

MINUTES
UAF STAFF COUNCIL MEETING #97
Wednesday, March 4, 1998
Wood Center Conference Ballroom

I Paula Long called the meeting to order at 8:30 a.m.

MEMBERS PRESENT:	MEMBERS ABSENT:
Anderson, L.	Bender, L.
Bales, P. (for P. Rogers)	Findlay, G.
Candler, R.	Murawsky, N.
Christensen, S.	
Comstock, S.	OTHERS PRESENT:
Downes, I.	Fellerath, J.
Duvlea, P.	Fisher, K.
Enochs, K.	Harris, L.
Frey, B.	Hunter, S.
Gieck, B.	Mayberry, M.
Hazelton, G.	Mosca, K.
Kocer, S.	Poole, J.
Leavy, D.	Potrikus, L.
Long, P.	Rozelle, C.
Magee, P.	Schatz, M.
McClellan, L.	Wadlow, J.
Oleson, B.	Wisdom, M.
Powell, D.	
Scalise, G.	
Scholle, M.	
Segla, D.	
Stubsjoen, A.	
Thomas, M.	
Twitchell, P.	
White, P.	
Wilson, K.	
York, R.	

- B. The minutes to Meeting #96 (February 4, 1998) was adopted as distributed via e-mail.
- C. The agenda was adopted with the following amendments:
no report by Vice Chancellor Rice; Barb Oleson will give the Rural Affairs report prior to 9:00 a.m. because of another commitment; and Mike Mayberry was moved up on the agenda.

II Vice Chancellor for Administrative Services Remarks - M. Rice

The Vice Chancellor was in meetings all day and not available to give a report.

III Chancellor's Remarks - J. Wadlow

Scholarships - UAF has expanded their scholarships by 40 since 1992. A challenge has been issued to increase scholarships. The Chancellor will match new scholarship funds up to \$5,000. The matching funds, in the amount of \$75,000, will be set aside from foundation funds.

Education Effort - The Chancellor thanked Staff Council for their effort to educate classified staff regarding the unionization effort. Staff Council set up question and answer sessions for representatives from UACEA and labor relations to provide information to classified staff. The Chancellor also encouraged staff to exercise their right to vote.

Police Department Advisory Board - The Board has been established and has met. Chef Vrabek presented a report on the community cops program. The Board also addressed parking fee rates for next year. Lively debate took place and no recommendations were made. Chancellor has rejected an across the board increase and has proposed an increase of the Higher Education Price Index. This information will be distributed to the University community, along with a request for input.

Treatment of Rural Students - Concerns were expressed regarding inadequate treatment of rural students by the Admissions Office. The Chancellor asked Charlie Dexter to track this down and the complaint was 2 years old and had been resolved. The Chancellor has asked that the following

process be followed to rectify any complaints or concerns that are voiced. Find out the specifics and track down what happened. Continued concerns do not help the University's image. This process is not to place blame, but to clarify and rectify the situation.

Banner and Student Records - There has been some difficulties transferring from the old system to the Banner system, especially complete and accurate transcripts. This has been the subject of considerable discussion. Steve Smith from Computing and Communication is temporarily on assignment to Statewide as chief information officer and this topic is a priority. The academic officers and student affairs officers have identified the problem areas and will be corrected.

Lobbying - There will be a debriefing session on March 10 in the Chancellor's Conference Room regarding the lobbying efforts in Juneau while attending the Board of Regents meeting. Input will be gathered regarding the legislative climate. FY99 planning was done on the assumption that the cuts would be restored and new money for salary increases that had been negotiated through collective bargaining. If these two assumptions are realized, then the funds from the RIP program can be utilized.

Temporary Assignments for Senior Administration - Beginning June 1, Carla Kirts, Dean of Student Services will be interim Vice Chancellor for University Relations and Frank Williams, Director of ARSC and INE, will be serve as interim Vice Chancellor for Administration. It is critically important for UAF to have continuity and experienced leadership at the central level. Vice Chancellor Rice and Vice Chancellor Cedzo will be retiring June 1. The director of Financial Services, Betty Hoch, will have a dotted reporting line to the Chancellor and participate in the Chancellor staff meetings. The director of Development, Pam Davis, will now report directly to the Chancellor and a dotted line to Carla Kirts. Representatives asked how long the appointments will last and what are the plans for permanent replacements. The Chancellor stated that no time limit was placed on the interim appointments.

