

MINUTES  
UAF STAFF COUNCIL MEETING #98  
Wednesday, April 8, 1998  
Wood Center Ballroom

I        Paula Long called the meeting to order at 8:40 a.m.

MEMBERS PRESENT:

Anderson, L.  
Bender, L.  
Candler, R.  
Christensen, S.  
Comstock, S.  
Downes, I.  
Enochs, K.  
Frey, B.  
Fyfe, P. (for B. Oleson)  
Gleck, B.  
Hazelton, G.  
Kocer, S.  
Leavy, D.  
Long, P.  
Magee, P.  
McClellan, L.  
Murawsky, N.  
Powell, D.  
Rogers, P.  
Thomas, M.  
White, P.  
Wilson, K.  
York, R.

MEMBERS ABSENT:

Duvlea, P.  
Findlay, G.  
Scalise, G.  
Scholle, M.  
Segla, D.  
Stubsjoen, A.  
Twitchell, P.

OTHERS PRESENT:

Brubaker, B.  
Dexter, C.  
Mosca, K.  
Poole, J.  
Richardson, J.  
Ringstad, A.  
Schatz, M.

- B.        The minutes to Meeting #97 (March 4, 1998) were approved as distributed via e-mail.
- C.        The agenda was adopted as distributed via e-mail.

II        Governance Reports

A.        Staff Alliance - B. Brubaker

Marie Scholle was unable to attend the meeting, Brian Brubaker from the System Governance Office gave the Staff Alliance report. The grass roots campaign for "I Support the University and vote" is going well. Full page ads with those who support the University will be appearing in the major newspapers throughout the state. Approximately 1,200 signatures have been gathered thus far from the campaign. The students have circulated petitions and support cards continue to come in. There is still time to get more names and petitions were distributed. Return the petitions to the System Governance Office by April 17. Letters and public opinion messages are still encouraged.

B.        ASUAF - J. Richardson

Jean Richardson was elected President-Elect of ASUAF. ASUAF will be sending five students down to Juneau to lobby. There will be a referendum the end of April for a student fee of \$12.50/semester which will enable students free admission to all regular season home athletic events. Students for the Preservation for the University sponsored a student rally on April 1 which had a good turn out and a number public opinion messages were filled out. ASUAF is working on House Bill 302, which was recently heard in committee and sent down 60 public opinion messages regarding this bill. HB302 would reallocate a lot of funding from UAF to UAA.

C.        Faculty Senate - M. Schatz

Faculty Senate passed several motions at the last meeting. Faculty members in tenure track position and not currently enrolled in a graduate program would be prohibited from receiving a graduate degree from UAF. Ron Gatterdam was elected president-elect of the Senate for FY99. Changes to the review of new degree programs and deletion of programs was sent back to committee. A

motion to include the University's URL in the catalog was sent back to committee. A motion was approved regarding Board of Regents policies and University regulations regarding services for students with disabilities. Questions were brought up regarding application to the rural sites. The 1998-99 Faculty Senate meeting calendar was approved. A motion was approved regarding assigning academic credit for the special reserve numbers 91-99 to faculty members immediately and directly responsible for supervising those students or courses. The motion to create a committee on faculty seminars failed. The Senate endorsed two ad hoc committees, one on unit criteria and the other on Senate/union relations.

D. Alumni - J. Poole

Alumni has been very busy with a letter writing campaign to the legislature. Alumni have been attending constituent teleconferences at the Legislative Information Office. These meetings are broadcast over KUAC. On Monday, April 6, there was a guest opinion in the newspaper on behalf of Alumni. The student rally on April 1 was very successful. Approximately 150 public opinion messages were sent to the legislature as a result of that rally. Three letters to the editor appeared in the April 7 newspaper regarding University funding, including a letter from a parent. Don't stop and keep up the contact with legislators. Jake Poole will be attending the Board of Regents meetings on April 16 and 17 and will be lobbying on behalf of the Alumni Association.

The graduation party is scheduled for May 2. ASUAF will be soliciting prizes from various departments on campus. Invitations will be sent out shortly to the graduates.

Alumni Association is planning an alumni reunion for July 22-24. The reunion is for all alumni but will be targeting for alumni celebrating 10, 20, 30, 40, and 50 years. Alumni will be coordinating with summer session so that reunion participants can sit in on a class. If you have recommendations for activities for this event, contact the Alumni Association.

