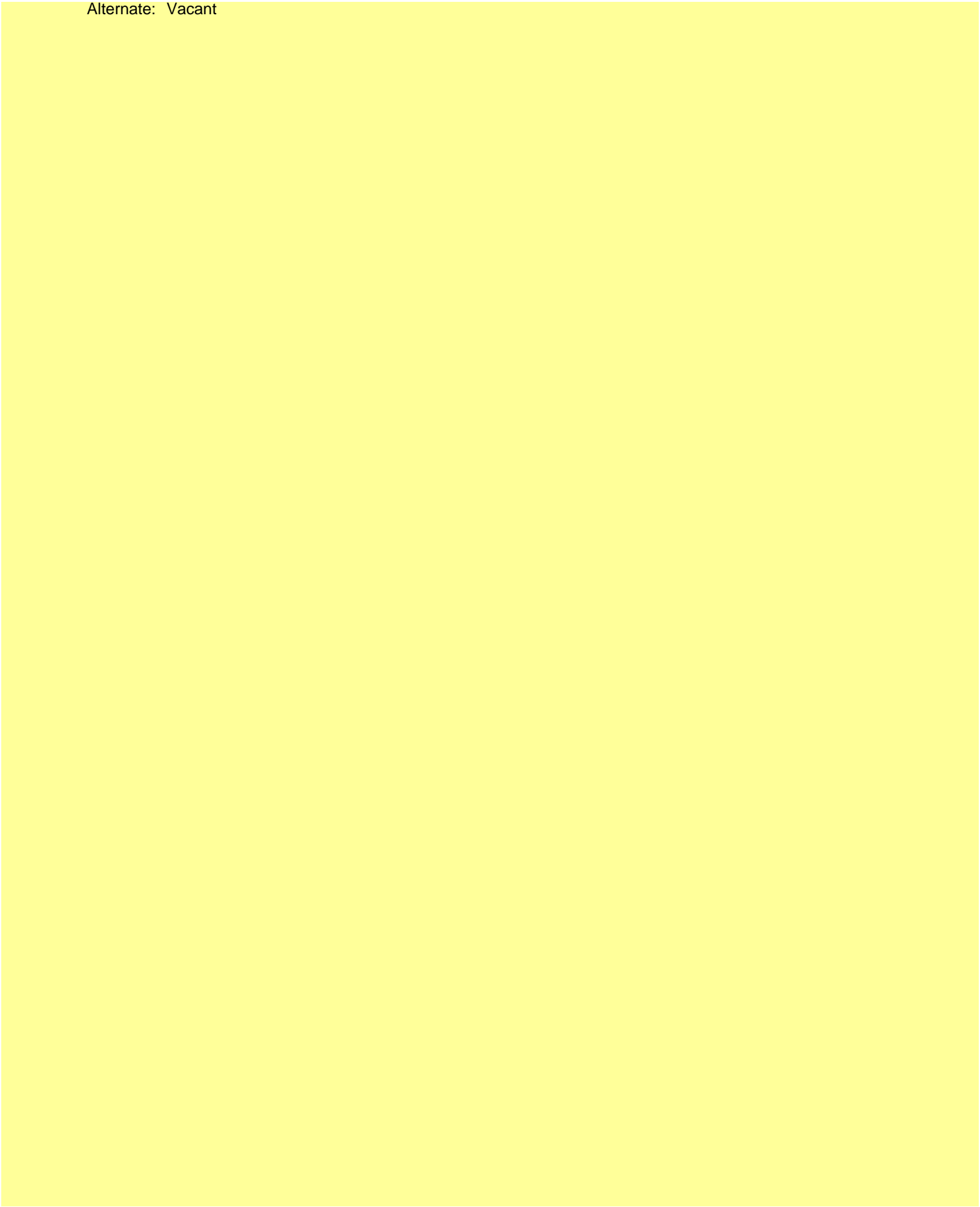






Alternate: Vacant



but will take time.

