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## *MINUTES*

### Elvey Bldg., Room 215 - Globe Room

#### I. CALL TO ORDER AND ROLL CALL

##### A.









### VIII. Brad Lobland, Director of UAF Human Resources

- Handout 253-1: **Bullying Awareness Training**

**Bullying Awareness Training**

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- 1) Online statewide video
- 2) In-person training during one of [redacted] already scheduled, sessions this winter.
- 3) Specializ [redacted] upon request.
- There are four scheduled trainings this winter. The first is today at 1 p.m. No participants

- [redacted] A memo is being drafted to [redacted]  
 Brad will have the memo in front of the chancellor, for his approval, then they will distribute [redacted]  
 [redacted] take part in training [redacted]

- [redacted] training can contact Brad Lobland directly.
- Risk Management tracks training, not HR. Risk Management is also responsible for the [redacted]

- [redacted] into the deadline for supervisors to take the training.
- Staff noted that it is sometimes difficult to prove that you have taken training.
- If someone feels that that are being bullied, see your supervisor first. If your supervisor is the problem, then contact HR directly. If your supervisor does not address it, or does not know how to address it, contact HR.

- Vice Chancellor [redacted] Right now we have [redacted] several websites, which is confusing. VC Ditzoy has put together a taskforce that is pulling together all trainings so that you can see on one page what training requirements exist.

- Once all trainings are in one location, they will determine how to track trainings. Ideally, [redacted] need to be reviewed to determine if they are value added, if they serve a purpose, or if they need to be changed.

**Term Funded Policy**

- [redacted] Faye Gallant and Julie Queen, were working [redacted] to pull together data on the number of term funded staff.
- The new draft 'Term Funded Applicant Policy' has not been signed. However they are already working with term funded staff who have not been renewed [redacted]

### IX. [redacted]

#### A. [redacted] Officer (CHRO)

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the calendar. There are a lot of challenges with coming up with a common calendar, since we have different cultures at the two institutions. Debu also expressed some concerns about what this calendar might look like. This is where staff come in, in that we need to figure out how we will address this. Staff brings value to the university. If you have any questions, please send it to Debu.

- [redacted] common calendar issue. The motion was unanimously approved, creating the Common Calendar Ad Hoc Committee. [redacted]

**B. Celie Hull, Vice President – ASUAF**

- Celie Hull [redacted] made filled their RISE Board and Food for Thought C [redacted] since these appointments usually are not taken care of this early in the semester.
- they hope to bring even more awareness to Title IX after Starvation Gulch. They want to eventually hold a Title IX event to help bring awareness to the resources [redacted]
- [redacted] garden for students who have committed suicide.
- They will be forming a club council to address all funding requests. They have about half of the club council seated. By Sat. they will have the full club council formed and all of their funding requests completed.
- ASUAF is not currently involved in the common calendar. They will be looking into becoming involved with this issue.

**XII. UNFINISHED BUSINESS (none)**

**XIII. NEW BUSINESS**

**A. Fall 2014 Odd Numbered Unit and Odd Numbered At-Election**

- Election Dates:

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- Also available on the web via LiveStream.

fLink to webcast available at: [www.ucf.edu/chancellor](http://www.ucf.edu/chancellor)

## **COMMITTEE REPORTS**

### **XIII.**

A. Elections - Rick L. M. ...

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UAF Policy # \_\_\_\_\_

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## Term Funded Internal Applicant Policy

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### POLICY STATEMENT

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### BACKGROUND & JUSTIFICATION