Fund Raising - The Chancellor will be on a fund raising trip to Seattle and Portland and will take along a new publication developed by University Relations call Celebrate Your University. The publication includes positive items which were discussed at the Chancellor's workshop. In Portland, Marvella Davis is taking the Chamber Singers to the American Corale Association competition. Alumni in that area have been invited to the event.

Provost - The Chancellor was asked when was the Provost's last day at UAF since he has accepted a position at another institution. The Chancellor stated that the Provost's has not made a final decision on his last day because the Board of Regents' of Wisconsin has not met yet.

IV President's Report - P. Long

President Long encouraged staff to send a Public Opinion Message (POM) to the legislature. It is very important that legislators hear from staff, faculty, and students. Public Opinion Message forms are available in the Governance Office.

Thank You - Letters were sent to Jim Johnsen, director of Labor Relations and Marthalyynn Webb from UACEA for participating in a question and answer sessions for classified staff.

Presidential Search Web Page - Input can be provided via their web page at <http://info.alaska.edu/ua/bor/psearch/psearch.html> or contact Marie Scholle at fnnms@uaf.edu.

Administrative Leave - The Chancellor was asked if she would give the person who sold the most raffle tickets a paid day off. The Chancellor is not able to do that at this time because of the current unionization effort.

V Governance Reports

A. Faculty Senate - M. Schatz

A motion passed where by the Faculty Senate Administrative Committee would develop the academic calendar to ensure that all the Senate policies are followed. The AAS and certificate in Micro Computer Support is pending Chancellor's approval. At the March meeting, the Senate will address a motion that would prohibit faculty from receiving a Ph.D. degree from UAF. An Ad Hoc Committee has been formed to look at union/governance relations.

The University is down to bare bones in academic departments and there is no fat to cut. Discussion of RIP positions was addressed, and every single position is essential to the academic departments. Non-replacements will essentially kill programs. While lobbying in Juneau, the legislature was not receptive. Alaska is a wealthy state and there is \$942 million in the permanent fund surplus and some of this surplus should be used to adequately fund higher education. The current legislature stated that they need to cut more and more and will not access the excess funds. Also, it was stated by some legislators that they cannot vote for an increase to the University budget because of political partisan and this is an election year. The article by Fred Pratt, which appeared in the Daily News Miner Sunday, does not benefit the University. All faculty, staff, and students need to lobby for University funding and make our concerns heard.

B. ASUAF - S. Nuss

No report.

C. Staff Alliance - M. Scholle

Lobbying - At this time, the University is looking at flat funding. The legislators are hearing from alumni, student, staff, and faculty and expressed that they have not seen such a unified front. The expansion for Hutchison is looking positive. Board of Regents and administration were also active in the lobbying effort.

Presidential Search Committee - Marie Scholle is on the committee which met with the search firm. Sentiment is for an Alaskan president.

Representatives reiterated that the University needs to continue to show a unified front.

D. Alumni Association - J. Poole

Juneau - Lobbying was an eye opening and frustrating experience. Alumni will be going into another phase of their lobbying strategy in which they will be encouraging alumni and friends to contact the legislators. A message line in the Alumni lounge, 201 Constitution Hall, is available for public opinion messages and everyone was encouraged to take the time to phone in a public opinion message and let the legislature know their feelings regarding funding for the University. Legislators want to hear specifics. Public Opinion Messages (POMs) are limited to 50 words. The Chamber is going to be lobbying on behalf of the University and will show the economic impact if the University is not adequately funded.

VI The Council took a five minute break.

VII Committee Reports

A. Rural Affairs - B. Oleson

Barb Oleson stated that rural students who are having problems have the avenue of going to Dean Gabrielli's office for assistance.

The committee met on March 2 and welcomed a new member, Sandra Russell from Chukchi and hopes to add a member from Kuskokwim prior to their next meeting. The committee addressed a one card id system. Overall the rural staff were concerned regarding the cost of implementing a one card id system. In the rural areas,

there is very little use for a one card id system, because of the lack of services which are provided on the main campus. Discussion took place on rural staff eligible to vote in the unionization effort and those on the exempt list. Rural staff supervisory positions and direct personnel positions were not listed on the exempt list. Rural staff can give input directly to Carolyn Chapman. The committee also addressed faculty working as team players during the downsizing.