V Vice Chancellor for Administrative Services Remarks - F. Williams

Vice Chancellor Williams stated that the growth of research at UAF has been outstanding thanks to faculty and staff. A few years ago research dollars coming into the University totaled \$35-40 million and this last year research dollars totaled \$78 million.

Tech Refresh Program The plan is to invest in desktop computers for faculty and staff, which will allow departments to replace desktop computers on a three year cycle. This is a major investment. The first year departments would be heavily subsidized, the second year would be 50% subsidized, and the third year departments would be subsidized 25%. Information is being distributed to departments shortly. Representatives asked for increased staffing to help maintain these new computers. Currently there is a delay in getting tech support.

Holiday Closure - The University will closed between Christmas and the New Year. Supervisors will decide if there is work to be done and under what conditions it will be done. Vice Chancellor wished everyone a happy holiday.

Representatives asked the status of the food service director position. Vice Chancellor Williams stated that stage two screening will be completed on Monday.

VI The Council took a five minute break.

VII Guest Speaker - Dale Seay, Statewide Human Resources  
TOPIC: Reclassification

Dale Seay thanked Staff Council for the opportunity to speak at their meeting. Dale was hired in May to take a look at the classification system at the University. Dale Seay spent the summer talking with a wide range of the employees at the University to see what are the issues. There are a lot of concerns regarding the existing compensation program. The intent of Statewide Administration was to bring forward a proposal to the Board of Regents in the fall. Due to a death in Janet Jacobs family, the proposal was not presented at that time. The issue of compensation program was discussed again in early November. Yesterday, Janet Jacobs and Dale Seay met with President Hamilton to present their compensation proposal. The President had a number of questions and there hasn't been any decision. One positive outcome of the initial meeting was that President Hamilton would like to have ongoing discussions on HR issues with the President's Council. The President's Council is make up of the chancellors, President Hamilton, and sometimes Jim Johnson, Wendy Redman, and Joe Beadle. President Hamilton asked what are going to be the control points on this proposal. There has to be some sort of checks and balances. All the concerns that President Hamilton brought up were aspects that Dale Seay and Janet Jacobs had discussed. A number of issues will be looked at with the compensation package. The plan will take approximately three to five years to implement.

The specifics of the proposals include classification. Remove the JEF system and replace it with a job family descriptor. Currently there are over 2,100 different JEFs. For example, have one document for electrical engineers, one document for mechanical engineering. This will give the essence of what the job will do, not the details. The supervisor and employee will work on the details of what the job will entail. A starting engineer comes in at a range 77 and goes up as high as 83. The document would detail the different levels of an engineer. Eliminating the JEFs can speed up the hiring process. The supervisor would not have to draft a new JEF before each position can be advertised. The job family descriptor gives more latitude to the supervisor.

Representatives asked for an outline on this proposal. Since the program has not yet been approved by President Hamilton, Dale did not feel comfortable with that. Carolyn Chapman stated that there are already job descriptions established and this information will be used. Engineers and Purchasing already have job families. The next step is what do these jobs have in common in the job families and what does it take to move to the next level. The Hay tool will still be used as a bench mark.

Dale Seay has spoken with Staff Alliance and UAA regarding this process, along with a number of supervisors at the University. The process is streamlining. This will be a gradual process. Some changes will occur in the next calendar year. Members of the audience stated that a number of the staff are off in the summer and were not aware of the reclassification. Also concerns were expressed regarding the lack of communication on this topic.

Staff Council thanked Dale Seay for speaking at the meeting and asked him to provide an update at the March meeting.

MOTION PASSED (unanimous)

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A motion was made to have extend the meeting time.

EFFECTIVE: Immediately

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VIII New Business

A. Motion on Top Issues Facing UAF

The motion was developed of the top five issues facing UAF which Dana Thomas requested at the November meeting. A question was raised regarding red-line salary. This issue can be addressed in ensuring a competitive compensation package.

MOTION PASSED (unanimous)

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Per the request of Dana Thomas at the November 8, 2000 Staff Council meeting, the UAF Staff Council moves to submit to the UAF Accreditation Team the following list of issues facing the University of Alaska Fairbanks. The listing is in no particular order.

