MINUTES
UAF STAFF COUNCIL #227
Wednesday, April 18, 2012
8:45-11:00AM
Wood Center-Carol Brown Ballroom

Audio Conference information: 1-800-893-8850, Participant PIN: 8244236

1. CALL TO ORDER AND ROLL CALL

The meeting was called to order by president Pips Veazey at 8:46 AM

A. Roll Call

Present
Pips Veazey
Juella Sparks
Maria Russell
Evelyn Pensgard
Robert Mackey
Deb Jeppsen
MaryAlice Short
Debbie Gonzalez
Kala Hansen
Nichole Kloepfer
Debbie Coxon
Gary Newman
Jennifer Elhard
Mary Sue Dates
Robin Weinant
Jed Lowell
John Clendenin
Jennifer Youngberg
Walker Wheeler
Brad Krick
Cat Williams (Alt)
Jeannette Altman
Richard Machida
Gary Bender

Excused
Carolyn Simmons
Claudia Koch
Sara Battiest

Absent
Jennifer Ward
Kim Eames
Heather Leavengood
Travis Brinzow
Britton Anderson

Guests:

The agenda was amended to permit flexibility in allowing guests to speak as they are available.
The agenda was approved as amended.

2. STATUS OF PENDING ACTIONS (No pending actions)

3. PUBLIC COMMENT

Frances Isgrigg, Director of Environmental Health, Safety and Risk Management, was introduced to Staff Council. She was in attendance in order to learn out more about Staff Council.

Chancellor's Ad Hoc Safety Committee

Chancellor Rogers recently established an ad hoc safety committee that will provide suggestions of ways to improve campus safety and will assist in the development of a safety minded campus culture.

Employee Safety Training

"j. Serve as representative on Staff Alliance
."

Section 4, B.I. :

"c. Serve as representative on Staff Alliance
."

Section 5, A.II.:

" ""

If this motion moves forward, this shall be considered the first of two readings. The floor was then opened for questions. A motion was then made to accept this proposal.
It was requested that additional time be provided for further discussion within EMR, as well as to allow for time for non-committee members to provide feedback.
It was suggested that EMR include in the motion some form of accountability for individuals who receive special appointments. It was also requested that EMR include in the proposal wording that would provide the president to withdraw such appointments. Additional requests asked that the proposal include specific wording regarding the expectations of the appointment.
The motion regarding changes to the constitution and bylaws related to UAF Staff Council's representation on Staff Alliance is separate from the motion regarding the proposed Staff Council reorganization.
It was clarified that the term 'special appointments' in Section 5, A. II.2. is in reference to the other places that the term is used in the sense that if the president were to make a special appointment of a person to

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On campus this summer,

Prior to

Has not met

J. Intercollegiate Athletic Council – Debbie Coxon and Britton Anderson
Attachment 227-6: Committee Report

K. Review of Infrastructure and Sustainability Energy Board (RISE) – Ma– od(I)iaD 659.88 333.12 74.Tm re

Chancellor’s Diversity Action Committee meeting for 3/28/2012

Staff Council Representative: Ross Imbler

- Per Chancellor’s recommendation, CDAC is currently reviewing

membership selection criteria — who, hosrm-0.00a (ho)-.-2(,D-014 0 Tda16 0 3( )-1(ho)-12()-9s0 Tda16 2( )o]D2D14 0 Td(

TAB Committee Report – April 2012
Staff Council Representative – Walker Wheeler

The Technology Advisory Board met March 31, 2012 for the funds collected in Spring 2012. There were a total of 20 requests from various departments that totaled $204,729. The technology fee brought in $220,000 this semester, and as usual 30% was allocated to OIT at $66,000. TAB had a carry forward of $38,000, and an advertising cost this year of $460.40. The total amount the board could award was $191,539.60. Of the 20 requests, TAB recommend that 10 would be fully funded, 2 would be fully funded conditionally, 2 would be partially funded, and 6 would not be funded. The total amount awarded was $149,363 to the requests. The remaining $42,176 was divided out to have $30,000 more to fund classroom upgrades, and the remaining $12,176.60 was ear marked to go toward improving the flow of the TAB website, with any extra to be forwarded to a future TAB cycle. The specific website changes will be outlined by a future meeting of TAB. Below is a summary of proposals and recommendations from TAB.

