

MINUTES
UAF STAFF COUNCIL#193
Wednesday, November 12, 2008
8:45-11 a.m.
Wood Center Carol Brown Ballroom

Audio Conference information: 1-800-893-8850, Participant PIN: 8244236; Chair PIN: 8244640 (only the chair or meeting convener uses this pin#).

The December 2008 Council meeting is scheduled: Friday, 10 December 2008, 8:45-11 a.m., Wood Center Carol Brown Ballroom.

1. CALL TO ORDER AND ROLL CALL

PRESENT

Barbara Oleson
Holly Royce
Kathy Petersen
Jennifer Miller
Liz Recchia
Bryan Uher
Jill Dewy-Davidson
Maria Russell
Carol Shafford
Dee Daniels
Leah Glasscock-Sanders
Glyn Komkai
Nici Murawsky
Mary Sue Dates
Paula Long
Brad Havel
Gary Newman
Ashley Munro
Donna Resnick
Dayna Mackey

OFFICERS

Juella Sparks
Martin Klein

GUESTS

Brian Rogers, Interim Chancellor

ABSENT

Katrina Paul
Kayt Sunwood
Marsha Sousa
Brandon Meston

A. Adopt Staff Council #193 Agenda, Wednesday, 12 November 2008

Adopted as amended.

B. Approve Staff Council Minutes #192, Friday, 17 October 2008

Tabled until next meeting.

2. OFFICER REPORTS

A. Juella Sparks, President, Staff Council

President's report was distributed electronically. System Governance met November 21, Hamilton opened the meeting. Statewide is hurting financially and has instituted a hiring chill, every position will be reviewed for whether they will be at the campus or statewide level. Also they will delay filling the positions 2 months. System Governance approved Alumni reps voting member of systems governance previously they were ex-officio. Faculty Senate went well and is covered in the president's report. Juella requests the Staff Affairs committee to create a proposal to address the Staff Appreciation Day as a community day and include faculty. This proposal will be send to the Chancellor. Faculty Senate's chair of Faculty Affairs is interested in working with Staff Council to create a Faculty and Staff Association Political Action committee similar to UAA's. At the Prestaff meeting, Juella suggested a faculty and staff childcare facility to the Family Friendly Task Force. The faculty participating in supervisory training is encouraged but mainly focused on staff by contract faculty aren't supervisors. Non retention was discussed and how staff should be treated. The Chancellor said the use of police officers is now a Vice Chancellor's decisions not just supervisor decision. There will be other qualifications for non-retention to be escorted out by the police.

B. Martin Klein, President-Elect, Staff Council

The University is formulating a policy on how to handle these requests from Recording Industry Association of America they are being abrasive about copyright infringement. The Business Council budget is a big concern right now. UAF's money, a good portion of it, comes from interest income (which is affected by the price of oil). They are looking at holding 8% of carry forward funds back in the event of difficult times. They are looking into the real role of the governance at the university, who is part of governance as a response to the MacTaggart report. Skillsoft has offered to extend the contract for an additional 3 years at a cost of \$ 195,000. The current contract expires January 2009. If this program is extended Statewide will not be picking up the cost. It will have to be funded by each MAU. A decision is to be made and brought to

3. GOVERNANCE REPORTS

A. Marsha Sousa, President, Faculty Senate

No report available.

B. Brandon Meston, President, ASUAF

No report available.

4. GUESTS

A. Brian Rogers, Interim Chancellor (via audio-conference)

Chancellor Rogers is currently in New York City to visit organizations that have given monetary support to the university. The supporters have been big funders for different schools and colleges within the university. He also reiterated the change in the non-retention employee process. He is not comfortable with where we are now and the way the process is used and will be working with Juella and others to try to come up with what changes we can suggest to statewide. The Board of Regents met October 31 and discussed Energy & Engineering, Indigenous Studies showed public engagement. The next meeting is scheduled to be held in Fairbanks Dec 1-2. This meeting presents an opportunity for individuals to testify about university issues that are important to them.

5. PUBLIC COMMENT

Ashley Munro with Financial Aid discussed the implementation of the Financial Literacy Program called Financial Sense. They have had meetings and it seems there had been more staff than students. They meetings are open to all. Financial Aid will be incorporating this new program into FAFSA. There are weekly workshops scheduled in March. If there is something people would like to learn more about but do not see a workshop Ashley will find someone to teach that item. Juella asked if they considered expanding this to graduating seniors (high school). Ashley stated that they are in the process of setting up workshops at the different high schools in the area. If there is anything that individuals would like to know Ashley asked that she be contacted either via phone or e-mail.

