will provide opportunities for student participation in sports experiences through recreational, intramural, and extramural physical activities, and further will develop selected intercollegiate competitive team programs with which units of the University of Alaska system and their respective communities can identify.

(12-11-81)

Student Participation P09.99.02

Each campus encourages the participation of each student in at least one sports activity of life time value which may be achieved through spontaneous recreational participation, intramural, extramural, and competitive sports programs.

(12-11-81)]]

ATHLETIC [[Physical]] Activities P09.99.02 [[03]]

A. Recreational Athletics [[P09.99.03(A)]]

The University of Alaska will encourage [[spontaneous]] recreational activities by providing facility use [[time.]], WITHIN THE LIMITS OF FACILITY AVAILABILITY, RESOURCES, AND PERSONNEL. [[Priority in recreational athletics will be given to student participants with opportunities available to the total campus constituency. These opportunities are inclusive of all casual physical activities and limited only by the mind of the user and the appropriateness of the facilities. The University of Alaska will strive to provide the fiscal and physical support that is necessary to create this opportunity. (12-11-81)]]

B. Intramural Athletics [[P09.99.03(B)]]

The University of Alaska WILL encourage[[s]] the development of campus intramural ATHLETICS [[sports]] which allows [[non-varsity]] competition among [[men and women]] students and faculty-staff groups. [[in a wide variety of athletic activities.]] Students should play a primary role in the selection and management of [[the particular]] intramural activities. [[conducted.]]

C. Extramural Athletics [[P09.99.03(C)]]

[[Institutions within]] The University of Alaska [[system]] may establish and sponsor teams in organized competitive programs outside of the CAMPUS [[institution]] SUCH AS WITH [[including but not limited to]] city leagues, church leagues, inter-school competition, and organized tournaments. Preference for participation on these teams [[shall]] WILL be given to [[currently enrolled]] students. [[Rules of competition shall be established by the sponsoring organization. The University of Alaska system shall be encouraged to sponsor such organized competitive tournaments for participating institutions.]] University of Alaska facilities may be USED ON A SPACE AVAILABLE BASIS FOR EXTRAMURAL ATHLETICS. [[made available for such programs.]]

D. Intercollegiate Athletics [[P09.99.03(D)]]

Intercollegiate [[sports]] ATHLETICS ORGANIZED TO provide [[advance]] competitive opportunities for student athletes [[The University of Alaska shall promote, through recruiting and funding, competitive sports appropriate to the Alaska scene.]] WILL BE OPERATED UNDER MAU CONTROL WITH ACADEMIC AND FINANCIAL INTEGRITY, AND IN COMPLIANCE WITH APPLICABLE ATHLETIC ORGANIZATION RULES.

1. Authorized Sports [[P09.99.03(D.1)]]

Sports authorized for intercollegiate competition are:

Basketball
Cross-country Running
Gymnastics

Ice Hockey
Rifle
Skiing - Nordic and Alpine
Swimming
Volleyball

Amendments to this list must be approved by the Board of Regents. (12-11-81)

2. Levels of Competition [[P09.99.03(D.2)]]

The intercollegiate teams of the University of Alaska shall compete at a national organizational classification level commensurate with available funding, facilities, and skill levels of the athletes. Requests for membership in a particular organization and change in the approved classification level of competition will originate at the [[institution]] MAU, and must be approved by the Board of Regents

3. Participation by Alaskans [[P09.99.03(D.3)]]

Participation by Alaskan athletes will be encouraged through active recruitment of Alaskans who are capable of athletic performance at the designated level of competition.

4. Participation by Alaskans [[P09.99.03(D.4)]]

In order to participate in intercollegiate athletics, a student must:

- a. meet the standards set by the appropriate national athletic organization; and
- b. meet the academic standards as established by the appropriate [[major administrative unit]] MAU.

[[5. Intercollegiate Tournaments Sponsorship
[[P09.99.03(D.5)]]

[[Institutions within the University of Alaska may sponsor intercollegiate athletic tournaments provided funding for such tournaments has been approved in the intercollegiate athletics budget. In any newly established tournaments, the host Alaskan institution of such tournaments shall include the other Alaskan institutions among tournament participants when the teams are participating at the same division classification level.]]