Fully Funded Projects

$3,873.00)

Preparer: Denise Kind (CNSM, Biology & Wildlife)
TAB Average Rating Before Discussion: 3.56

Proposal: Mobile Devices to Model Mobile Learning in the Classroom ($44,096.00)
Preparer: Skip Via (SOE, Inst. Technology/Special Ed.)
TAB AverageRating Before Discussion: 3.59

Proposal: Forensic Anthropology Comparative Materials ($8,599.00)
Preparer: Michael Kenyhercz (CLA, Anthropology)
TAB Average Rating Before Discu2(s)-( )Tj ohae /TT2 1 Tf 12 0 0 1.6(A)28CgoBïë <!ñ =Ñ¢·ª¤z¢¶z:A'ª

$4,524.00)

Preparer: Amy Simpson (CLA, Journalism)
TAB Average Rating Before Discussion: 3.95

Preparer: Kim Eames (CLA, Theatre/Film)
TAB Average Rating Before Discussion: 2.76

Proposal: Upgrade Academic Copier ($7,187.00)
Preparer: Saundra Jefko (CNSM, Physics)
TAB Average Rating Before Discussion: 1.68

Proposal: Request for Improved Technology for Recruitment and Outreach Efforts ($2,495.00)
Preparer: Elyse Bongionvanni (Student Services, Admissions)
TAB Average Rating Before Discussion: 2.06

We, as the employees of the University of Alaska Fairbanks, want to express our concern tha
staff are not feeling valued. Health care costs are increasing at an alarming rate, longevity ar
loyalty do not appear to be

Patrick Gamble, President
Phone: (907) 450-8000
Fax: (907) 450-8012
Email: ua.president@alaska.edu

202 Butrovich Building
910 Yukon Drive
P.O. Box 755000
Fairbanks, AK 99775-5000

M E M O R A N D U M

DATE: March 30, 2012

TO: University of Alaska Employees

FROM: Pat Gamble, President

RE: University of Alaska bnDSa k0 an4t3

2. Treat members of the public and our University community with professional respect and courtesy.

   As members of the UA institution, we are each expected to fulfill our obligations toward students, colleagues, and the community fairly, respectfully, and professionally, being mindful of individual rights and the UniversityÕs mission.

3. On behalf of our students and their success at UA, perform our functions as employees to the best of our abilities.

   The character of UA is ultimately derived from the actions of its members,

R04.07.020 Code of Conduct

To meet the challenges inherent in the University of AlaskaÕs mission, UA employees are guided b and held toexpectationsof performance and conduct set out in Regents' Policy, including Policy 04.07.040. In implementing standards, supervisors must be mindful of individual rights and academic freedom. hTs Code of Conduct serves asguidein such matters to help determinewhen action might be appropriate dueto employee behavior, including but not limited to:

A. Inattention to Performance, (e.g., unauthorized sleeping, reading, playing games, using the internet or telephone inappropriately, etc.)

B. Unsatisfactory Performance

C. Insubordination

D. Absenteeism, (e.g., unauthorized leave or variation from work hours, or failure to promptly notify supervisor of unanticipated absences)

E. Violation of Law, RegentsÕ Policy, or University Regulation, including published rules and procedures, or aiding a violation thereof. See, e.g., The Alaska Executive Branch Ethics Act at AS 39.52 and http://www.alaska.edu/hr/forms/hr_ethicsform.pdf; Policy and Regulation 02.07 on Information Resources; Policy and Regulation 02.09.020 on Possession of Weapons; Policy and Regulation 04.02 on General Personnel policies; Policy and Regulation 04.10 on Ethics and Conduct. Regents' Policy and University Regulation are at http://www.alaska.edu/bor/policy-regulations/

F. Dishonesty, Theft or Misappropriation of Public Funds or Property, Lying

G. Inability to Work Effectively with Others

H. Fighting on the Job, Acts Endangering Others, (e.g. verbal or physical threats, horseplay, hazing, damaging property)

I. Inappropriate Behavior, Disrespect, or Harassment of Others

J. Other Personal Misconduct, related to inappropriate or unprofessional conduct outside the workplace that poses a risk of harm to University personnel, students, property, or that has a significant adverse impact on the University or the employeeÕs effectiveness.

