

**MINUTES**

UAF STAFF COUNCIL MEETING #82  
Friday, June 7, 1996  
Wood Center Ballroom

I Ron Pierce called the meeting to order at 8:35 a.m.

MEMBERS PRESENT:

Banks, P.  
Barr, K.  
Bender, L.  
Boatwright, S.  
Enochs, K.  
Howald, C.  
Jordan, S.  
Leavy, D.  
Matheke, G.  
Murphy, L.  
Pierce, R.  
Plowman, C.  
Scholle, M.  
Sowell, P.  
Thomas, Ma.  
Thomas, Mi.  
Wilson, Cr.

MEMBERS ABSENT:

Barr, J.  
Bergeron, B.  
Gal, S.  
Gramling, D.  
Harris, L.  
Ilgenfritz, L.  
Johnson, J.  
Oleson, B.  
Pederson, J.  
Powell, D.  
Scalise, G.  
Wilken, S.  
Wilson, Ci.  
Yates, M.

OTHERS PRESENT:

Crawford, A.  
Enochs, C.  
Fisher, K.  
Jennings, M.  
Lynch, D.  
Tumeo, M.  
Witt, D.

B. The minutes to Meeting #81 (May 1, 1996) were approved as distributed via e-mail.

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

II Chancellor's Remarks - J. Wadlow

Chancellor Wadlow will be speaking regularly at Staff Council meetings. The Chancellor congratulated Staff Council and the Staff Training Committee on an exceptional job organizing the staff convocation. The Chancellor also thanked those individuals who planted flowers around campus.

The Budget Council is working on the FY98 budget. An increment was added for staff and faculty training for distance delivery. There was a request for an increment to meet the new demands on the Library, which includes the delivery of resources throughout the state. The capital budget includes code corrections; safety, increased lighting; equipment; UAF's portion of funds for the joint project with NOAA in the Juneau Fisheries Center; renovate buildings which have been vacated as a result of the Natural Science Facility opening; and student housing expansion. These requests will be presented to President Komisar and the Regents in August.

Enrollment remains a high priority. A good portion of the Chancellor's contingency funds next year will be used to augment recruiting and student retention. A recommendation was made to target courses for baby boomers. Chancellor Wadlow stated that Tanana Valley Campus is addressing this.

There will be a signing in mid-June with the North Slope Arctic Education Foundation and ground breaking for the Inupaq house on campus will take place in July.

Training Survey - Joe Hayes in University Relations is in the process of analyzing the survey. There were a number of responses.

The Chancellor has given the green light to a request by President Pierce to have a faculty, staff, and student barbecue during registration in the fall. Private funds will be used for this event.

III Vice Chancellor for Administrative Services Remarks - M. Rice

Vice Chancellor Rice thanked Staff Council for the invitation to speak at the monthly meetings and will be meeting monthly with President Pierce. Staff Council was congratulated for the exceptional work done on the staff convocation. Vice Chancellor Rice has allocated funds to continue the program for the next couple years. Unused Annual Leave - President Pierce has asked Vice Chancellor Rice to create a mechanism so that staff who have over 240 hours of annual leave will not lose it after December 31 or will be notified soon enough to use the leave.

New Fire Chief - Michael Supkis from Ontario, Oregon is the new fire chief. Supkis has 20 years experience as a firefighter and will begin his new job on June 24. There was a large pool of qualified applicants. The search committee and the Board of Commissioners of the University Fire District were unanimous in their choice. The Point McKenzie section of the experimental farm had to be evacuated because of the Houston/Big Lake fire. The fire missed the farm by approximately 100 yards. UAF volunteered some equipment for the fire, but the state and borough suggested that because the interior is so dry that the equipment may be needed here. Peg Banks added that six employees from the Point McKenzie farm have been displaced. Donations can be made to UPS to assist the fire victims. UAF has sent a crew and truck to help battle the fire in Central.

Job Evaluation Project - Administrative Services has been completed. The academic units and Student Services are in the process of turning in their JEFs. The results of the project will be made in the fall after Jim Kessler has analyzed all the positions from each MAU and comparisons will be made between the MAUs.

#### IV President's Report - R. Pierce

##### GOAL STATEMENT FOR THE CHAIR, STAFF COUNCIL FY 97

1. Improve communications between staff and the administration.
  - Place the Chancellor and the Vice Chancellor on the agenda every meeting
  - Meet monthly with the Chancellor and Vice Chancellor
  - Meet monthly with Statewide Human Resources
  - A recommendation was made to have monthly meetings with UAF Personnel director.
2. Establish a viable training program for UAF.
  - Communicate the availability of the program to all the staff
  - Institute supervisory training with attendance encouragement from the Chancellor
3. Establish a viable recognition program for UAF.
  - Service awards
  - Public recognition
  - Monetary rewards

The Chancellor established a recognition committee and they held their first meeting on June 4. The committee will put in a place a staff recognition program before the beginning of the fall semester.
4. Monitor and report on the progress of the position evaluation program.
5. Actively participate in all Board of Regents meetings. President Pierce and President-Elect Sowell will be attending the June 13 and 14 Board of Regents meeting in Fairbanks.

