

MINUTES
UAF STAFF COUNCIL MEETING #214

A. Adopt Staff Council Agenda #214, Wednesday, February 23, 2011

Agenda adopted as presented.

B. Approve Staff Council Minutes #213, Thursday, January 20, 2011

Minutes approved as presented.

2. PUBLIC COMMENT

No public comment at the time.

3. OFFICER REPORTS

A. Maria Russell, President, Staff Council

The Board of Regents met Feb. 17th and 18th. As Staff Alliance Chair, Maria presented a report to the BOR. One Motion Staff Alliance passed was a Non-Discrimination Policy. You can find a copy of the motion on the back table. It encourages the Board of Regents to be more inclusive in their non-discrimination policy. The BOR did not take action, but will consider it. The BOR accepted the UNAC Collective Bargainingianc8(i)-3(an)13(c8(i)-3[on])TJ 0016Tw 0.

B. Margo Griffith, Vice President, Staff Council

Electronic timesheet and effort reporting is moving forward. During our Feb. 8th Staff Alliance meeting a presentation was given showing the screens we would use for reporting. The HR folks in the departments have been required to put supervisory information for each employee. This will be concluded by mid March. This will link the employees with the supervisors in this electronic process. Once that is done, they will start testing the process and working out the bugs. It will go live in August. For some groups it will be really slick, and for others it will be very cumbersome. It will hold supervisors responsible for knowing their funding sources. In the beginning it is going to be a rocky road. It will be accessed in the employee's UA online account.

Alaska State Employees Association (ASEA) will begin trying to organize again. They will start the signature process again soon.

The Performance Evaluation form is in its last stages. The Human Resources Council will meet March 24th and if you have any input, now would be a good time to bring it to Maria or me.

4. GOVERNANCE REPORTS

A. Jon Dehn, President, Faculty Senate

Jon is not present to give a report, but the Dependent Audit was a hot topic of discussion at the last Faculty Senate meeting. The security of private information and the short notice for getting the documentation to ConSova were the issues. A Motion was passed regarding the Dependent Audit and he encouraged Maria to have the Staff Council do the same.

B. Nicole Carvajal, President, ASUAF

Nicole was not present to give a presentation.

BREAK

5. GUEST(S)

A. Karl Kowalski, Executive Director of User Services and

B. Julie Larweth, Executive Officer, OIT

Karl and Julie came to talk about how smart classrooms are upgraded. Currently OIT maintains 55 smart classrooms across campus with varying levels of smartness from having just a projector in the classroom all the way to having video conference, smart boards, projectors, and image displays. Over the years, many of these have been created with "one time monies" and there were no annual operating funds for upgrades or replacements. As this equipment begins to age, we have classrooms that are increasingly difficult to repair, rebuild or keep going. With budget cuts, we have had to make some tough decisions. As r

A question was raised about Copier Security: Warren Frazier from Printing Services told us our Black and White Copier are not a security

quality on an institution and not individual programs so our students can receive federal financial aid and our credit hours can transfer from one institution to another.
In 2001 we submitted a

Maria stated that if Rural Affairs addresses COLA and geographic differentials they should work with the Staff Compensation Working Group. That is one of the topics they are looking at. Robert Mackey is on that group. He would be invaluable.

C. Elections, Membership, and Rules, Walker Wheeler

We have not had a recent meeting. We have new members coming in to our committee and this is exciting. I will be announcing a meeting within the next week.

D. Advocacy Committee, Jodi Baxter

We have not had a recent meeting. We will be announcing some staff tours and Brown Bag lunches that will be fun and informative.

BREAK

7. EXTERNAL COMMITTEE REPORTS

A. Master Planning Committee (MPC), Gary Newman

We are basically here to develop and adhere to the Master Plan. We meet every other week. We deal with a wide variety of things, for instance students want to put solar collectors on the SRC complex.

B. Subcommittee on Parking and Circulation Committee (SCP), Martin Klein

This is a subcommittee of the Master Planning Committee. The Master Planning Committee looks at parking issues from a planning standpoint. There is a website up, it is www.uaf.edu/lifescience, (no "s" on the end). There is a link on that page with a link for construction updates. That will be the site where facilities will put out what is happening with Life Sciences. There is also a link to a map. The map shows what's happening as far as construction and closures on west ridge. If you are interested in what is happening on west ridge, please go to that website. On March 14th the staging area goes up. That will shut off Sheenjak parking lot. That lot will be closed for the duration of the project. It is scheduled to be finished in 2014 and at that time the Sheenjak parking lot will reopen with a net loss of one parking space. On about March 14th we will find out if the gravity sewer repair work will happen this year or next. When it does happen the Sheenjak Road will be closed for that work. Go to the above mentioned website for construction updates.

C. Chancellor's Diversity Action Committee (CDAC), Juella Sparks

The mission of this committee is in your handbook. We are appointed by the Chancellor to work toward that mission. CDAC will be launching a campus wide survey assessing the climate of the campus. "Are we a welcoming environment to all race, orientation, age etc?" We are requesting information from HR related to Exit surveys. Are the exit surveys raising any concerns as to discriminations of any sort.