In summary, employees must not engage in, condone, or tolerate inappropriate behavior. If an employee has concerns about any behavior, he or she should be encouraged and welcomed to talk with a supervisor, to the director of Human Resources, or to the Office of the General Counsel.

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Intercollegiate Athletics Council

Staff Council Representative – Debbie Coxon and Britton Anderson

The committee is in the midst of selecting the Student-Athletes of the Year. Interviews are being conducted through the week of April 8th. The winners will be announced during the annual scholarship award breakfast on Friday, April 20th.

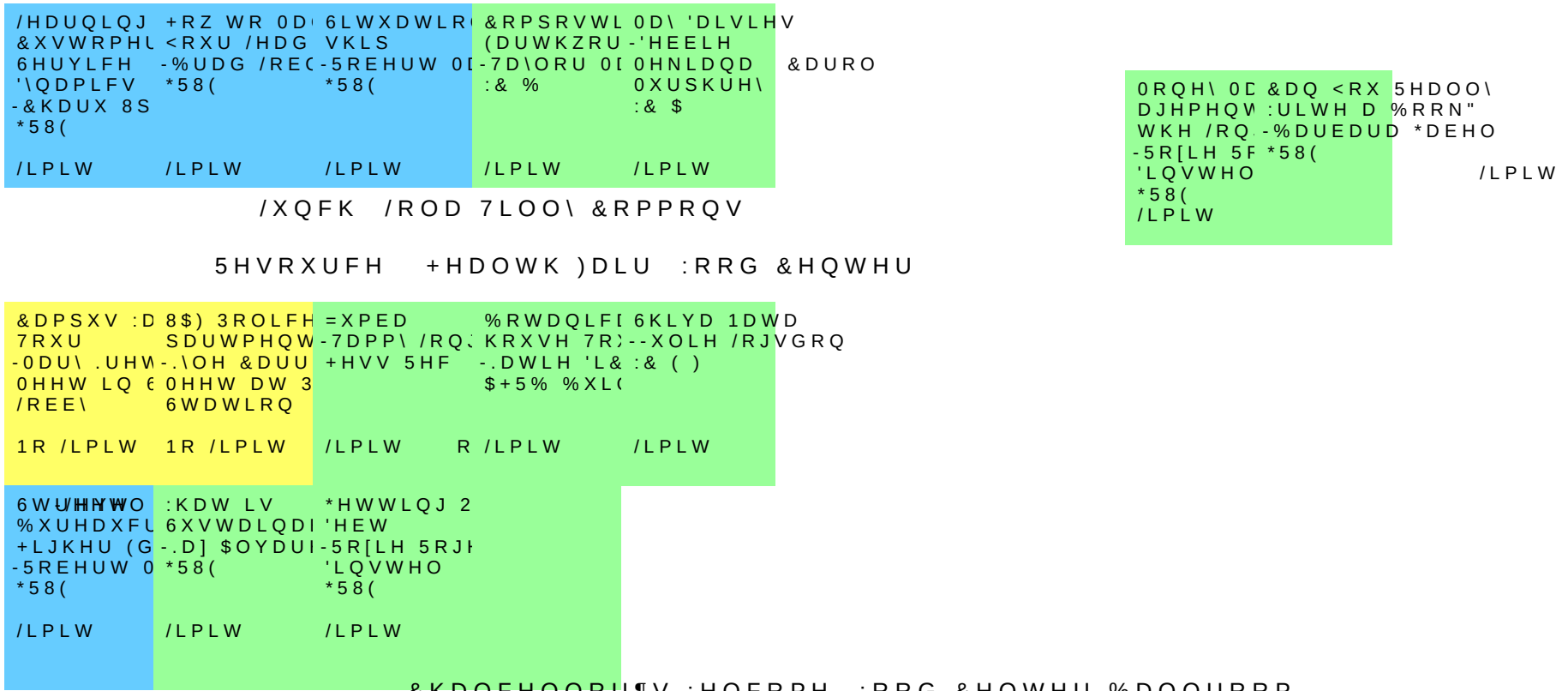
EMR Committee Report
Date: April 2, 2012