- \*Recruitment, retention, on-going training, and provide career advancement opportunities.
- \*Ensure adequate staffing and faculty levels to meet UAF mission.
- \*Continued increases in state funding levels for the University to meet operating costs and to allow for growth in programs, students, staff, and faculty.
- \*Continued recruitment and retention of students.
- \*Ensure competitive compensation and benefits/health care package to attract and retain qualified employees.
- \*Governance representation/participation

EFFECTIVE: Immediately

RATIONALE: Emphasizing student recruitment and retention should be the top priority for all UAF employees. Ensuring adequate staffing and faculty levels enhance a students experience and contribute to student recruitment and retention. Continued state funding allows for the University to enhance existing programs and develop new ones, hire additional staff and faculty, and enhance and maintain buildings. Governance representation and participation is essential for staff to know that they have a voice in what happens at UAF. A competitive compensation package will enable the University to hire the best faculty and staff to ensure that the students receive a quality education.

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B. Motion to Establish Ad Hoc Picnic Committee

After a brief discussion, the following motion was passed with unanimous approval. If you are interested in serving on this committee, contact your Staff Council representative or the Governance Office at fystaff@uaf.edu.

MOTION PASSED (unanimous)

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The UAF Staff Council moves to established an Ad Hoc Picnic and Raffle Committee to organize the 2001 staff picnic on May 17 and raffle for the Carolyn Sampson Memorial Scholarship. The raffle drawing will take place at the picnic. The following people have agreed to serve on the committee:

1. Bev Frey
2. Cindy Hanson
3. Kathy Mosca
4. Tim Stickel

EFFECTIVE: Immediately

RATIONALE: The 2001 staff picnic will take place on May 17 immediately following the Staff Longevity Awards Program and planning needs to begin immediately to organize the event and raffle. The raffle drawing will take place at the staff picnic.

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C. Motion to Establish Ad Hoc Committee to Organize the Staff Longevity Awards Program

After a brief discussion, the following motion was passed with unanimous approval. If you are interested in serving on this committee, contact your Staff Council representative or the Governance Office at [fystaff@uaf.edu](mailto:fystaff@uaf.edu).

MOTION PASSED (unanimous)

=====

The UAF Staff Council moves to established an Ad Hoc Committee to Organize the Staff Longevity Awards Program on May 17. The following people have agreed to serve on the committee:

1. Lydia Anderson
2. Alice Baergen
3. Scott McCrea
4. Darlette Powell

EFFECTIVE: Immediately

RATIONALE: Planning needs to begin immediately for the 2001 staff longevity awards program on May 17.

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D. Distribute 2001 Staff Council Calendar

The 2001 Staff Council calendar was distributed. The photos this year feature flowers from the Georgeson Botanical Gardens and were taken by Jan Hanscom and Cal White. Special thanks goes to darleen masiak who chaired the Calendar Committee. Contact your Staff Council representative for a calendar.

E. Upcoming Meetings

December 13 - University Advocacy, Noon, Gambardella's

January 22 - Elections, Membership, and Rules, 10 a.m., Wood Center Conference Room A

January 23 - Staff Affairs, 9 a.m., Wood Center Conference Room B

January 30 - Administrative, 10 a.m., Wood Center Conference Room B

January 31 - Special Orientation Meeting for New Representatives and Alternates, 10:30 a.m., Wood Center Memorial Conference Room

February 6 - Rural Affairs, 9 a.m., Wood Center Conference Room A

February 7 - Staff Council 8:45 a.m., Wood Center Carol Brown Ballroom

F. Comments and Questions

President-Elect McCrea stated that next year he is going to take a proactive approach to governance. He does not like the adversarial approach of conducting business and if the Council would prefer that approach, than they should think about selecting another individual. Representatives stated that a body such as this is enriched by a variety of views and approaches, but that the adversarial approach is not the most productive.

John Cunningham, from United Academics, spoke briefly to the Council and distributed some information about unionizing. If you would like more information, contact United Academics at 474-0 -0a(tuld1on)hv9( som>ime2\*ed1on)hvs Swstuld1on