

MINUTES

UAF STAFF COUNCIL MEETING #74
Wednesday, September 13, 1995
Wood Center Memorial Conference Room

I Marie Scholle called the meeting to order at 8:38 a.m.

MEMBERS PRESENT:	MEMBERS ABSENT:
Banks, P.	Barr, J.
Barr, K.	Cade, J.
Bender, L.	Gal, S.
Bergeron, B.	Heath, M.
Boatwright, S.	Hornbuckle, T.
Enochs, K.	Howdeshell, S.
Gramling, D.	Kiser, R.
Leist, P.	Leavy, D.
Matheke, G.	Long, P.
Oleson, B.	Murphy, L.
Pierce, R.	Pitts, D.
Powell, D.	Plowman, C.
Scholle, M.	Ritchie, E.
Sowell, P.	Wilson, Ci.
Taylor, L.	Wilson, Cr.
Thomas, M.	Winch, S.
Yates, M.	
York, R.	OTHER PRESENT:
	McGill, K.

- B. The minutes to meeting #73 (June 2, 1995) were approved as distributed.
- C. The agenda was adopted as distributed.

II President's Report - M. Scholle

UAF Mugs - Staff Council representatives sold mugs at the fair and raised \$165. Proceeds went to purchase cookies for students while standing in line for registration and fee payment. There were a number of positive comments from the cookies.

Board of Regents Meeting in August - President Scholle addressed the board at their August meeting. The Staff Council was the only group that gave a positive report.

Proposed Compensation Schedule for UA Police - A committee was formed this summer to address this issue and chaired by President-Elect Pierce. Patty Kastelic, executive director for Statewide Human Resources stated that she received a number of complaints for the separate schedule for police. This item was tabled on the Regents agenda. President-Elect Pierce distributed a handout with the problem, discussion, and recommendation. The Council addressed the recommendation of a separate compensation schedule for UA police. The UA Police Department recommended a separate schedule to solve recruiting/retention problems they were experiencing. The UAF Police Department lost fourteen officers in the past five years, seven of which were in the past two years. In the current regulations, 04.05.03, salary structures; paragraph B Regular Exempt and Non-exempt staff; sub-paragraph 1a, Placement; provides for new hires to be placed on the compensation schedule at step ³A². Additionally, it allows for step ³B² and step ³C² to be used with appropriate justification and administrative approval. Sub-paragraph 1b, provides for steps beyond ³C² to be used, again with appropriate justification and administrative approval. The program assessment recommendation was to increase the police force and increase their wages to better reflect prevailing wages. After a brief discussion, the Council approved the following recommendation that was presented in motion form. The vote was unanimous.

MOTION PASSED (unanimous)
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The UAF Staff Council recommends that the proposed separate staff compensation schedule for the University of Alaska Police Department be withdrawn and existing regulations for compensation be used.

EFFECTIVE: Immediately

RATIONALE: Staff Council is aware that certain positions within the University system will from time-to-time be adversely subject to market considerations. When this occurs, the current regulations have provisions available to managers to correct for those temporary and local market conditions. It is not within the Staff Council's charter to determine market conditions. This should be determined by local managers with concurrence of Statewide Human Resources and the President of the University. If this condition exists for the UAF Police Department, then the appropriate action should be initiated by the manager to correct for the market within existing regulations.

College Town Day - There will be a dinner dance on Thursday, September 21 at 6:30 p.m. at the Carlson Center and sponsored by the Greater Fairbanks Chamber of Commerce, UAF Staff Council, Faculty Senate, and Associated Students of UAF. The attire is casual so wear your UAF sweatshirt/t-shirt. President Scholle encouraged all staff to participate. Tickets are \$25 and proceeds go to a scholarship. Awards will be presented to two community members and two from UAF. The door prize will be two tickets on Alaska Airlines and you must be present to win.

Geographic Differential - President Scholle spoke with Patty Kastelic. The University is waiting to see what the state will do with their geographic differential. It is unclear at this time if the University will follow the state. A few options being looked at are the grandfathering in employees at their current rate and new hires would receive a lower geographic differential, or take the geographic differential and spread it over the people who are making over \$40,000. No action has been taken at this time. Representative Bergeron shared an article with the Council, that it is 5% more to buy food in Fairbanks than Anchorage.

III Committee Reports

A. Rural Affairs - B. Oleson

The committee met on September 11. An update was given on program assessment, dispute resolution, combined leave, and the fall meeting schedule. The committee will meet on the first Monday of each month at 11:00 a.m., with the exception of December when they will meet on November 27. There will be no meeting in January. The impact of the geographic differential was addressed. The Governor is spearheading House Bill 304 and Senate Bill 152. There are plans to reactivate these bills when the House and Senate go back into session in January. This would adversely affect rural sites. Cooperative Extension conducted a salary survey and Bethel was listed at 158%. This would make it difficult to attract and retain qualified individuals. Ralph Gabrielli, Acting Executive Dean will be the guest speaker at the next committee meeting. Susan Andrews, Chair of the Rural Affairs Committee from the Governance Coordinating Committee will be the guest speaker at the November meeting. Barb Oleson has volunteered a Northwest sweatshirt for the individual who sells the most raffle tickets. Rural sites are having difficulties with Pine Mail and Banner. Local representatives expressed the same concerns. It was recommended that someone with computing and banner speak at a future meeting.

