

*Unofficial Minutes by Angela Linn*

UAF STAFF COUNCIL MEETING #153 (face-to-face)  
FRIDAY, 14 MAY 2004 8:45 - 11:00 A.M.  
Wood Center Carol Brown Ballroom

1. 8:45-9:00 CALL TO ORDER AND ROLL CALL

A. Adopt Staff Council Agenda #153 Friday, 14 May 2004

B. Staff Council #152 (Wednesday, 14 April 2004) meeting minutes will be available at a later date.

INFORMATION

2. 9:00-9:10 OFFICER REPORTS

A. Rory O'Neill

-reminder about Staff Appreciation ice cream social today (5/14)

- the Chancellor search committee meets today (5/14) for possibly the last time to formulate a recommendation; it will go to President Hamilton

- SW HR issues:

\* J. Johnson is finalizing the BOR Policy regarding the new probationary period

\* Staff Alliances has been offered a position in the Committee to develop the regulations associated with the new probationary period policy;

contact Rory if interested

\* Statewide HR has introduced the idea of establishing a University wellness program which will probably come up @ the June BOR mtg;

a wellness program is enticements or penalties intended to modify behaviors to create a more healthy employee population (extreme example: walk 9 laps around campus every day and \$1.00 less will be deducted from your paycheck); Staff Alliance has been offered a position on the Committee that will develop the program if BOR authorizes; contact Rory if interested

- dial ups will be eliminated in Jan 2005; contact Steve Smith with feedback; Steve will be invited to the next UAFSC mtg (June 2)

- paper paystubs will be eliminated and payroll will be paperless

B. Josh Steadman

- instead of purchasing a \$30,000 sound/telecon system for Ballroom, we should move our meetings to the smaller space of either the Memorial Conf. Room, or Wood Center conference rooms CD (next to ballroom); we can continue to work on the sound in the Ballroom, but this change would solve the immediate need to use the Polycom systems

3. 9:10-9:15 PUBLIC COMMENT

- Mike Humphries

20% of population submits the bulk of claims; a wellness program addresses reducing the number of claims by encouraging a more fit population; also creates a tool to better gather information on the wellness of the population anyone interested in suggestions can send them along to Mike Humphrey, as they develop this program.

4. 9:15-9:20 GOVERNANCE REPORTS

A. Abel Bult-Ito, President Faculty Senate

- Mike Hannigan is now the UAF FS President Elect; he is from the Northwest campus and is the 1st rural PE - "Thank you from faculty to staff for the excellent job this academic year."

B. Thom Walker, President ASUAF  
no report from Walker

5. 9:20-9:45 COMMITTEE REPORTS

(anyone interested in seeing the minutes of the various committees that were attached to the agenda, please contact Angela, Liam, or Sue; some are also available at [www.uaf.eud/uafgov](http://www.uaf.eud/uafgov))

- A. Staff Affairs - Gabby Hazelton (Attachment #1 - SA Minutes)
- B. Elections, Membership, and Rules - Gary Newman (Attachment #2 - EM&R Report)
- C. Rural Affairs - Scott Culbertson
- D. UAF Advocacy - Angela Linn (Attachment #3 - Advocacy Report)
- E. Ad Hoc Committee Work Place Ethics - Maya Salganek (Attachment #4 - WPE Report)
- F. Ad Hoc Committee on Performance Based Budgeting - Liam Forbes
- G. Ad Hoc Staff Social/Raffle Committee - Paula Long
- H. UAF Master Plan Committee - Gary Newman (Attachment #5)
- I. Circulation and Parking Subcommittee - Gary Newman (Attachment #6)
- J. UA Staff Compensation Task Force - Gary Newman (Attachment #7)

6. 9:45-9:55 GUEST

A. Joe Trucbacz - UAF Budget

- Joe distributed a handout showing the \$15.8 million increase for UA from the Legislature  
If you'd like a copy of the handout showing UA budget, please contact Angela, Liam or Sue.

- approximately \$4 million will be retained @ Statewide for MAU programs (such as the ACAS modifications, the Performance Based Budgeting transition, ...)
- approximately \$4.4 million to UAF for salary and fixed cost increases
- pondering how to create reserves for next year & following year since it is expected that these non-election years will be more difficult in the legislature
- there is nothing the the State's capital budget for the University

ACTION

7. 9:45-9:50 OLD BUSINESS

A. Outstanding Staff Council member and nonmember awards

- presented at Staff Appreciation Ice Cream Social nonmember award to Chancellor Lind  
member awards to Liam Forbes & Angela Linn

B. Chancellor's Recognition Award

- presented at Staff Appreciation Ice Cream Social - Award given to Kathleen Schedler, Associate Vice Chancellor, Facilities Services.