Marie Scholle and Pam Sowell will be the UAF Staff Council representatives to the Staff Alliance.

#### V Governance Report

##### A. Faculty Senate - D. Lynch

Don Lynch was pleased and honored to be given the opportunity to report on the activities of the Faculty Senate. This coming year the Senate is facing the issues of post tenure review, under-enrolled classes, faculty

workloads, and credit hour production, among others. Proposed modifications to the Regent's policies on the locus of tenure and post tenure review have not been considered as yet by the Statewide President because of the possibility of unionization. The officers for this coming year are Don Lynch as President and John Craven as President Elect. Our third representative to the Faculty Alliance will continue to be Mike Jennings. Don Lynch is a firm believer in cooperation, and there are many common areas in which the Senate and the Staff Council can work together. Without staff this University could not exist. Last February it was evident that staff and faculty work well together while they were joining forces to lobby in Juneau.

The second purpose, as a Land Grant College, is to provide the education and training necessary to develop frontier regions for human settlement in a wise and sane manner. This is why the Schools of Engineering, Management, Mining, Agriculture and Resource Management, and Fisheries and Ocean Sciences are so important. Additionally, Land Grant Colleges are required to support the mechanical arts, which are embodied in our Developmental Studies and Vocational Technical programs. Further, the Land Grant College is expected to promote the Arts, Humanities and Social Sciences. In short, nationally our educational role is designed to support and promote our democratic form of government and our livelihoods.

Additionally, and largely but not completely as a result of federal governmental policies, UAF is a major center of applied and basic research concerning the Arctic and Sub-Arctic, both on land and in the sea. These are embodied in our Space and Sea Grant roles, in our globally famous research institutes.

UAF has justifiably earned for itself a proud reputation both nationally and internationally. And as a state University, the people of Alaska expect from us high quality education and training, and the impact of our University on this state remains enormous. At least 30,000 people are directly affected by our University system every year. UAF offers educational opportunities

to literally everyone in this state regardless of background, age, or previous education.

The Senate values staff service to this University and plan to work in cooperation with you on those matters which affect us all. We all, both you and I, have a duty to the people of Alaska to provide high quality education, training, research and service. Don Lynch's experience is that we have the very best staff any University has anywhere in the world. As his year as President begins, he assures staff that they enjoy not only his deep respect, but more importantly the respect and support of the faculty and its Senators and looks forward to working with Staff Council.

Faculty Election - Ballots were distributed and are due back June 21. The results should be known shortly after that.

## VI Guest Speaker

### A. Wendy Redman, Vice President University of Alaska

Vice President Redman just returned from the special sessions. The Retirement Incentive Program (RIP) has passed for PERS and TRS. The Board of Regents has not stated whether the University will participate or not. Salaries for covered and non-covered employees were funded, but it is unclear if they were fully funded. The geographic differential bill was dropped. The Tier Three retirement bill would have changed the amount of money upon retirement for new employees. The unions were not in favor of this bill. This portion was dropped. However, there will be a 10 year vesting period for medical covered for new employees when retiring. There is a new policy, also on the accumulation of sick and annual leave

and how it will be cashed out at the rate it was earned. Currently, it is cashed out at present salary. It is unclear at this time if the University will participate in this.

The legislature has appropriated \$500,000 to do a complete salary review of all the state bargaining units. Comparisons will be made to all the state bargaining units, national markets, and other states. The University will be linked into this survey. The University does salary surveys on a regular basis and has a great deal of information. Vice President Redman stated that this comparison will help the University, particularly the non-faculty positions.

The University came out OK this legislative session with only a 1.2% decrease from last year. The University sustained one of the smallest decreases. Fish and Game got hit hard this year. There has been a lot of criticism regarding rural education and that the University is trying to do too much. However, the Board of Regents are committed to rural education. There was a lot of criticism regarding faculty workload, also.

The lands bill was vetoed again by the Governor. There was not a great deal of support from faculty and staff. There was some very vocal opposition to the bill, also.

VII The Council took a five minute break.

#### VIII Committee Reports

A. Rural Affairs - B. Oleson

No report available.