5[[6.]] Common Opponents [[P09.99.03(D.6)]]

[[The university endorses]] A "common opponents" philosophy WILL BE UTILIZED WHERE POSSIBLE within the conference structure and scheduling TO ALLOW MORE THAN ONE CAMPUS TO ENGAGE A VISITING TEAM DURING ITS TRAVEL IN THE STATE. [[possibilities.]]

SOURCES OF Funding FOR [[of]] Athletics P09.99.03[[04]]

[[For the four physical activities programs listed above, specific funds for capital improvements to accommodate increased student participation and for the management and support of the different programs will be identified in the long-range and annual planning and budgeting process at each MAU. The needs of these programs, in addition to the instructional needs of the academic units and programs, will be considered when planning for the development and use of sports facilities. (12-11-81)

Intercollegiate athletics shall not dominate facility use nor funding to the detriment of recreational, extramural or intramural athletic opportunities nor shall one sport exclude the development of other intercollegiate, recreational, intramural, or extramural sports activities. Facilities of the institution may be available for public use as stated in Policy and Regulation 06.02.01.]]

The support of athletic program expenses by local private sources (such as booster clubs or individuals) or supplementary activities MAY BE ENCOURAGED BUT SUCH SUPPORT MUST BE MADE [[will be

channeled]] through MAU [[the university]] accounting systems and WILL be subject to university accounting procedures, review and audit.

NON-DISCRIMINATION AND GENDER EQUITY
[[Equal Opportunity]]

P09.99. 04[[05]]

EACH CHANCELLOR WILL BE RESPONSIBLE FOR COMPLIANCE WITH APPLICABLE NON-DISCRIMINATION AND GENDER EQUITY MANDATES.

[[The University of Alaska affirms its policy of providing equal opportunity for the participation of men and women in all intercollegiate, extramural, intramural, and recreational athletic activities (04.01.15), as well as equivalent institutional services, in compliance with federal and state law and regulation. Each chancellor and campus president is responsible for maintaining equal opportunity for men and women.]]

(12-11-81; revised [[12-17-81]]) DATE

B. Rural Affairs - B. Oleson

The Committee met on November 2 and a new member, Heidi Simmons from Kuskokwim was introduced. The Committee had a discussion on holiday closure with the consensus that most people liked the current policy with the provision to work if necessary. Rural staff workloads were addressed. The Committee will address the grievance policy at their next meeting on November 30. Members were encouraged to vote in the upcoming election and consider running for representative of Unit 1. Rural staff training was addressed and a recommendation was made to have banner training for faculty at Chukchi and sexual harassment training. This training request will be forwarded to Dean Gabrielli.

C. Staff Training - D. Powell

1. November Training - Staff were reminded of the November training, Violence in the Workplace on November 10 and Open Enrollment Q & A on November 12. Forward any suggestions for future training to Darlette Powell at fndap@uaf.edu. The next Committee meeting is on November 18.

D. Elections, Membership & Rules - B. Gieck

1. Odd Numbered Unit Elections

Nominations have been distributed for odd numbered units and are due back in the Governance Office by Friday, November 6. Please take the time to nominate a staff member in your area that you would like to represent you on Staff Council or consider running yourself. Ballots will be distributed in November and the results will be announced at the December 4 Staff Council meeting. There are vacancies in even numbered units. If you are interested in serving, contact the Governance Office at fystaff@uaf.edu.

E. Ad Hoc and Other Committees

1. OneCard Committee - L. Anderson

Lydia Anderson had to step out, Sarah Comstock stated that the OneCard machines have been ordered and the system will be in place by next fall. A location for the OneCard office is being looked at. Lydia returned and explained the program further. The OneCard system will include items such as activity stickers, library, food service, and student recreation center use. The system is designed to be a one ID card for everything, as well as a debit system. The system is also designed to be an access system, such as for residence halls or the SRC. There are a number of campuses across the country that use this type of system. The bid is in process and will close the end of the month. Five potential companies toured campus to see where the machines will go. AT&T, Diebolt, and GE were a few of the companies that were on campus. A consultant (CEI) has been hired to assist the committee in getting the information out regarding this

new system. Statistics have shown that the OneCard system does increase revenue. For instance vending can increase as much as 400%. The committee was not charged with finding the funding for this. The Chancellor will have to decide where the funding will come from. Questions were asked if staff and departments will be using these cards. This system is looked at as a convenience for the students.