Committee Members: Walker Wheeler(chair), Gary Bender, Kala Hansen, Gary Newman
Attendees: Gary Newman, Walker Wheeler, Pips Veazey, Juella Sparks, Nicole Dufour

Quorum: No.

Agenda: Forwarded Items from Staff Council motions.
1. Motion related to Staff Council representation on Staff Alliance.
2. Motion to Forward the Staff Council Reorganization Proposal to the EMR for further consideration.

Item 1 of (or)-6(gur)-6(t)-MCID 11 >>BDC a[illegible]-24(ber)-6(s2(ar) -)-12(e E)r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Staff Appreciation Day

Using a professional instrument, you will discover your preferred mode for engaging conflict and learn techniques to maximize effectiveness when conflict arises. If you want to just do your job and scale back the drama, this workshop is for you. H U K D S V L W Z R Q ¶ W E can be civil.

- Learn a Little Russian, Alla Grikurova ROOM
  This will be a great opportunity to learn a few words in Russian. K H W K H U \ R X ¶ U H S C trip or want to learn a foreign language, you can start here.

10:30-11:30 Workshop Sessions

- Composting with Earthworms, Taylor Maida, ROOM
  Composting with worms.... Red Wiggler Worms can enable you to compost household garbage indoors all year. Students will have option to build their own small worm-composting box and learn how to maintain it.
- Learning about Customer Service & Group Dynamics, Charu Uppal ROOM
  1. Importance of customer service
     - Internal customers: faculty, students, and other departmental liaisons
     - External customers: vendors
  2. You can be a leader: learning about leadership
  3. Effective group communication
  4. Conflict management
  5. Dealing with diversity on a daily basis.
- May Daisies, Debbie Mekiana & Carol Murphrey ROOM
  Teach the group how to bead a daisy chain with small seed beads, thread and needle.
- How to Manage Your Leadership, Brad Lobland, ROOM
  Learn how to converse w/your supervisor effectively and professionally. And other tidbits t keep your supervisor heading in the right direction.
- Situational Leadership, Robert Mackey ROOM
  This presentation discusses the difference between management and leadership and provid a model for changing people and your organization. Conceptualizing leadership as a proces

and awesome personal breakthroughs, usually within 24 hours of practicing. People have used it to learn languages, quit smoking, become more coordinated, build arm and upper back muscles, have huge emotional understandings, recharge and/or quiet their brain, and pretty much anything else that involves patterns.

- Campus Walking Tour, Mary Kreta, 0 H H W L Q 6 L J Q H U V ¶ + D O O
  A fun walking tour of UAF's campus highlighting the history and unique highlights of the Fairbanks Campus.
- Zumba, Tammy Long ROOM (SRC)
  One hour of heart raising foot stomping dance with awesome music that is totally exciting and not like exercise at all! Featuring Merengues, Cumbias, Reggaetons, Salsas and more. I would love to lead our staff through a beautiful sample of what Zumba has to offer for health and fun not to mention an exhilarating motivation per great music.
- UAF Police Department, Kyle Carrington, meet at Whitaker Building
  Take a tour of the UAF Police Department and learn what they do for you.
- Botanical Greenhouse Tour, Katie DiCristina AHRB Building
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UNIVERSITY of ALASKA

Staff Alliance

Staff Health Care Committee

Thursday, April 19th

Attendees:
Melodee Monson±Chair, Carolyn Simmons, Catherine Williams, Constance Dennis, Elizabeth Williams, Juella Sparks, Linda Hall, Lisa Sporleder, Mae Delcastillo (alt), Maria Russell (alt), Mary Sue Dates (alt)

Meeting notes
0 D U F K ¶ V P H H W L Q J Q R W H V Z H U H Q R W D Y D L O D E O H D W W K H P H H W L
CatherineWilliams and Carolyn Simmons, took notes and will provide copies to the SHCC committee.
Melodee Monson requested a committee member volunteer to take notes, provide them to her for review before distribution to committee.