D. Governance Coordinating Committee (GCC), Maria Russell

E. Technology Advisory Board Committee (TAB), Brad Havel

This committee reviews proposals for the use the student fees. Tab redistributes these monies and right now those funds are currently used for tech refresh.

F. Chancellor's Planning and Budget Committee, VACANT

G. Student Recreation Center Board (SRCB), Carol Shafford

We will have a Blood Pressure machine installed at the SRC. Funding was provided through Loss Prevention.

H. Bunnell House Advisory Committee, Walker Wheeler and Heather Leavengood

This committee helps provide guidance to the director of the Bunnell House.

I. Work, Life, Balance Committee, Walker Wheeler and Heather Leavengood

Originally this committee was pursuing and looking at child care capabilities for the university. Visit the website to see the latest updates

J. Staff Healthcare Committee, Carol Shafford and Maria Russell

K. Intercollegiate Athletic Council, Pips Veazey and Heather Leavengood

We have met a few times this year with the athletic director and the assistant athletic

8. ad hoc COMMITTEE REPORTS

A. Staff Appreciation Day committee & Longevity Awards, Ashley Munro & Amy Bristol

Staff Appreciation Day is coming along very well. We have about 40 different sessions throughout the day. We are working out the details on longevity awards.

C. Staff Make Students Count Committee

Nominations close on March 15th and the committee will meet after the nominations close.

D. Chancellor's Cornerstone Award Committee, Nichole Kloepfer

There were 45 nominations for this award and the committee is working on the selection process.

E. Staff Council Recognition Award Committee

This committee will meet later this spring. This is an important award.

9. DISCUSSION ITEMS

The Joint Health Care Committee voted to accept the implementation of the dependent audit. The people who contacted Staff Council members for the most part we not opposed to the audit, however they did have a problem with the way it was carried out. Gary Newman stated the Faculty Senate moved a resolution. They stated several things: (1) the timeline is very short. And (2) It is contracted by Lockton to ConSova. The university is not contracted directly with ConSova, so we are essentially giving personal information to a forth party. This raises many concerns. Faculty Senate thought it could have been done in-house rather than spend the sixty some odd thousand dollars to have ConSova do it. It is understood that ConSova is being paid partly by the number of persons they eject from the program. They also have a waiver of legal liability if you submitted it on the website. They do not use a secure website. Faculty Senate wants to see a cost and benefits analysis when it is finished. If you are having trouble with ConSova, contact Mike Humphrey. If you are having issues, be sure to contact ConSova so your insurance will not be dropped. If you submit tax return information, only submit boxes one through seven. Do not submit your financial information. Juella Sparks pointed out there are a lot of unique situations here and there is no safety net from statewide. ConSova is suppose to notify each staff member if their information is rejected.

Gary Newman proposed a motion to endorse the Faculty Senate motion:
(Attachment 214/1)

The UAF Staff Council moves to request that the System Wide Office address the issue of verification of health care dependents for all employees such that:

- (1) Delay the timeline for response to the audit to June 1
- (2) Utilize existing information at UA, through each HR office, rather than inconvenience every employee at considerable cost;
- (3) Accept legal liability for unauthorized release and/or loss of personal information in accordance with state and federal law;
- (4) Set up criteria, such as during open enrollment, to verify this data on a regular basis in house;
- (5) Publicize the requirements in an inclusive and positive manner to ensure compliance with state and federal law and to avoid misunderstandings in the future;
- (6) Include employees in decisions regarding their benefits and employment practices through the shared governance vehicle before costly decisions like this are made,
- (7) Report to the Staff Council the costs and benefits of the audit.

Motion was seconded.

Move to amend item (4) to state: Set up criteria, during open enrollment, to verify this data as needed in house;

The amendment was unanimously passed

Move to amend item (1) to state: delay the timeline for response to the audit to April 15th.

The amendment was passed with one abstention.

The Motion was called to question and Seconded. The vote was taken and the motion was passed unanimously.

One concern that was expressed: ConSova notified a staff member that documentation from the past 60 days was required as proof for a same sex partnership. So that staff member was given time to respond to the added requirement for dependent healthcare. Dependent healthcare was denied to the employee because documentation could not be provided.

One staff council member pointed out that ConSova is not held to our university standards with regard to discrimination. This should be concerning to us. We have anti-discrimination policies for a reason and ConSova being a forth party to us is not being held to those same standards. This is a double standard. The documentation

adamantly opposed to this measure because your benefits are being determined by your spouse. Your benefits are being decided by their benefits.

Amy Bristol: I want to share what I have been hearing from our staff and faculty in our

money internally. It also leaves us with very little flexibility for program growth or expansion.

Dependent audit: You are aware that a chancellor has no voice in union contracts. We have to continue to look for ways to reduce the cost of union contracts. The cost of union contracts is a significant issue that we will continue to address. We will continue to work with the union to find ways to reduce the cost of union contracts. We will continue to work with the union to find ways to reduce the cost of union contracts.

Alumni giving. The report shows the national average of Alumni giving to be 13% and that the University of Alaska is at 1.7%. This is not an accurate picture. We are a blended institution. We believe we are closer to seven percent in Alumni giving. We do need to do a better job of alumni giving. We are going to work toward that goal.

Announcement:

Chancellor's Reception is today right next door.

12. MEETING ADJOURNED