III Guest Speaker - Ann Ringstad, Director of Government Relations at Statewide University Relations

Ann Ringstad has been scheduling appointments for the Board of Regents to visit legislators while in Juneau. The legislature will be gearing down for the Easter holiday. A number of legislators have received public opinion messages and letters regarding the University budget.

Public meetings regarding the budget will be held on April 18 with the House Finance Committee. The meeting will begin at 9:00 a.m. and be teleconferenced to the Legislative Information Office. The budget will probably pass out of the House the end of the month. The Senate will hold a public hearing on the budget on April 23. Neither the House nor the Senate has addressed the salary increases at this time.

Ann Ringstad encouraged everyone to continue sending public opinion messages, personal letters, or phone calls. Funding of the University budget is not a done deal yet.

IV President's Report - P. Long

President Long has been receiving letters from the legislators and they are saying they support the University. This is the first time legislators have responded.

Raffle tickets for the Staff Council fund raiser for the Carolyn Sampson Memorial Scholarship are available. The Picnic Committee has done an excellent job acquiring prizes and President Long encouraged everyone to sell tickets. Fliers regarding the fund raiser are available for posting and representatives were encouraged to post the fliers in their area. Also, raffle tickets will be sold at Wood Center on pay days up until the picnic.

Public Opinion Message forms were distributed. All representatives were encouraged to send a message to the legislature regarding funding for the University. Fax them to the Legislative Information Office or send them to the Governance Office.

President Long and President-Elect Frey will be attending the Board of Regents meeting in Juneau on April 15-17 and will be lobbying the legislature along with the faculty and students.

John Davies held an open discussion on University funding on Friday, April 10 from noon - 2:00 p.m. in the Wood Center Ballroom. At this time the Senate republican led majority has proposed a \$1 million dollar cut to the University of Alaska budget. The House has proposed flat funding level. Flat funding is essentially a cut to the University and everyone needs to show their support for the Governor's proposed budget which includes \$167.2 million for the University.

President Long reminded representatives to cast their vote regarding the unionization effort. Ballots were sent out by the Alaska Labor Agency and are due back at the end of this month. If you did not receive a ballot, contact the Alaska Labor Agency at 269-4895.

Information regarding the Peaceful Settlements Conference on May 14 and 15 was distributed. For more information or a brochure, contact Conferences and Special Events at 7800.

An APT staff member made a request to have a 3.5% increase for just APT. Staff Affairs addressed this issue and felt that this was not appropriate at this time. A suggestion was made to address this issue with the APT Council in Anchorage. In the past, Staff Council was heavily involved with the step increase schedule.

President Long distributed the following information to assist staff when they are sending in public opinion messages and letters to the legislature.

FAIRBANKS CHAMBER OF COMMERCE, UNIVERSITY OF ALASKA  
ADVOCACY GROUP - TALKING POINTS

The University of Alaska:  
Employs over 7,000 Alaskans

Spends \$400 million annually

Provides services to more than 30,000 students

The University of Alaska Fairbanks:  
Is the largest civilian employer in the Tanana Valley, with nearly 3,500 faculty and staff.

Employees and students spent \$121 million in the Fairbanks economy in 1995.

Annual payroll was \$110 million in 1996.

Generated \$62 million in grants in 1997, and every research dollar netted nearly four dollars from other sources.

Visitors of employees and students spent \$7.3 million in the Fairbanks community in 1995.

Special events had an economic impact on the Fairbanks community of \$3.8 million in 1997.

The University of Alaska is an economic engine in peril:  
The FY98 general fund operating budget for the University of Alaska is \$167 million--the same amount of funding received in FY86--over a decade ago. This represents a \$60 million loss in real dollars.

During the same decade, enrollment has increased by over 15%; expensive technology changes and upgrades have been required in nearly every discipline; the cost of library books has doubled; compensation costs have increased by nearly 30%; maintenance and repair budgets have increased by 92%.

The Board of Regents has responded to budget reductions in a

responsible manner: the restructuring in 1987 saved \$16 million and reshaped the entire system; program assessment in 1995 saved \$10 million; administrative restructuring efforts are underway and have targeted another \$10 million over the next 4 years; General Fund income has declined from 70% to 45%.

The University of Alaska is at a crucial stage--it cannot sustain any more funding cuts without crippling the institution. It is imperative that the FY99 Regents' budget be fully funded.

V Chancellor's Remarks - J. Wadlow

No report available.

VI The Council did not take a five minute break.

