

MINUTES
UAF STAFF COUNCIL MEETING #105
Wednesday, February 3, 1999
Wood Center Ballroom

I Bev Frey called the meeting to order at 8:40 a.m.

MEMBERS PRESENT:

Anderson, L.
Aslam, D.
Baergen, A.
Candler, R.
Christensen, S.
Comstock, S.
Downes, I.
Duvlea, P.
Frey, B.
Hazelton, G.
Martyn, P.
Parzick, J.
Powell, D.
Rounds, P.
Simmons, H.
Sowell, P. (for M. Scholle)
Thomas, M.
White, P.
Wilson, K.
York, R.

MEMBERS ABSENT:

Dufseth, K.
Enochs, K.
Evans, C.
Gieck, B.
McClellan, L.
Murawsky, N.
Poe, A.
Scholle, M.

OTHERS PRESENT:

Foley, D.
Layral, S.
Poole, J.
Youngberg, J.

B. The Minutes to Meeting #104 (December 4, 1998) were approved as distributed via e-mail.

C. The agenda was adopted as distributed via e-mail.

II COMMITTEE REPORTS

A. Staff Training - D. Powell

The updated spring supervisory training schedule was distributed. The committee has begun work on the Staff Longevity Awards Program scheduled for May 13 at 1:30 p.m. in the Wood Center Ballroom. The theme is "That was then, this now, let's look to the future." The committee will meet again on February 17 at 9:00 a.m. in the Chancellor's Conference Room.

B. Staff Affairs - L. Anderson

Michelle Combellick, chair of the Health Issues Committee, addressed the committee regarding the UAF LIFE program. There are some concerns that the program may be cut and staff was encouraged to write positive endorsements for the program and send them to Michelle at fnmgc@uaf.edu. Also, staff were encouraged to join the program. The Athletics Departments has not stated that they will cut the program but it has been implied that there may be some cuts. Staff Affairs discussed a resolution of support and will address this at the next meeting. Also, the new policy at the Business Office that any student taking three credits or more can purchase a student activity sticker was felt to be a detriment to the program. Last year at this time UAF Life had 90 people, while this year there is about half that. Staff Affairs has requested that the Chancellor to write a memorandum of support for the program.

Loose Change Fund - This item was tabled until next month.

Hay Appeal Committee - The Committee received information from Carolyn Chapman that the Appeal Committee is still functioning and would have a Staff Council representative on the committee, which is Laura Bender from IMS.

1. Resolution on Proposed Modifications to Health Care Plan

Health Benefits - The committee spent a considerable amount of time addressing health benefits and the proposed modifications. Staff Affairs received a number of comments on the proposed modifications to the health benefits. A resolution was developed and presented in the agenda. Discussion was opened up and the following comments were

received. Representative Downes spoke in support of the resolution and reiterated that a number of individuals work at the University because of the benefits and this change equates to a pay cut. President Frey stated that she and President-Elect Christensen had a meeting with Jim Johnson last week to express their concerns regarding the proposed modifications to health care; and he assured them that it wasn't a done deal. The forums were designed to get genuine feedback. The rise in health care costs and the University cap on contributions have all contributed to a modification in the health benefits. A handout of the letters to Mike Humphrey and Patty Kastelic and response were distributed, as well as a copy of the preferred providers. Concerns were expressed regarding the problem with preferred providers. Representative Downes spoke with a number of doctors about the process of becoming a preferred provider and the doctors expressed concerns regarding Blue Cross and not getting clear information on what is considered "reasonable and customary charges." To pay only 60/40 is a severe disservice. Representative Chandler indicated that there is a lack of information to the employees regarding reasonable and customary charges so they can make informed decisions about preferred providers. Representative Simmons asked the timeline for comments. President-Elect Christensen indicated that at the Staff Alliance meeting yesterday, Patty Kastelic stated that the Request For Proposal has not been written and are considering having staff provide input for the RFP. A motion was made and seconded. The vote was unanimous. The resolution will be forwarded to the Chancellor, Statewide Human Resources, President Hamilton, Staff Alliance, and the Board of Regents. A recommendation was also made to send a copy to UAF Personnel. Copies of the comments collected will also be attached with the resolution.