SHCC Charter/membership
Committee reviewed the membership portion of the UA Staff Health Care Committee Purpose and Membership Criteria to ensure we are meeting the requirements.

a. Section 5.b.ii: A minimum of two SHCC members must also serve on the Staff Alliance. Each MAU is encouraged to have a Staff Alliance member on the SHCC.
    a. SHCC Members on Staff Alliance
        i. Gwenna Richardson
        ii. Melodee Monson
        iii. Mae Delcastillo
        iv. Monique Musick (alt)
b. Section 5.b.i: JHCC (Joint Health Care Committee) voting representatives also have full rights as voting members on the SHCC.
    a. SHCC Members voting members on JHCC
        i. Melodee Monson
        ii. Lisa Sporleder
        iii. Constance Dennis (alt)
        iv. Monique Musick

Upon reviewing the above sections Staff Health is in compliance with the criteria.

Melodee stated that the JHCC will be meeting the week of April 23, 2012.

Tobacco Policy

Mary Sue provided an update on Chancellor Rogers' stance on the statement in March 29th meeting that he was in favor of the surcharge. Chancellor Rogers stated at the UAF Staff Council meeting held Wednesday, April 18th that he is in favor of a tobacco surcharge on UAF new hires not current employees.

In March the committee members were charged with getting feedback from staff and others about incentives for those who use tobacco products.

General feedback on tobacco policy:

a. Unfair to provide incentives to those who use tobacco products when others who are living and making healthier lifestyle choices receive nothing
b. Links on the website for resources could be included in the Enrollment Packets
c. Provide counseling, support groups: such as the WIN program or Weight Watchers
d. Support the use of Alaska Tobacco Quit hotline, even during work hours
e.

c. There will be members from JHCC on the committee to provide insight
d. Goal is to be intense, focus and disbanded once it has accomplished the purpose for which it is created and to be established by end of April 2012 and disbanded after report is provided to UA governance and the Board of Regents.
e. Meet May through July for recommendations to the FY14 plan
f. Focus on 4 types of information
    i. National trends
    ii. Large employer trends
    iii. State systems
    iv. Demographics of UA employees

Committee discussion about current health care, task force, and list of topics the committee would like the task force to review:

a. Current vendor contracts are up for review and renewal. Decision to change, adjust, or go with current plan are due by December 2012.
b. Staff support will need to be in place through the process
c. Needs to be financial support for face to face meetings
d. Lockton Consultants to answer to task force. Administration should not be able to filter information provided by Lockton.
e. Administration should have no more power on the task force than any other group
f. Administration should be encouraged not to sign anything until recommendations have been reviewed and discussed
g. Membership on the task force:
    a. Need to be careful6utam .27 Te7.rb 0 1 0 Tcse5(ckt)6(o)-5e 10(kt)7(o)-5(h)3(t)-3(h)14(ec-3(r

UAF Master Plan Committee (MPC) Report

April 12, 2012

By Gary Newman

The meeting notes, once available, may include further information, but the following are the salient points. http://www.uaf.edu/mastplan/committee/meetings/agendas/2011-2012/

West Ridge Revitalization Project

There was a presentation by Cameron Wohlford of UAF Design and Construction on the West Ridge Revitalization Project. This project is taking a approach toward building renewal and growth projects on West Ridge with an eye to guiding the extensive backlog deferred maintenance efforts in future years. From a preliminary building condition evaluation, it would appear that the GI, Irving I and K[illegible] buildings are more expensive to remodel than tear down and rebuild. Since there are no funds for new buildings [illegible] reviewing this report at the end of April following which it should be available to the public.