VII Committee Reports

A. Elections, Membership & Rules - B. Gieck

1. Open Nominations for President-Elect

Nominations are open for the position of President-Elect. The President-Elect will be elected from the staff at large by the representatives at the May 6 meeting. If you are interested in serving as President-Elect, contact Paula Long at fnpjl@uaf.edu, Bev Frey at beverly@gi.alaska.edu, or the Governance Office at fystaff@uaf.edu. Representatives asked that a job description be sent out. President Long stated that she will distribute a job description via e-mail to representatives. Once names are received, representatives requested a brief bio on the candidates to assisting them in their voting.

B. Rural Affairs - B. Oleson

No report available.

C. Staff Affairs - S. Kocer

The committee addressed the request from an APT staff for a salary increase. Under the current financial climate, the committee felt that this request was not appropriate at this time. The Committee also drafted information encouraging staff to cast their vote, whether for or against, regarding the unionization effort. This information was distributed via e-mail.

Stephanie Kocer announced that she will be taking a job with the State and a new chair will be elected at the next meeting. President Long thanked Stephanie for her service to Staff Council.

1. Motion on Internal Recruitment

The Committee submitted the following motion regarding the mandate for internal recruitment. 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 support the extension of the Chancellor's mandate, whereby a mandatory 5 day internal recruitment will be conducted for all staff positions prior to external recruitment, through December 31, 2001. It is understood that internal recruitment can be waived by the Affirmative Action Officer to comply with targeted EEO/AA goals; that is, to hire "protected candidates", i.e. Natives, women and other minorities, in a unit where they are underrepresented.

EFFECTIVE: Upon Chancellor's Approval

RATIONALE: Internal recruitment procedures were established to provide University employees with a positive support system when, in times of serious budget reductions and limited financial resources,

employment within the University system have been reduced and/or eliminated. Over the past 5 years, this has been a successful mandate and continues to benefit employees. Five people have been re-employed from layoff status this year already.

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D. Staff Training - D. Powell

The following supervisory training sessions remain this semester. The staff Longevity Awards Program is scheduled for April 30 at 1:30 p.m. in the Salisbury Theatre. The theme this year will be the centennial of the gold rush. All staff are encouraged to attend the program. Rural representatives will be in town for the session by motivational speaker Bill Carmack on May 5. The topic is "How to Deal with Change." Representatives were reminded that supervisors are required to have ten hours of training each year.

April 28 Classified Staff Unionization Campaign, 3:00 p.m., 214 Elvey, Presenter: Jim Johnsen

In this two hour session, participants will be introduced to the University of Alaska's response to the unionization campaign currently underway for the University's classified staff. Highlights include:

- \*State collective bargaining law
- \*Dos and don't for supervisors
- \*Negotiating the first contract
- \*Managing under a union contract
- \*Questions and answers

April 30 Staff Longevity Awards, 1:30 p.m., Salisbury Theatre

Please join us in honoring your co-workers when they are presented their longevity awards. The Staff Longevity Awards Program will take place on Thursday, April 30 at 1:30 p.m. in the Salisbury Theatre. Hope to see you there.

May 5 How to Deal with Change, 1:30 p.m., Wood Center Ballroom, Presenter: William R. Carmack, Ph.D. The face-to-face meeting was rescheduled and will be participating in this training session.

E. Ad Hoc Picnic Committee - I. Downes

1. Representatives recommended name tags for the picnic because most folks deal with people over the phone and it's nice to put a face with a name. Units were assigned the following items to bring for the staff picnic on Friday, May 29 at 4:00 p.m. next to the Student Recreation Center:

Unit 2 College of Rural Alaska, Tanana Valley Campus, Alaska Cooperative Extension	Vegetable Trays & Dip
Unit 3 College of Natural Resource, Development, & Management, SME, SOM, SALRM	Salads/Baked Beans
Unit 4 Institute of Arctic Biology	Fruit
Unit 5 Geophysical Institute	Salads/Baked Beans
Unit 6 School of Fisheries & Ocean Sciences	Hamburger & Hot Dog Buns
Unit 7 Student Services	Desserts

Unit 8 College of Liberal Arts	Fruit
Unit 9 Chancellor's Office, Center for Global Change, Governance, Registrar's Office, Graduate School, Provost's Office, Summer Sessions, University Relations, Development, UA Press, Proposal Office, Institution Research, Arctic Research	Salads/Baked Beans
Unit 10 College of Science, Engineering & Math, UA Museum	CONDIMENTS - mustard, ketchup, pickles, onions, lettuce, and tomatoes (Representatives will be collecting \$2 from constituents to purchase economy size mustard, ketchup, etc.)
Unit 11 Facility Services, Planning & Projects, Physical Plant, Utilities	Chips
Unit 12 VCAS Office, Contract Services, Financial Services, Personnel Services, Safety Services	Desserts
Unit 13 Library	Salads/Baked Beans