- C. Staff Appreciation Day Program (handout)
- D. President-Elect Election - (Attachment #8 Ballot)
  - . Call for Vote and ballot distribution

- nominations accepted: Maya Salganek, Deshana York, Angela Linn
- nominations declined: Liam Forbes
- elected: Maya Salganek (conditionally, pending supervisor approval)

8. 9:50-10:15 NEW BUSINESS

- A. Discuss eliminating June meeting from 2005 Staff Council meeting calendar

- the faculty senate doesn't have a June mtg; do we wish to eliminate ours?  
several members objected, nobody supported; so at this time we will continue to have a June meeting in the future

9. STAFF COUNCIL ROUND TABLE

- Rory passed the gavel to Josh Steadman

10. ADJOURNMENT

Attachments:

Attachment 153/Attachment #1  
UAF Staff Council #153  
Friday, 14 May 2004

Staff Affairs Minutes  
April 26, 2004 9:00 am  
Chancellor's Conference Room & Audio conference:

I Roll Call  
Present:  
Joyce Allen-Luopa  
Reyne Athanas  
Jean Crews  
Liam Forbes  
Gabrielle Hazelton, Chair  
Nici Murawsky  
LaJuana Williams

II UAF

A. UAF COMMUNITY SERVICE OUTREACH PROGRAM-passed at April Staff Council meeting.

B. 5 day internal recruit policy-Jean. Has learned a great deal about specific information regarding the Office of Campus Diversity & Compliance. However, there is concern about the lack of formal documentation regarding authority, mission, processes and checks and balances.

<http://www.uaf.edu/cdc/> This issue dovetails with the work of the Ad Hoc Committee on Workplace Ethics. Jean will talk with them so there is no dilution & duplication of efforts.

B. Performance Based Budgeting-Liam Current information is located at  
<http://www.arsc.edu/~lforbes/staffcouncil/obb/scobb.html>

### III. UA

A. SW classification project-nothing new

B. UA pension contribution cap increase to equal the new SS cap? –Nici

Current cap earnings is \$42k set in 1982 and then UA no longer contributes. There have been several emails with Jennifer Youngberg regarding what/when replaced SS. While interesting, it really is not the issue. The Committee needs to fully understand the entire retirement contributions to PERS & Pension and compare with Social Security before taking further action. Gabrielle will do some specific research on percentages.

### IV New Business

A. BOR probation policy review-Draft changes to probation policy to include a 4-month period for employees who move to new jobs within the Unit were sent out via email on April 16, with comments to be received by May 3. There was some discussion of why protect current employees like new employees with a 6-month period. Send comments to Rory ASAP.

<http://www.alaska.edu/bor/agendas/2004/040414hr.doc>

V Next Meeting - May 24 at 9:00 am in Chancellor's Conference Room. Reyne is excused.

### VI Adjourn

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Attachment 153/Attachment #2

UAF Staff Council #153

Friday, 14 May 2004

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UAF Staff Council

Election Membership and Rules Committee

Meeting Report May 3, 2004

Present:

Gary Newman, Acting Chair

Joan Fiorenzi

Gabrielle Hazelton

Linda Harriger

Michelle Dondanville

Absent :

Lillian Anderson-Misel

Jeanette Skrob

Sue Sharpton

Josh Steadman

DeShana York

We discussed the process for election of the President Elect at the May 14, 2004 meeting. Paper ballots will be printed in advance with the names of nominees and a space for write-in. Opportunity for nominations will be offered from the floor. All representatives present and any alternates with proxy for reps will be given ballots. Ballots will be counted by EMR committee members and the results announced at the meeting.

We also discussed the possibility of electronic balloting for the Fall 2004 Staff Council elections Odd Units. The effort through UA Statewide seems to be stalled. Gary will be talking with Josh Kugler, IT for ASUA to see if we can adapt their system.

We will be requesting a staff list/unit count update from P.A.I.R. office during the summer/early fall for determination of representation for fall Odd Unit elections.

Everyone reading this is charged with soliciting for full representation on Staff Council for their units.

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Attachment 153/Attachment #3  
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Staff Council Ad Hoc Committee of Workplace Ethics  
Committee Report 5/5/04

Last Meeting held 4/27/04

In reviewing the process for creating a Workshop on Workplace Ethics, the committee expressed the need to have ideas of positive models. It was suggested that we look at the five colleges that UAF compares itself most readily to. "Typically we now use the College and University Personnel Administration Association data for comparisons but the old rules was:

University of Oklahoma

University of Washington

University of Oregon

University of Utah

University of Northern Colorado"(according to correspondence between Annette Chism and Carolyn Chapman). The Committee is now examining each of these schools as a source for identifying alternative solutions to our perceived problems on campus.

Prior to Chancellor Lind leaving his position, this committee wishes to speak with him in regards to recommendations he may have for strengthening these areas of weakness in regards to conflict resolution, grievance, performance appraisal, supervisor inconsistencies, and other areas of staff concern.

In speaking with Maria Reyes from GCC, the Permanent Committee on Diversity and Tolerance will seek areas of concern to bring to the Workshop table from faculty and students.

Next Meeting: May 18th, Kayak room, 12-1 pm.

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Attachment 153/Attachment #4  
UAF Staff Council #153  
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RESOLUTION:

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BE IT RESOLVED, That the UAF Staff Council ratifies the election of the President-Elect on the basis of the following ballot.

BALLOT

PRESIDENT-ELECT UAF STAFF COUNCIL

Please vote for ONE individual to serve as the President-elect of the UAF

Staff Council 2004-2005.

-----, Staff Council representative,

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Write-in candidate

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Write-in candidate

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