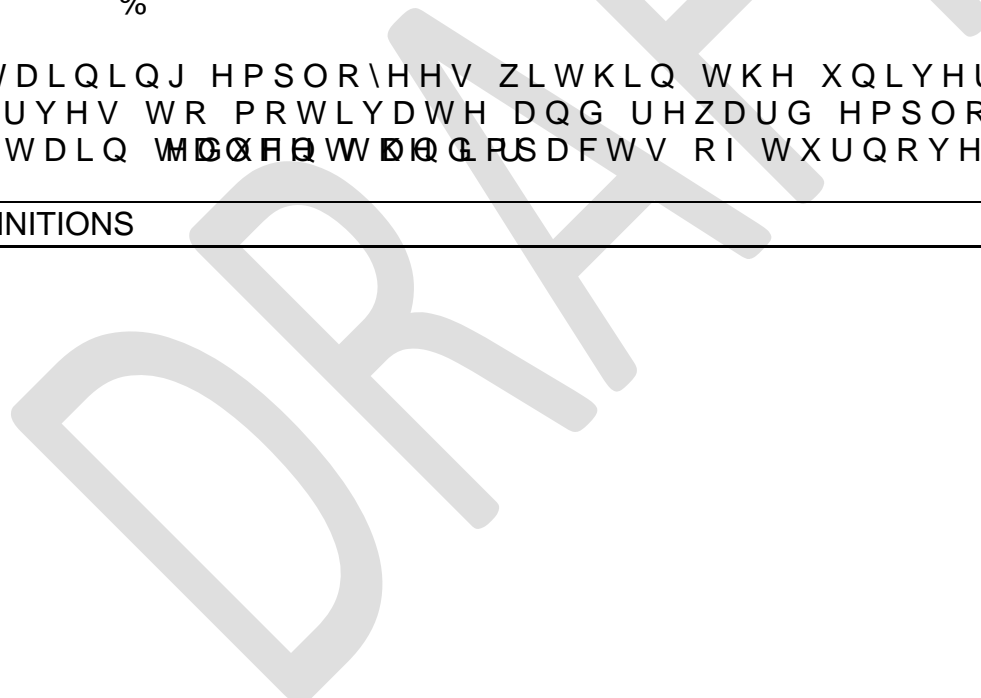
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### DEFINITIONS

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RESPONSIBILITIES:

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Non-renewed Employee:

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8 § 6 W D I I \$ O O L D Q F H 3 U R S R V H G University of Alaska Core Values

The University of Alaska is committed to maintaining the highest ethical standards  
D Q G W R X S K R O G L Q J W K H S X E O L F · V F R Q I L G H Q F H L Q W K H )  
affects not only our own individual reputation, but also that of the University of Alaska. It is  
essential to promote an environment that allows everyone who is a part of the university  
community to do their best work, be respected and have as positive an experience as  
possible. These expectations are in alignment with the university's goal to continually  
improve, maintain its status as a world-class research university and to be an employer of



## Staff Council Rural Affairs September Meeting Report

Attended:

Jeannette Altman (Chair), Adam Kane, Jan Kristenson, Evelyn Pensgard, Sherrie Rahlfs, NicoleDufour

Rural Affairs is seeking a new chair to assume the post in January 2015.

The committee is crafting a welcome letter to Evon Peter, the new Vice Chancellor of CRCD, to let him know that our committee exists and what our purpose is, as well as our concerns

The committee has decided against pursuing action to request the addition of an ombudsman position, as the current fiscal climate does not seem to support it. A new hotline has also been adopted and it is hoped that it will fulfill some of the needs that an ombudsman might meet.

Next Meeting:

October 14, 2014 10:00 am

In Fairbanks: Kayak Room

Online in Google Hangout (see calendar invite)

Dial in at 1-800-893-8850





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**Research Program Review Committee  
Committee Report**

**Committee Chair: [Redacted]**

The final report being presented to the Chancellor by the Office of the VCR has been completed.

[Redacted]  
some open issues for upcoming reviews. We were told that the existing group will be

[Redacted] the workload. The subcommittee was formed to identify what additional data would be useful and revising the instructions to the units.







University Advocacy Committee (UAC)  
September 2014 Committee Report

Nate Bauer, Chair

UAC last met Wednesday, September 10, 2014, Rasmuson Library 502

Topics of discussion:

Staff Mentoring

Staff Council VP Faye Gallant briefed the committee regarding ongoing staff training efforts led by UAF Vice Chancellor for Administrative Services Pat Pitney. Though UAC had prior questions about the possibility of designing and integrating formal staff mentoring components for inclusion in any new staff training programs, it

As a result, UAC will move forward in outlining and proposing parallel and separate staff mentoring initiatives. Committee members will independently research and evaluate staff mentoring programs for use as models for UAF. Members will report back on findings and recommendations at the next UAC meeting on Oct. 8.