The Rural Affairs Committee submitted a motion to change the face-to-face meeting calendar to have access to a training session conducted by motivational speaker Bill Carmack on May 5. The motion was seconded and passed with unanimous approval.

MOTION PASSED (unanimous)
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The UAF Staff Council moves to change the April 8, 1998 (#98) face-to-face Staff Council meeting to May 6, 1998 (#99). The remainder of the meeting calendar would be as follows:

#98	April 8, 1998	Wednesday	Wood Center Ballroom
#99	*May 6, 1998	Wednesday	Wood Center Ballroom
#100	*May 29, 1998	Friday	Wood Center Ballroom

*face-to-face meetings

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

EFFECTIVE: Immediately

RATIONALE: The change in the meeting calendar would provide rural representatives the opportunity to attend the May 5 training session by motivational speaker Dr. William Carmack on "How to Deal with Change."

B. Staff Affairs - S. Kocer

Stephanie Kocer is the new chair of the committee. The committee met on February 12 to compiled a list of questions for the union/labor relations question and answer sessions. The questions were then distributed to representatives via e-mail. Concerns were expressed regarding the low turnout for these sessions. The next meeting will be on March 12 at 9:00 a.m. in Wood Center Conference Room B.

C. Staff Training - D. Powell

The committee is working on the longevity award program which is scheduled for April 30. The location will be announced shortly. Schaible is not available due to renovations. The list of longevity award recipients is still pending from Personnel Services. The face-to-face meeting was changed to May 6 to enable rural representatives to participate in the supervisory training session on "How to Deal with Change" by motivational speaker Bill Carmack. Funding was provided by Phil Younker, Sr. A handout was distributed regarding the Peaceful Settlements conference, resolving workplace, community, and resource allocation disputes. Training will be provided by the Dispute Resolution Center of Snohomish & Island Counties. The conference will be May 14 and 15 and will count towards the supervisory training requirement hour for hour. The conference fee structure has not been announced.

March 10 - Appropriate Computer Usage, 10:00 a.m. - Noon, Wood Center C & D, Instructors: Terry Vrabek, Chief, UAF Police and Steve Smith, Library Computing & Communication

Chief Vrabec will provide information on:
- recent types of computer crimes that occur in our area

- ways that we can all help to deter
- computer security information

Steve Smith will cover the following areas:

- impacts of computer use on the network and on other users
- how to manage computer use by your staff
- how the Division of Computing & Communications can help you with your computing issues
- what is "appropriate computer use"

March 24 - Staff Grievance Procedure, 10:00 a.m. - Noon, Wood Center C & D, Instructor: Patty Kastelic, Executive Director, Statewide Human Resources

The next Staff Training meeting is schedule for Wednesday, March 11 at 10:30 a.m. in Library 341.

D. Information Coordinating - B. Frey

House Bill 302 - Regarding reallocating University resources has been killed in committee. The committee will be organizing a brown bag letter writing campaign, in which faculty ,staff, and students can go and write a letter to their legislator during the noon hour. The location will rotate around campus to accommodate as many people as possible. The locations will be announced shortly. Public Opinion Message (POMs) forms are available at the Staff Council meetings or in the Governance Office.

E. Picnic Committee - I. Downes

The Picnic Committee added the following prizes for the Staff Council raffle: \$100 gift certificate from the Turtle Club; overnight for 2 and 2 swim passes, courtesy of Chena Hot Springs; (2) Broose Moose with 50 gallons of gas, courtesy of Tersoro; and one nights stay in a Jacuzzi room, courtesy of Regency Hotel. As soon as the University receives the corporate donation from Alaska Airlines, the raffle tickets will be printed. The prizes listed thus far have been for the raffle, but there will be door prizes at the picnic. Large ticket items will auctioned off at the picnic. The quilt donated by Jann Laiti and Kathy Mosca is on display at the Chancellor's end of third floor Signers'. The Juggling Club has agreed to perform at the picnic and the Chemistry Society will be presenting a medicine show. Music will be provided by a string quartet. If you are interested in serving on the committee, contact Irene Downes at 7339 or fneid@uaf.edu. The next meeting is has been rescheduled to Monday, March 9 at 10:00 a.m. in 122 Natural Science Facility.