Facilities Report

Lower Campus has numerous disruptive projects scheduled for the summer, mostly focused on long needed utility upgrades, a new utilidor and sewer line replacement. See their website for the area maps showing the projects: http://www.uaf.edu/fs/departments/design-construction/ The Nenana lot parking will be closed this summer, so the Taku lot will be filling in the space. MPC recommended that Parking Services and UAF Marketing and Communications get together to share a parking plan/strategy with the campus community. I strongly urge Lower Campus users to take a look at the plans at the above link.

The Sustainable Village next to the Cold Climate Housing Research Center has started, with 4 bedroom units and expected to be available for Fall 2012 occupancy.

MPC has strongly recommended a stairway to the Taku lot instead of what is called the Luge Run for safer access. A stairway similar to the stairs from the Duckering Building parking lot down to Facilities was estimated to cost in the neighborhood of $650,000. Facilities Services is seeing if funding is available.

Rural campus master plans go before the Board of Regents for a first look this month.

NASA, who contracts with the Alaska Satellite Facility, wants to upgrade the existing 10 meter antenna on top of the Elvey Building and add another 5 meter antenna. There was lots of discussion on challenges of placement. The Elvey Building has substantial seismic issues. More discussion will be ongoing amongst the involved parties before this comes back to the MPC.

Opening the pioneer road, called North Tanana Loop that goes behind the Reichardt Building and connects to West Ridge behind the Life Sciences Building to general use has been on my wish list for as o } v P •beeÀ[at UAF. Facilities Services recently had a geo-technical study done that they are now reviewing. This may resolve the difference of opinion as to whether the admittedly untraditional road

Rural Affairs Committee Report for Staff Council Meeting #227

The committee met on Tuesday, April 10. We discussed:

1) How the proposed Staff Council reorganization might affect rural representation. There were concerns raised about a reduction of the number of rural representatives. There was also a question about how the number of rural representatives on the 17 member group would be calculated: how many members of the group would have to be rural reps?
2) Face-to-face meetings. It was suggested that if the reorganization does take place, then

Staff Affairs
April 2, 2012
9:00 – 10:30 am
Meeting Minutes

Attendance: Mary Sue Dates (chair), Nicole Dufour (non-voting member), Ryan Gailor-Keele, Jed Lowell, Robert Mackey, Juella Sparkson

Discussion about the possible changes to the tuition waiver recognize the increase in benefits with the increase in possible credit hours taken each semester and each academic year. However, concerns were voiced about capping credit hours and that the waiver should fall under Satisfactory Academic Progress (SAP) for students. The committee agreed to review the proposed changes and SAP to come back to the next meeting to discuss a written outline such a SAP. The outline would be reflective of staff using the tuition waiver.

Tobacco Policy

The committee is in favor of a Tobacco Free Campus and not a Tobacco Free Hiring Policy. It was stated UAKJobs has already instituted the Tobacco Free Hiring question asking if the applicant or any dependent living in the household uses tobacco. Before going further in action to draw up a motion, it was decided a member of the committee would contact UAF Human Resources and verify if UAKJobs has instituted the Tobacco Free Hiring policy.

Annual / Sick Leave (Cash Out/Buy Out/Combine)

The committee briefly discussed this topic as most of the meeting covered health care costs. The general attitude at this time is UAF has a good system. This will be tabled to discuss at a later date.

Supplemental Insurance

This will be included in the petition for health care.

Proposed Motion related to UAF Staff Council representation on UA Staff Alliance

MOTION:

The UAF Staff Council moves to amend its Constitution and Bylaws to facilitate continuity of representation on UA Staff Alliance and reduce work load on the Staff Council President, the Staff Council Vice President, or both. The changes to the Constitution and Bylaws are described here in.

Constitution of the University of Alaska Fairbanks Staff Council

Article 3, Section E.

³The President and Vice President shall ensure ~~represent~~ representation of UAF Staff Council on the Staff Alliance.´

Bylaws of the University of Alaska Fairbanks Staff Council

Section 3, A. VI. :

³,Q RUGHU WR UHPDLQ D PHPEHU RI 6WDII &RXQFLO HD