Staff Roles

UAC has requested S/C officers inquire with Chancellor Rogers about restoring periodical town hall meetings devoted to staff concerns, and Chris and Faye have agreed that the renewal of these forums, or something like them, is worth the time. They also recommend a prospective list or agenda of conversation topics/questions for the Chancellor to review in advance, in the event such forums take place. UAC has agreed to take charge in assembling such a list.

Staff Recognition

Following its discussion during last S/C meeting by the Chancellor and members, UAC is interested in piloting efforts to more regularly recognize and commend special (on and off campus) achievements by staff throughout UAF. A few options for how to organize these efforts were discussed, before agreeing to solicit suggestions via open Google form, review by UAC designees, and publication on the S/C blog. We may also seek inclusion of highlights in the UAF Cornerstone newsletters and other campus publications. Thanks to Nicole for setting up the nomination form (available [here](#)).

Staff Volunteer Leave

Discussion was held regarding a new proposal to establish a set time period during the year when staff would be able to provide a half day of annual leave for use during UAF Volunteer Week. UAC is currently seeking feedback from S/C and UAF administrative departments regarding prospective time periods for such designation.

Caroline Sampson Memorial Scholarship, 2014

At the suggestion of S/C officers, committee broached discussion of the 2014 Caroline Sampson Memorial Scholarship (CSMS), as S/C (and UAC, specifically) is responsible for evaluation and selection of scholarship candidates. It was confirmed that candidates are selected from among general UA Foundation scholarship applicants according to CSMS guidelines, which UAC is in the process of reviewing, with the objective of limiting the initial field of candidates from which to select.

Staff Travel Fund

UAC also discussed the promotion of the use of existing travel staff travel funds; it was generally agreed that requirements for these funds use is quite restrictive and discourages staff from seeking their use. As chair, Nate will review these restrictions and attempt to address them before the next UAC meeting (10/8).

Report from the Staff Affairs Committee  
for the  
September 23, 2014 Staff Council Meeting

The Staff Affairs Committee met at 10am on September 3 in Murie 330.

7KHUH ZDV RQO\ RQH LWHP RI GLVFXVLRQ ZKLFK IRFXV info on W KH & the Smoke Free Campus issue.

Comments from the previous survey (about 18 months ago) were made available. Jarkko Toivanen and Jeff Baxter agreed to review the comments to extract 3-4 comments on each side of the issue to be used in formulating a new survey.

The following are the comments Jarkko and Jeff recommend be used in a future survey:

Against the ban:

- x Smoking and tobacco use is not against the law. Smokers already have to comply with rules when they're on campus by smoking in designated outdoor spaces. It seems en vogue nowadays to attack smokers and smoking. The reality is, if you don't like it, don't do it. Everyone has the right to make their own decisions. Creating a smoke-free or tobacco-free campus is over-the-top.
- x I am not a smoker but I don't think it's right to take away a person's right to their vices. I also think that you couldn't really enforce this and if you tried it would be a waste of time/energy. I do appreciate the signs letting people know they have to remain a certain distance from building entrances, though there's no way to enforce this either (which is why I think there's no way you could enforce people to not smoke).
- x Enforcement of current restrictions should be made a priority. Adding more rules which may not be enforced (as is the case with current restrictions) does not make sense. The impacts on populations with higher use of tobacco products needs to be taken into consideration in a realistic and non-discriminatory manner.

For the ban:

- x This would make UAF a much nicer place to be (no cigarette butts on the ground, no smoke clouds outside building entrances). Moreover, it would help a lot of faculty and staff who smoke take steps toward quitting, and ultimately reduce health care costs.
- x I think doing so will assist in promoting healthy lifestyles in students, staff, faculty, etc.
- x Since the University is promoting good health and prevention, I feel it is essential to have a smoke and tobacco free campus.

The committee recommends a new survey be published that basically asks participants whebasicbasi(y)4( )-ts wh eg g



Staff Council Term Funded Ad Hoc Committee