VIII OTHER BUSINESS

A. Guest Speaker - Mike Mayberry

Mike Mayberry, a member of the blue collar union UACEA, addressed the Council. Unions provide for a democracy, a voice in the decision making process, and enhance the working conditions.

On March 3 a brown bag question and answer session was held with representatives from UACEA. Mike Mayberry reiterated what staff receive for their dues of \$40.95/month. Services include taking actions necessary to administer the collective bargaining agreement, which includes grievances, unfair labor practices, and if need be lawsuits. Negotiate the collective bargaining agreement and provide professional development training for the membership. Maintain a labor/management interaction. Communicate with members on local issues. Develop a system to collect and track membership dues. Political action and lobbying at all levels of government. Promote cooperation and support among other labor organizations in Alaska. Assist chapters in analyzing the public budgets which affect them. Provide an infrastructure to support campaigning on state and national issues.

Representatives asked why does the Union want white collar workers to join. Mike Mayberry stated that the inclusion of white collar workers will strengthen the union and will benefit the employee.

Questions were asked on how white collar workers will benefit from unionization when the custodians were laid off after unionization. Mike Mayberry stated that this had been a six year process and at the time the blue collar workers unionized, the University had intended to lay off all the custodians and outsource this function. The remaining custodians could move to the new scale and were guaranteed two more years of employment, training, the RIP, and preferential hiring. The outsourcing has not worked out as anticipated and there have been a number of problems with the outside source for custodial service. The blue collar workers have a clause in their contract which states that if any workers loses their job because of outsourcing, then the University has to justify this change.

Representative York stated that about four years ago there was a comparison done regarding state corrections employees who were unionized received a 58% increase over the last ten years while University employees received a 24% increase. Representatives asked how many jobs were lost to gain that increase. That information was not available.

Representative Anderson asked for clarification on if the classified staff unionized, then would they be a separate unit than the blue collar workers. Mike Mayberry stated this was correct and that the white collar workers would have a separate contract. The unionization vote is statewide and approximately 950 classified staff will be voting. All eligible classified staff were encouraged to vote. Fifty percent plus one of those who vote will decide the outcome.

A comment was made that parking fees will increase at a higher rate than salary increases. Representatives reiterated that any benefit or improvement is going to come at the expense of students and they are already over taxed. Other representatives stated the communication with administration has not broken down and they were uncertain to what benefit the union would be. Mike Mayberry reminded representatives that Staff Council is just an advisory council.

A question was asked if membership is mandatory if the union is voted in. Mike Mayberry stated that membership would be mandatory if voted in. However, if you do not join the Union, you are charged an agency fee, which is approximately 80% of the dues and you would then be a member with no right to vote. The other way you can be excluded is by religious conflict.

B. Discussion on Chancellor's Recognition Program

Nominations are open for the Chancellor's Recognition Award for service that is work related or a public relations effort that is noteworthy. All staff members are eligible. The objective of this program is to recognize UAF staff for their outstanding contributions toward accomplishment of our institutional mission. The deadline is May 1. The Chancellor has graciously donated a gold decal parking spot to the recipient of this award. Information and a nomination form is available at: <http://www.uaf.edu/uafgov/www/chanrecog.html>

IX Comments and Questions

Thank You - Mary Wisdom from UACEA thanked Staff Council for sponsoring the question and answer sessions with UACEA and University Labor Relations regarding the unionization effort.

X Announcements

A. March Meeting Schedule

March 9, Picnic Committee, 10:00 a.m., 122 Natural Science Facility (Please note change in meeting date.)

March 10, Information Coordinating, 9:00 a.m., Wood Center Conference Room B.

March 11, Staff Training, 10:30 a.m., Library 341

March 12, Staff Affairs, 9:00 a.m., Wood Center Conference Room B

March 16-20 - SPRING BREAK (March 20 University Holiday)

March 27, Administrative Committee, 9:00 a.m., Chancellor's Conference Room

XI The meeting was adjourned at 10:45 a.m.

Tapes of this Staff Council meeting are in the Governance Office, 312 Signers¹ Hall, if anyone wishes to listen to the complete tapes.

Submitted by Kathy Mosca, Staff Council Secretary.