RESOLUTION PASSED (unanimous)
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WHEREAS, the UAF Staff Council recognizes that the University is committed to offering it's employees a health care plan that is intended to promote and foster a sense of economic security against uncertain health care events and their potentially catastrophic costs; and

WHEREAS, the UAF Staff Council recognizes that health care costs are increasing and it is reasonable to expect staff to contribute more dollars toward the cost of their coverage; and

WHEREAS, the UAF Staff Council believes that Statewide administration has not given staff adequate details regarding health care plan changes for us to make an informed decision, and Statewide administration has not given staff adequate time to respond with viable alternate recommendations; and

WHEREAS, The UAF Staff Council has found that the following items of the proposed health care plan are unacceptable:

1. Increasing the individual and family deductible from \$100/300 to \$250/500.
2. Implement a preferred provider organization provision that pays 80/20% for in-network services and 60/40% for services performed by a health care provider who is not a member of the network (out-of-network)
3. Implement a \$400 wellness benefit, not subject to the deductible.
4. Change the pharmacy program from a 80/20% co-insurance to a flat \$7 generic and \$10 name brand co-payment system.
5. Coverage of dependents on health care; now

THEREFORE BE IT RESOLVED, That the UAF Staff Council recommends the following:

1. Reconsider the increase to the individual and family deductible, 150% is a substantial increase and would have considerable impact on an employee and their families, particularly those on the lower end of the pay scale.
2. Out-of-Network charges be covered "up to" the same dollar level as In-Network-Charges, and said charges would accrue toward the maximum out-of-pocket limits. Consider providing incentives for employees to select preferred providers.
3. Include in the wellness benefit weight loss, smoking

cessation, and fitness center usage. As medical costs continue to increase at a substantial rate, some mechanism needs to be set in place that this amount for wellness-related medical services keep pace with the increased costs.

4. No change to the current pharmacy coverage of 80/20% to a flat rate and increase the out-of-pocket maximum to \$150.

5. Dependents charges should adequately reflect the actual number of dependents and not limited to 4+ dependents; also

BE IT FURTHER RESOLVED, That the UAF Staff Council requests that Statewide administration limit the contract with the health care administrator to two years and set up a continuing task force on health benefits, housed in Staff Alliance, which can continue reforming the health care plan to better serve the employees.

President-Elect Christensen indicated that there are changes to the grievance policy and will be available on the Board of Regents web page shortly. This also includes flow charts. Please review the latest revision. The latest revision will be presented to the Board of Regents in February.

C. Rural Affairs - H. Simmons

The committee met on February 1 and did not have a quorum. Heidi Simmons was elected chair. Their monthly meetings for the spring semester will be on the first Monday of the month, March 1, April 5, and May 3. Training was addressed and basic concerns include a need for continued Banner training. Also, a recommendation was made that when there is training provided at the rural sites, that administration ensure that all staff participate. At the March meeting, the committee will address JEFs for rural staff. President Frey asked if the committee would like to have a face-to-face meeting on March 2.

D. Elections, Membership & Rules - B. Gieck

Bob Gieck was unable to make the meeting, Patty White gave the committee report. Representative White stated that the committee addressed two issues at their last meeting. Term limits was discussed but no formal recommendation came out of the committee. The topic came to the committee because of concerns over the same people serving over and over. Vacancies in units were also addressed. A recommendation included any interested staff member could fill the empty seat. This topic was open for discussion and input from Staff Council at large. Representative Downs spoke in favor of filling vacant seats with anyone who is willing to serve. Representative Thomas also spoke in favor of allowing any interested person to fill a vacant seat. President-Elect Christensen called for more members on the committee and asked to be placed on this committee.

III OTHER BUSINESS

A. Motion to Confirm Committee Membership

President-Elect Christensen asked to be placed on Elections, Membership, and Rules Committee. The motion was made and seconded. The motion passed with unanimous approval.

