

**UAF Staff Council
Staff Affairs Committee
09/21/2015**

Call to Order: 3:00 pm Rasmusen Kayak Room

Current/Ongoing Business:

Leave Share Resolution - Removed from future itineraries because it is signed and resolved.

Staff Performance Evaluations

Continue Discussions. Explore ways to keep this topic alive, possibly work into morale discussion. Compile an understanding of related HR processes. Consider compiling communications for supervisors and staff, “what works, what doesn’t,” awareness, etc.

Staff Alliance Task Force to review “Review Process” Vs. “Grievance Process”

Vacant seat - Jane will follow up, perhaps serve at UAF representative.

Staff Matching of Sustainability Fee - Removed from future itineraries because we believe the initiative was rejected by the ad-hoc committee.

New Business:

Overburdened Staff

There seems to be a university-wide issue of overburdening of staff due to the funding situation. Staff members are leaving the institution because they are being asked to do more work than they can reasonably accomplish. Some employees are compensated for their additional workloads and some are not. We want to continue this discussion. Possibly survey staff regarding their perceptions of workloads.

Related Morale issue

We’ve discussed that morale is also a rising issue related to both performance evaluation and overburdening of staff. We would like to continue discussions regarding the morale issues, and consider how they can be addressed.