

## Staff Council Term Funded Ad-Hoc Committee meeting of Friday, May 2, 2014 – Minutes

The meeting was by teleconference using the Staff Council number: 800-893-8850 PIN 8244236

On the call: Dave, Kim, Nicole, Lawrence and Brad Krick joins a bit later

Kim nominated Lawrence as Chair of the Staff Council Term Funded Ad-Hoc Committee

Dave seconded

Lawrence accepted and there were no other nominations.

Lawrence asked for someone else to take notes and prepare minutes when he accepted the nomination as chair but got no volunteers.

Term vs regular was discussed - PCN codes tell which - One starts with 2 and one with 4.

### 1. Layoff list

UAF HR does currently add term-funded employees to the layoff list.

- This is by request and the list is manually handled.

- must be more formal - happens sometimes

- Both Dave and Lawrence have had experience that people don't even know of the existence of this list.

- Brad Krick made a suggestion related to the Hiring Hold - If you hire off the layoff list you get reduced Hold period

- HR - Brad Lobland

### 2. Notice

Lawrence stated that he would like notices for Term Funded employees who are not being offered a new "term".

Due to funding your term position is not being continued ...

Dave asked: Why are they Term Funded?

Lawrence - Stated that he had taken a new position last year to be "Academic" instead of on the DoD contract. This was still Term Funded but was understood at the time to make employment not based solely on that funding stream

Dave mentioned artificial non renewal

Brad Krick from Library HR consultant - We don't recommend an evaluation for student employees because when we let them go they could use a good evaluation in a lawsuit.

- Yauna Taylor - Non retention based on performance

Lawrence stated he got reviews to get a raise approved by HR.

David stated he has had two evaluations, one for raise, two when funding might not happen

### 3. Rehire rights

Re-Offered vs notice to apply

Dave - does it apply to Term Funded

Any hiring process has opportunities to discriminate.

### 4. David introduced the broad fuzzy topic of Supervisors aiming to avoid lawsuits instead of aiming to

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be a good supervisor.

Brad Krick - Brad Lobland did undergo a 360 review  
Brad Lobland found the experience enlightening -  
Process was expensive - output included graphs

David stated that the fact that you can get a grant funded doesn't mean your a good supervisor.

Action Items or resolutions

From Brad Krick- Start with the list of questions, Bring them to the Staff Council meeting and get answers on the floor.

We will bring the questions of the 4/21/2014 Email from David to the next Staff Council meeting.

May 13th. is the next Staff Council. The questions will be provided as a pdf file. Could be provided in advance?

Plenty of contracts with supervisors that have only 1 or 2 employees

David stated he has seen people non-retained when they should have been fired.

Brad Krick - Are we doing anything for new supervisors?

Kim will be unavailable after 10 days until August.

Brad Krick asked: What is the goal? - Brad Krick had not considered Questions as first goal

Dave would like some resolutions and to meet with the University

First Action - Brad will pursue: Get the PCN info included or in addition to the information Staff Council receives so Staff Council can determine the numbers of Term Funded and regular employees.

Second action - Questions to be brought to next Staff Council Meeting.

Kim Motioned for the End of the meeting. Brad Seconded. Meeting adjourned.

## Staff Council Term Funded Ad-Hoc Committee - Attachment 1 - Questions

1) How many people are affected, and where do they work?

The percentage of those employees in each unit who are identified as term staff.  
Are term staff concentrated somewhere (Unit 5 perhaps?), and if so, why is that true?

2) What are the conditions under which a position can be designated as "term staff"? Is uncertainty of funding the only required condition?

3) Do other employers, both private and public, have large numbers of term employees? How do those employers handle positions for which UAF hires term staff?

Private employers and many government employers with uncertain funding frequently have very proactive programs for moving personnel between projects depending on the availability of funding and the needs of the organization. Several individuals who hire staff at UAF have expressed interest in having access to lists (a talent pool?) of UAF staff whose positions are ending. Many employers recognize that finding and training good people is expensive and time-consuming, so retaining good people is both good for morale and good for the bottom line.

4) Can the layoff list idea be made to work better?

There are UAF employers who do not know of a layoff list.

5) Can the layoff include non-retained term staff?

6) Can anything be done about the practice of hiring more employees than can be sustained by the source of funding, either before or after a time of contract renewal, and then not renewing the contracts of the senior employees? This practice can be used to disguise a variety of discriminatory, capricious, or otherwise questionable activities.

7) Can anything be done about the practice of managers avoiding any conversation about performance issues or other possible reasons for not renewing a contract, so as to more easily take advantage of their power to not renew a contract?

8) Can a policy of review be established for both hiring and non-renewal of staff contracts to determine the procedures and reasons that were followed?