MOTION PASSED (unanimous)
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The UAF Staff Council moves to confirm the following committees membership:

EFFECTIVE: Immediately

ADMINISTRATIVE	STAFF AFFAIR
Lydia Anderson	*Lydia Anderson
Shannon Christensen	Diane Aslam
*Bev Frey	Laura Bender
Bob Gieck	Irene Downes
Darlette Powell	Karen Enochs
Heidi Simmons	Cheryl Evans
	Bev Frey
ELECTIONS, MEMBERSHIP & RULES	Gabrielle Hazelton

*Bob Gieck
Marty Thomas
Patty White
Patty Duvlea
Shannon Christensen

STAFF TRAINING
Alice Baergen
Rudy Candler
Shannon Christensen
Sarah Comstock
Ruth Duerr
Kerrie Dufseth
Deb Hagen
LaTanya McClellan
Kathy Mosca
*Darlette Powell
Diane Robinson
Peter Rogers
Pam Sowell
Karen Wilson

Heather Heineken
Parker Martyn
Nici Murawsky
Julia Parzick
Becca Sanches
Jeannette Skrob
Jeannette Swan

RURAL AFFAIRS
Dixie Emery
Bev Frey
Martha Glore
Margaret Guinn
Barb Oleson
Anna Poe
Sandra Russell
Crystal Wilson
*Heidi Simmons

B. Motion to Establish Ad Hoc Picnic and Raffle Committee

The motion was made and seconded. Julia Parzick, Lydia Anderson, Irene Downes, Heidi Simmons, Alice Baergen, Pam Sowell, and Phil Rounds volunteered to serve on the committee. The vote was unanimous.

MOTION PASSED (unanimous)
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The UAF Staff Council moves to established an Ad Hoc Picnic and Raffle Committee to organize the 1999 staff picnic and raffle for the Carolyn Sampson Memorial Scholarship. The following people have agreed to serve on the committee:

- 1. Julia Parzick
- 2. Lydia Anderson
- 3. Irene Downes
- 4. Heidi Simmons
- 5. Alice Baergen
- 6. Pam Sowell
- 7. Phil Rounds

EFFECTIVE: Immediately

RATIONALE: The 1999 staff picnic will take place on May 13 immediately following the Staff Longevity Awards Program and planning needs to begin immediately to organize the event and raffle. Also, the raffle drawing will highlight the picnic.

IV The Council took a five minute break.

V President's Report - B. Frey

Health Benefits - President Frey and President-Elect Christensen attended a meeting with Jim Johnson regarding health benefits. Both felt the meeting was very positive and that staff concerns were being heard. Also, they were assured they would receive the requested information from Statewide Human Resources.

Check Your Source - President Frey reminded staff that if they hear something that sounds odd, to please check the source for correctness before they state the item as fact. This will alleviate the spreading of misinformation.

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

No report available.

VII Chancellor's Remarks - J. Wadlow

Chancellor is ill and unavailable to provide comments.

VIII GUEST SPEAKER - Don Foley, Student Services

Accreditation - Carla Kirts, Dean of Student Services, is in Seattle working on accreditation along with the Provost. Student Services will be under review in the fall of 2000, along with the rest of the University.

Enrollment - Enrollment has declined 2-4% from last year in numbers and revenue. Mike Mills, Director of Enrollment Management is developing a systematic plan to increase UAF's enrollment. An enrollment retreat was recently held to draft a plan, which included Residence Life, University Relations, Financial Aid, and Provost Office. The plan is being refined and is not ready for distribution at this time.

Food Service Contract - There is a current Food Service Think Tank which is putting together information on what we have, what other schools have, and how can we broaden our base. The Think Tank is also looking at what options are available for students, as well as faculty and staff. UAS sent two staff to UAF to look at our food services and make comparisons. Darlette Powell serves on this committee and comments can be sent to her at fndap@uaf.edu.

University Crisis Response System - An ongoing review of the university crisis response in terms of what the separate entities did and how they responded is headed up by Debra Damron from University Relations and Don Foley from Student Services. This is a result of the black out in December and how did the University as a whole respond. Key areas that came up include staffing of major phones, not all phones worked. Also, design some major phones that will work in a power outage. The need for functional flashlights was evident. Also, have some type of emergency plan for your area and review this plan on an annual basis. Another recommendation made was to have some type of phone tree to get information disseminated to the rest of the area.

One Card System - There are no specific finalization of this plan as yet. However, the University is committed to putting a one card system in place this fall. Initially, it will be set up as an identification card for various areas. The debit system will not be implemented at this time, but will be developed for future use. Information will be forthcoming.

