

**UAF Staff Council
Election, Membership, and Rules Committee**

**Annual Report of Activities for FY 2009
May 1, 2009**

Membership as of May 1, 2009

Brad Havel, Interim Chair
Mary Sue Dates
Walker Wheeler

Katrina Paul, (Chair)
Gary Newman
Holly Royce

The EMR committee has worked on the following issues during FY 2009:

A revision process was completed on the UAF Staff Council Constitution. The revision process looked at streamlining the Constitution to resolve a number of identified conflicts between the Constitution and Bylaws. The streamlined version moves a number of previous Constitution articles and sections into the bylaws, where there is a more dynamic and easier to method to amend new or updated content.

A revision process was completed on the UAF Staff Council Bylaws to include additional sections that were removed from the Constitution revisions. Areas in conflict:

- Processes and procedures were clarified to assure that there were no conflicts of interest and consistency with existing documentation would be possible. For example, amendments could be proposed and voted in the same Staff Council meeting. New process allows for the proposal to be made but requires working with EMR to verify no conflicts will be introduced into the Constitution or Bylaws. Additionally wording and phrasing would be consistent with the existing document.
- Responsibilities for permanent committees were clarified.
- Staff Council members requested inclusion of a President-Emeriti type position for outgoing Presidents.

EMR also queried the Staff Council on looking at an At-Large membership. Vote to pursue looking into this direction failed (13 against movement to an At-Large membership, 9 for evaluating At-Large, 2 abstains)

EMR has been working with Nichole to make sure our necessary procedures are in place for even unit elections this upcoming fall. Nichole has been working as a liaison with HR to get EMR a file of all existing staff members at UAF. This information can also be used to populate the upcoming electronic voting process of who is eligible to vote in the current election cycle. A procedure to electronically generate a Unit Count list is being evaluated, which will process the list and provide an easy to read unit count report.

EMR Electronic Voting subcommittee will be meeting over the summer to hash out the requirements and specifications of the electronic voting process. Initial design steps for some of the framework components may occur, time permitting.

Rural Affairs: End of the Year Report

Goals for 2008-2009

- x **Cost of Living Differential**
- x **Consistent Annual Training in Current Field**
- x **Creating a Strong Rural Voice with UAF**
- x **Special Topics Workshops for Staff**

Activities

- x **Cost of Living Differential:** Most of the year was spent just monitoring cost of living with very little action. As the university budget was going through the legislature, the committee began talking more about the cost of living differential. The committee decided to write a letter to President Hamilton raising the issue of cost of living as well as alerting the Alaska State Employees Association, in hopes that maybe this topic can be taken up with the legislature next year.
- x **Consistent Annual Training in Current Field:** Our committee received updates from Anne Sakumoto and Jennifer Youngberg on a monthly basis. Members from our committee began working with Anne to develop recommended Skillsoft training for job families.
- x **Creating a Strong Rural Voice with UAF:** Our committee decided to write a letter to the new chancellor and departments within UAF urging them that all committees have some sort of rural representation
- x **Special Topics Workshops for Staff:** The committee surveyed their rural staff with possible topics that employees would be interested in learning in. Identified several topics: UAF budget & the distribution of it, modes of distance delivery, planning for retirement, and health benefits. The committee was able to pair up with several other committees and put on a presentation from Pete Kelly on the university budget.

Taking over as the rural affairs chair after many years under Barb Oleson's leadership, took some time for me to get used to. I felt like the committee got off to a slow start as I learned how to become a leader and began to understand the role of staff council, rural affairs, and my responsibilities as the committee chair. Things really took off this spring as I became more comfortable in my leadership position and came to a better understanding of the purpose of the

rural affairs committee. I think that the momentum we have generated in these past couple of months will take us strongly into next year where we can continue to work on the above goals and identify other concerns.

Respectfully submitted by

Elizabeth Recchia

May 1, 2009