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WIN THIS TRIP! The UAF Staff Council will again be raffling off two Alaska Airline tickets to any U.S. city served by Alaska Airlines outside of Alaska. Proceeds from the raffle will go to the Carolyn Sampson Memorial Scholarship, established by the UAF Staff Council. There will also be runner-up prizes:

- €Two season tickets for UAF Hockey, courtesy of UAF Athletics.
- €One individual Student Recreation Center Pass, courtesy of UAF Athletics.
- €Quilt, courtesy of Jann Laiti and Kathy Mosca.
- €Alaskan birch bowl, courtesy of the Great Alaska Bowl Company.
- €One crab buffet dinner, one ticket to the Malemute Saloon Show, and one ticket for the Crown of Light Show, courtesy of the Ester Gold Camp & Malemute Saloon.
- €Two tickets for the Golden Heart Review, courtesy of the Palace Saloon.
- €One handmade Golden Days woman's costume with accessories, courtesy Char Chaffin.
- €Two tickets on the Riverboat Discovery, courtesy of the Binkley Family.
- €Two balcony tickets for Can You Score Top of the World Classic, courtesy of UAF Athletics.
- €A pair of earrings, courtesy of Fishing for Gold.
- €Overnight for two and two swim passes, courtesy of Chena Hot Springs.
- €\$100 gift certificate, courtesy of the Turtle Club.
- €Lazy Susan, courtesy of Bev's Woodwork.
- €One Broose Moose and 50 gallons of gas, courtesy of Tesoro.
- €One Broose Moose and 50 gallons of gas, courtesy of Tesoro.
- €Two tickets for the Golden Heart Review Late Show, courtesy of the Palace Saloon.

Tickets are \$5 each or 5 for \$20 and are available from Staff Council representatives or the Governance Office, 312 Signers' Hall. The drawing will be on Friday, May 29 at the staff picnic. You need not be present to win.

The UAF Staff Council named the scholarship in memory

of Carolyn Sampson, former executive secretary in the Governance Office. Carolyn was instrumental in obtaining support services for the Staff Council and provided support for the Faculty Senate and Academic Council while employed at UAF. The scholarship is designed to provide new career paths or retraining to applicants wishing to re-enter the job market or whose work activity may be threatened by economic, health or other factors. For more information, contact your Staff Council representative or the Governance Office.

VIII OTHER BUSINESS

A. 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.

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EMPLOYEE RECOGNITION SUBMITTAL FORM

NAME (Name of person to be recognized.):

DATE:

Why do you think this person deserves this award?

How has this person made a difference for UAF?

Give a specific example of how this person excels?

How is this person a good role model for students, staff, and/or faculty?

Additional comments.

NAME (Name of person submitting this form. Please print or type.):

PHONE:

SIGNATURE:  
Signature of person submitting this form.

Submit this form to the President of Staff Council, Governance Office, 312 Signers' Hall, by May 1.

IX Comments and Questions

- A. Representatives picked up their raffle tickets. Tickets will also be sold at the Wood Center from 11:00 a.m. - 1:00 p.m. on April 24, May 8, and May 22. Contact your Staff Council representative for more information.
- B. Ron York stated that he would forward to President Long the resolution and motion regarding University funding passed by the statewide advisory council of Alaska Cooperative Extension, which was sent to the legislature.

X Announcements

- A. Upcoming Meetings
  - April 16 - Staff Affairs, 9:00 a.m., Chancellor's Conference Room
  - Board of Regents - Juneau
  - April 17 - Staff Training, 9:00 a.m., Chancellor's Conference Room
  - Board of Regents - Juneau
  - April 20 - Coordinating Committee, 2:00 p.m., Chancellor's Conference Room

April 22 - Administrative Committee, 9:00 a.m., Wood Center Conference Room A

April 30 - Staff Longevity Awards, 1:30 p.m., Salisbury Theatre

May 4 - Rural Affairs, 11:00 a.m., Wood Center Conference Room A

May 5 - "How to Deal with Change", presented by William Carmack, 1:30 p.m., Wood Center Ballroom

May 6 - Staff Council, 8:30 a.m., Wood Center Ballroom

XI The meeting was adjourned at 9:45 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 Mosca, Staff Council Secretary.