Alcohol Committee - The Aware Program is being eliminated. However, the services will still be there, but other areas will cover them. The University will be working with various areas from outside the University circle on this issue. Also, other areas across the campus will be asked to speak up on this issue and provide support for an alcohol awareness program on campus. Membership of the committee will be out soon and Don Foley will be chairing the committee.

Athletics - The volleyball and hockey coaches have resigned and there will be a national search conducted to fill both positions. The Athletic Director has been appointed as a permanent position to Randy Pitney. Budget issues are the largest concern at this time.

Career Services Summer Job Fair - Last week 30 employers and 600 participants were involved in Career Services summer job fair. Every year, more and more faculty and staff who are on 9 month contracts are hired in tourism positions as a result of the summer job fair.

Financial Aid - Sidney Swenson has been hired as the new financial aid counselor. She will be conducting workshops and seminars to get information out to students and the community. This proactive effort will hopefully result in better financing for students, and also an increase in the awareness of what resources are available within Financial Aid.

Commencement Speaker - Mike Mills, executive director of Admissions and Enrollment, is in the process of looking for a student commencement speaker for May. If you have any suggestions, contact Mike Mills in Admissions.

Black Out - Representative Anderson asked what was the financial impact of the black out. Don Foley stated that he was unsure of the exact amount.

IX GOVERNANCE REPORTS

A. Faculty Senate - M. Schatz

No report available.

B. ASUAF - J. Richardson

No report available.

C. Alumni Association - J. Poole

The Alumni Association started a new program last July called the Alumni Benefactors which will be the start of an annual giving that will be used in student enhancement programs. As the result of generous giving from alumni, \$20,000 was raised. Some of the funds will go to furnish Wood Center and \$4,000 will go to Student Activities to support student events. Residence Life will receive \$1,000 for their district conference which will be held here next fall. The rest of the funds will go into a fund for community events. The initial goal was \$15,000, but have already exceeded \$20,000 and hope to raise \$25,000 by the end of the fiscal year. Alumni is very excited about this new program. This is program is above and beyond their scholarship effort. This weekend is the Sour Grapes Ball and tickets are still available.

Lobbying Efforts - Alumni will again be working closely with the three governance groups. The first major event will be February 17 with a reception in Juneau. All three campuses will be working together. Currently, there are 13 UAF alumni in the legislature. The Alumni leaders will be meeting with the Regents for a luncheon to address the legislative plan. Saturday, February 20 is the student leadership conference. Alumni will be meeting with student leaders to discuss how they can work together in their lobbying efforts. The following week, the students and the alumni will be joining forces when they meet with legislators. The Alumni strategy and goals are to provide support for President Hamilton's budget for the University.

Next week a phone will be set up in the Alumni Lounge to call legislators and send public opinion messages, faxes, etc. E-mail addresses of the legislators will also be included. Staff assistance is needed in educating legislators about the needs of the University.

D. Staff Alliance - S. Christensen

Grievance Policy - Staff Alliance met yesterday to review the latest draft of the grievance policy and health benefits. Please review the grievance policy and forward comments to fystaff@uaf.edu, Sarah Comstock at fnsrcl@uaf.ed, Bev Frey at beverly@gi.alaska.edu, or Shannon Christensen at fnslc@uaf.edu. The second reading of the policy changes will be at the February 18 and 19 Board of Regents meeting.

Heath Benefits - Staff Alliance has been forwarding their input to administration. The other campuses are working on the issue, also.

Staff Retreat - The annual Staff Alliance retreat will be in Juneau April 14 and 15. Staff will also be lobbying the legislators at this time, also.

X COMMENTS AND QUESTIONS

Representative Simmons asked how other representatives disseminate information to their constituents. President Frey stated that she has found that bullet listings worked very well via e-mail, but that it is a personal preference of the representative.

XI ANNOUNCEMENTS

Technology Board - The Request For Proposal (RFP) has been sent out and the Board is looking for proposals which will

enhance the learning environment. Also looking for new projects which will benefit the students in their education or delivery of a program. The deadline is March 6. If you need a copy of the RFP, contact Irene Downes at fnied@uaf.edu.

Student/Faculty Awards Committee is looking for nominations for outstanding graduating senior man, woman and non-traditional student. Deadline is February 19. Forms are available at the front counter of Wood Center, or contact Lydia Anderson at fnlma@uaf.edu for more information.

XII The meeting was adjourned at 10:27 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.