2. Health Issues - D. Powell

Representative Powell attended her first meeting on October 13. The Committee addressed extending the hours of the UAF LIFE program to the weekends. After a lengthy discussion, the committee sent a recommendation to Randy Pitney, Interim Director of Athletics. The request was denied due to financial constraints. However, the committee could not see how extending the UAF LIFE hours would adversely impact the SRC budget because no new employees would have to be hired. The committee will be looking at other incentives for employees participating in a fitness program. One area being looked at as an incentive is tracking your use of the SRC and receiving a t-shirt at the end of the program. Blue Cross will also be contacted regarding incentives for employees who participate in a fitness program. The next meeting will be on November 17.

3. Police Advisory Committee - L. Ilgenfritz

This report will be tabled until December. President-Elect Christensen reminded staff that they will be asked to give periodic reports at meetings.

VIII OTHER BUSINESS

A. Motion to Approve 1999-2000 Staff Council Meeting Calendar

After a brief discussion. A motion was made and seconded. The vote was unanimous.

MOTION PASSED (unanimous)
 =====

The UAF Staff Council moves to approve 1999-2000 meeting calendar as follows:

UAF STAFF COUNCIL
 1999-2000 MEETING CALENDAR

MTG.#	DATE	DAY	TYPE
110	September 15, 1999	Wednesday	audioconference
111	*October 8, 1999	Friday	face-to-face
112	November 3, 1999	Wednesday	audioconference
113	*December 3, 1999	Friday	face-to-face
114	February 2, 2000	Wednesday	audioconference
115	*March 3, 2000	Friday	face-to-face
116	April 5, 2000	Wednesday	audioconference
117	*May 10, 2000	Wednesday	face-to-face
118	June 2, 2000	Friday	audioconference

NOTE: All meetings begin at 8:30 a.m.

EFFECTIVE: Immediately

RATIONALE: The FY00 meeting calendar will be included in the Staff Council calendar for 1999 which goes to press in November.

B. Call for More Staff Representation on Grievance Council

There are two classified and one APT positions vacant on the Grievance Council. If you are interested in serving, contact the Governance Office at fystaff@uaf.edu. Until recently, the Grievance Council has consisted of faculty and staff. Now, faculty are a bargaining unit and their procedures are incorporated in their contract. Statewide Human Resources will be asking the Board of Regents to disband the Grievance Council and just replicate what is included in the union contracts. After speaking with members of the Grievance Council, disbanding the Grievance Council is not acceptable.

In the current policy, there is no discovery rule, which is a flaw in the current process. Statewide Human Resources wants to disband the Grievance Councils and have the University hire an arbitrator.

An Ad Hoc Committee will be established to review the current policy and make recommendations to improve the policy. Sarah Comstock has been asked to chair the Ad Hoc the Committee. Lynette Washington, Linda Harris, and Paula Carroll. A current member of the Grievance Council, Jessie Atencio, will also sit on the committee and provide first hand knowledge of how the policy works and doesn't work.

IX COMMENTS AND QUESTIONS

Staff Council received a thank you note from Marty Thomas regarding the sympathy card and plant sent for her daughter's funeral. Marty is planning to return to work after the Thanksgiving holiday. Laura Bender mentioned that there will be a concert on Sunday and the proceeds will go to establish a scholarship in Lyndsay's name for the Summer Fine Arts Camp.

United Way campaign is underway and Al Sokiatis is the chair of that committee.

X ANNOUNCEMENTS

A. Upcoming Meetings

November 18 - Staff Training, 9:00 a.m., Wood Center Conference Room A

November 19 and 20 - Board of Regents in Anchorage

November 23 - Administrative Committee, 9:00 a.m., Wood Center Conference Room A

November 24 - Staff Affairs, 9:00 a.m., Wood Center Conference Room B

November 26 and 27 Happy Thanksgiving and University Holiday

November 30 - Rural Affairs, 11:00 a.m., Wood Center Conference Room A

XI The meeting was adjourned at 10:55 a.m.

Tapes of this Staff Council meeting are available in the Governance Office, 312 Signers' Hall, if anyone wishes to listen to the complete tapes.

Submitted by Kathy Mosca, Staff Council secretary.