B. Staff Affairs - G. Matheke

The main topic has been parking and the committee will continue to brainstorm and forwarding ideas to the Parking Committee. If you have any ideas on parking, forward them to Grant Matheke at fngem@aurora.alaska.edu. President Pierce stated that Patty Kastelic stated that she will forward any policy changes right from the initial stage to Staff Affairs. In the past, Statewide Human Resources has not had clear communication with the governance groups. Issues for the coming year will be leave benefits.

C. System Governance Council - M. Scholle

Marie Scholle gave an overview. Staff Alliance worked on the Family Medical Leave Act, ADA Act, dispute resolution policy, supervisory training, supervisory accountability, sick and annual leave benefits, job evaluation process, benefits for domestic partners, consultation definition included in the Board of Regents<sup>1</sup> policies, governance convocation in Juneau with all the faculty, staff and student leaders, governance issues tracking system, and governance report on the Board of Regents agenda. Major issues for the fall will include leave benefits and possibility of combining sick and annual leave.

D. Staff Training - M. Thomas

The committee thanked everyone who attended and participated in the staff convocation. A list was drafted on areas to improve for the next staff convocation and they include, a) double check to make sure no one is left out; b) start planning in September for the staff convocation and the awards will be presented in April when the rural representatives will be in Fairbanks for the face-to-face Staff Council meeting; c) invitations for the recipients will be mailed to their home address rather than intercampus mail; d) names of the recipients will be included on the poster advertising the event; e) involve everyone's participation, especially rural sites.

E. Picnic Committee - K. Enochs

Representatives turned in their raffle tickets. Cheryl Plowman and her family will be supplying their large barbecue for the picnic, 'Hog Heaven.' The committee has accumulated over 20 door prizes for the picnic. Chancellor Wadlow has distributed a memorandum to deans, directors, and fiscal officers granting release time for all staff so that they may attend the picnic at 4:00 p.m. A number of dean/directors have also distributed memos to their staff encouraging them to attend the picnic.

IX OTHER BUSINESS

A. University Benefits - M. Tumeo

Kate Wattum was called out of town on a family emergency, so Mark Tumeo spoke on behalf of the motion. Marty Thomas stated that some constituents in her area were not in favor on this resolution. Grant Matheke spoke in favor of the resolution. After a brief discussion, a motion was made and seconded. The resolution passed with one nay vote.

RESOLUTION PASSED (1 nay)

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WHEREAS, The University of Alaska is dedicated to promoting an environment of non-discrimination and fairness where all employees, staff and students are treated equally; and

WHEREAS, The establishment of domestic partnership benefits programs has been used by top institutions and companies around the country to attract and retain highly qualified employees. Consequently, over 450 companies and 100 institutions of higher education, both public and private, including Princeton, Harvard, the University of South Carolina, The University of South Dakota, Stanford, and The University of Iowa all offer similar domestic partnership programs; and

WHEREAS, The University of Alaska, last September instituted a Domestic Partnership benefits program that has not resulted in economic or administrative impacts; and

WHEREAS, The cost of continuing the domestic partnership program already in place is less than 0.5% of all the benefits costs incurred by the University per year (\$88,000 out of \$18 million) and has increased the number of people insured by less than 1%; and

WHEREAS, The current and continuing advantages of the domestic partnership benefits program are the creation of a more fair and non-discriminatory workplace environment, and improved morale among faculty and staff who feel more fairly treated and valued;

THEREFORE, BE IT RESOLVED, That the Staff Council of the University of Alaska Fairbanks requests that the Board of Regents leave the existing domestic partnership benefits program in-place and take no action to remove or reduce benefits provided to bone fide domestic partners, spouses and legal dependents of University of Alaska employees.

X Comments and Questions

A. College Town Days - M. Scholle

Marie Scholle had to leave early because of a prior commitment. Information on College Town Days will be distributed at a later date.

B. Sandra Boatwright stated that constituents in her area were concerned with the notification that everyone will have to go to auto deposit for their paycheck once the human resources portion of Banner is on-line. Clarification was made that this will be an option, but not mandatory. There will be no cost center point for distribution of checks. They will be mailed to the employees home from Statewide. Concerns were made about receiving the checks in a timely manner and the safety aspect of a check being mailed. Several constituents asked if an alternative could be set up.

Staff Affairs will be tracking this issue.

XI Announcements

The fall meeting schedule was distributed as a handout. President Pierce noted the change in location for the October and December meetings. The meetings will be held in the Regents<sup>1</sup> Conference Room, 109 Butrovich for the convenience of the representatives located on the West Ridge.

XII The meeting was adjourned at 10:25 a.m.

Tapes of this Staff Council meeting are in the Governance Office, 312 Signers<sup>1</sup> Hall, if anyone wishes to listen to the complete tapes.

Submitted by Kathy McGill, Governance Office.