ACTION

6. UNFINISHED BUSINESS

EMR has received nomination ballots from the odd units; the forms have been taken to Printing Services. Once received envelopes will be stuffed and sent out. Non-attendance is being implemented and will abide by current By-laws & Constitution. The Bylaws and Constitution were tabled until the nominations and voting has been completed. EMR will continue working on these in January. The Ad-Hoc Committees & Volunteers are as follows:

Calendar Committee: Gary Newman, Katrina Paul

Chancellor Supervisor Award Committee: Ashley Munro, Paula Long and Mary Sue Dates

Staff Council Member Award: Donna Resnick, Holly Royce, and Jennifer Miller.

Staff Appreciation: Staff Affairs for now (Kayt, Ashley, Sharon, Leah)
Staff Make Students Count Award: Leah Glasscock-Sanders, Holly Royce, Glyn Komkai, Brian Uher
Staff Handbook: Mary Sue Dates and Carol Shafford. Juella will meet with them and they will be working with John Duhamel.

INFORMATION

7. NEW BUSINESS

Juella mentions the follow up from the retreat. The Anchorage Consumer Price Index is 4.6%. Our 4.5% grid increase does not cover the cost of living therefore does not cover step increases. Juella noted that health care cost increases in July are very probable and the 4.6% will not help in covering this cost either. Unions unilaterally make agreements on our behalf. Health care used to be 97/3 (university pays 97%, staff pays 3%) of costs. In the new contracts (negotiated by the union) it has now gone to 85/15. This means that if you are currently paying \$100 a month your costs could increase to \$500 a month. There is no agreement on gradual increase. When this was presented to the Board of Regents there were no statements given to them by the Staff Compensation Task Force so the BOR agreed to the 4.5%. However, we are hoping to have statements to present to the BOR soon. We are asking staff to give statements of how this will affect them and what their opinions on this issue are. Please provide to Juella ASAP. This is going to be a big concern and staff needs to be aware of it and vocal about where they stand on this matter. The BOR is considering different options on how to address wages increase. The staff evaluations will become mandatory for wage increases. Juella addressed the ideology of merit based raises.

Gary Newman asked if the reclassification and compensation process started in 2001 was about complete. Juella explained that Statewide walked away from the comparing UAF salaries to market because of the cost. If the university wanted this done they would have to pay for it in full. Gary also stated that in order to go to a Merit based system supervisors would need training on how to complete evaluations and implementation would need to be thoroughly considered. Maria Russell voiced a serious concern because supervisors may consider the bottom line of their budget in doing evaluations. So even though they may have an excellent employee that has earned and deserves a raise that person may not receive it because of the budget issue, especially those that work on the research side of the university. Juella strongly suggested the members of Staff Council to talk about this with staff and keep it in the forefront of conversations to all staff members.

How much health care cost will go up is unknown at this time. HR is usually unable to estimate the cost to the university until late in the fiscal year. Carol Shafford stated they have changed the percentage that is covered in the prescriptions. Juella explained this was changed so that people would start utilizing generic medications, even though she understands there are some medications that do not have generic counterparts. Gary Newman also stated that there has been an increase in deductible fees charge by labs, doctors and clinics. Some are even being doubled. Carol brought up a bill she received that increased by 150%. Juella seemed very surprised by this and asked Carol to send her that information so she could present it in black and white to the Task Force. Gary suggested that a better job be done in negotiating these types of issues. They

may consider expanding the labs, doctors, and clinics used. An example given was instead of using Tanana Valley Clinic for labs use Quest.

8. COMMITTEE REPORTS

A. Staff Affairs Committee, Julie Carpenter

Minutes are attached to agenda.

B. Rural Affairs Committee, Barbara Oleson

Barb has posted report information on the Staff Council website and Rural Affairs is currently working on theme for year. They have re-sent a memo to the Chancellor regarding rural representation which has been acknowledged but not responded to.

C. EMR Committee, Holly Royce

The EMR ballots are coming out soon, nominations are missing for some departments and current members are encouraged to re-serve. Non-attendance is being addressed by current By-Laws. The new By-Laws and Constitution will be decided after current election process has been completed. Gary Newman suggested lowering representative numbers to no more than 3 per unit. Bryan Uher asked if electronic voting has been considered. Juella explained that Brad Havel is working on this item but waiting to see the direction changes in our constitution take.

D. Advocacy Committee, Maria Russell

No report available.

9. EXTERNAL COMMITTEE REPORTS

A. Ad Hoc Calendar Committee, Gary Newman

Gary stated they have found someone to do the calendar layout, meeting Thurs. November 13, 2008 to pick photos and talk about the layout. The changing of the staff calendar to an academic year is not supported.

B. Master Planning Committee (MPC), Gary Newman

Report attached.

C. Subcommittee on Parking and Circulation (SPC), Katrina Paul

Gary says they are working on getting a new chair to startup this committee again. Chancellor Rogers has established a new committee "Parking Operations" which will affect the subcommittee.

D. Chancellors Diversity in Action Committee (CDAC), Juella Sparks