B. Staff Affairs - K. Enochs

As a member of the Grievance Council, representative Enochs met with Jeanne Freeman, Dorothy Jones, Don Brandon, and Caroline Chapman on Monday, September 11 to address the draft dispute resolution policies and regulations. Some minor changes were made concerning

redundancy. A major recommendation was made to have a section on other types of harassment that are not included in the sexual harassment or disabilities act. Representatives requested that status of a grievance handbook. The handbook and policy will be addressed at the December BOR meeting. A BOR agenda matrix will be distributed to all the representatives. Grievance Council members expressed concern that they assisted with the handbook at the initial stages, but were not kept informed. President Scholle stated that she would address this at the statewide level.

C. Elections, Membership, & Rules - L. Bender

Even numbered units will come up for election this fall. Nominations will be sent out in October and elections will take place in November. There are some vacancies in odd numbered units. Representatives were encouraged to fill the alternate positions as soon as possible.

D. System Governance Council - M. Scholle

UAF staff has two representatives this year on the Staff Alliance. Paula Long is the UAF Staff Council representative and Marie Scholle has been elected president of the Staff Alliance. The Grievance Handbook is only an introduction until the policy and regulations are approved. In the meantime, a handbook was necessary. Representatives recommended that the handbook take the approach of being written was the staff's point of view and answer frequently asked questions. Concerns were expressed on how information was distributed. Staff Alliance has the same problems and is working on this.

E. Staff Training - K. McGill

The Staff Development Resource Fair - Building Bridges at UAF will be on Wednesday, October 11 from 10:00 a.m. - 2:00 p.m. A number of departments will showcase their services and activities. Also during the Resource Fair, the drawing will be held for the Staff Council raffle. Again this year, Staff Council is raffling off two tickets on Alaska Airlines, two season tickets to Nanook hockey, and a trip for two on the Riverboat. The proceeds will benefit the Carolyn Sampson Memorial Scholarship, established by Staff Council. Tickets are \$5 each or 5 for \$20.

IV The Council continued with business and did not take a break.

V OTHER BUSINESS

A. Report on staff compensation schedule for UAF Police Department - R. Pierce
This item was addressed in item II President's Report.

B. Reconfirm Committee Memberships

After a brief discussion, the Council tabled a motion to reconfirm committee memberships. Representatives requested another month to switch committees if necessary.

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

ADMINISTRATIVE COMMITTEE
Tim Bauer
Laura Bender
Alta Crawford
Grant Matheke
Lynn Murphy
Barb Oleson
Paula Long
Ron Pierce
*Marie Scholle

STAFF AFFAIRS
Kate Barr
Beth Bergeron
Dean Gramling, Jr.
Tamara Hornbuckle
Ruth Kiser
*Grant Matheke
June Muniz
Lynn Murphy
Barb Oleson
Ron Pierce

ELECTIONS, MEMBERSHIP & RULES

*Laura Bender
Jim Cade
Kim Fisher
Marge Heath

Lucinda Taylor
Cindy Wilson

INFORMATION COORDINATING

Sandra Boatwright
Stacey Howdeshell
Deborah Mercy
*Ron Pierce
Steve Winch
Mari Yates

RURAL AFFAIRS
Susan Gal
May Kenworthy
Pam Leist
Dee McDaniel
*Barb Oleson
Marie Scholle
Crystal Wilson

STAFF TRAINING

*Alta Crawford
Diane Leavy
Kathy McGill

Staff Training, Continued
Darlette Powell
Pam Sowell
Ron York

C. Motion to establish ad hoc committee to organize the
1996 Staff Council Calendar

After a brief discussion, the following motion was
passed with unanimous approval.

MOTION PASSED (unanimous)
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The UAF Staff Council moves to establish an ad hoc committee to
organize the 1996 Staff Council calendar.

Darleen Masiak, Chair
Sandra Boatwright
Karen Enochs
Grant Matheke
Kathy McGill

EFFECTIVE: Immediately

RATIONALE: The committee will immediately begin
working on the calendar in order to meet printing
deadlines so that the calendar may be distributed
at the December 1 meeting.

VI Comments and Questions

President Scholle encouraged all staff to attend the College
Town Day dinner dance on Thursday, September 21.

VII Announcements

Representative Sowell was asked by two students on her way
over to the meeting where Admissions and Records and
Financial Aid are and she recommended that this information
be distributed to the new students. Also, there is a volleyball
game and encouraged everyone to support the University by
attending the different activities.

Door Prizes - Grant Matheke was drawn for the free ticket to
College Town Day dinner dance. Darlette Powell won the dried
flower wall arrangement.

VIII The meeting was adjourned at 9:35 a.m.

A tape of this Staff Council meeting is in the Governance
Office, 312 Signers¹ Hall, if anyone wishes to listen to the
complete tape.

Submitted by Kathy McGill, Staff Council Secretary.