



Staff Council News • Meeting #290 • April 10, 2018

Hello UAF! Welcome to your monthly Staff Council update!

Events!

Staff Recognition & Development Day

The day will start with the keynote speaker. Danishes and coffee will be served.

The Longevity Awards ceremony will follow, at 9:30, in the Wood Center Ballroom. Departments are encouraged to send support from their offices for the longevity award recipients!

There will be 3 sessions for SRDD: 1 before lunch, and 2 after lunch, followed by the ice cream social.

Thank You!

For making Staff Appreciation and Development Day a success, special thanks goes to:

- Chancellor White for providing the ice cream social
- VC Burrell for providing the event budget
- VC Peters for providing rural campus support
- Derek Bastille for his IT help
- Tori Tragis and University Relations for the website and graphics
- Carrie Santoro and Brianna Pauling for setting up sessions
- Morgan Rodriguez for the Big Daddy BBQ gift certificates
- OIT for broadcasting the event to rural sites

Open Enrollment: April 16 - May 11

This year Open Enrollment is all online with secure access through [UAOnline](#) (Employee Services > Benefits and Deductions > Open Enrollment).

Follow the instructions for open enrollment, then log in to the NextGen form again using your UA credentials. You'll sign it electronically and be able to print a PDF copy of your completed form.

Remember: If you don't want to make any changes, and you don't want an FSA in FY19, you don't need to do anything for Open Enrollment!

Chancellor White's Remarks

The Chancellor is preparing a response memo to the Staff Morale Committee's memo addressing the following:

- Empowering staff council reps as leaders, and valuing the time commitment that they invest.
- Message on how to get issues to Staff Council - he would like to transform Staff Council into a proactive body, versus reactive.
- Consideration for all appointments regarding to direct appointment and the importance of doing a search.
- Talk to administration to review decisions they are making which could be moved down the chain.

President Johnsen's Remarks

The Lean process improvement "white belt" and "green belt" trainings were very successful. Transformative changes will not happen overnight, but the training empowers staff to make small changes every day, and will result in big changes over time. Moving forward, we are training as many people as we can.

President Johnsen is excited about students not only getting and creating jobs in Alaska, but creating *industries* in Alaska, and wants to create a culture for this at UA.

Enrollment:

We currently have 45,000 students across the UA system. To match the national average, we would need to be at 50,000. In 1975, 6% of Alaskans were enrolled at one of the campuses; enrollment is now at 4%. Out of every 100 9th graders, only 33 go on to university, including those moving outside of Alaska to go to college.

Everyone needs to work on getting students to the University of Alaska. We cannot continue to rely on the legislature to fund the university.

Budget Comments:

Last year, only 2 people called in for the public hearing, which is why the Legislature did not authorize a higher budget. It really does matter when you call (not on work time)! Students, especially, carry a ton of weight with the legislature.

The worst case scenario for FY19 will be between \$323mil and \$336mil, which is much better than this time last year.

- FY14: \$378mil; FY18: \$317mil

The Education Tax Credit is a tax credit (50% at minimum) which companies get on income tax if they donate money to the university.

- Mining companies are very generous with UA
- Pollack Conservation Council Cooperative is our biggest contributor, donating to CFOS.

Strategic Pathways:

Councils were created because we were not ready to make decisions on some items. They all have charters and goals and report out to the Summit Team so everybody is on the same page moving towards completing goals. Councils also have a role of developing people. 100 people make up the councils and they are involved and learning and meeting other people across the system.

Compensation:

Several studies are currently underway to look at staff, faculty, and administrator compensation and benefits to see how we compare to others. We should get results for compensation in May and results for benefits will be later. Leadership will take all the data from these studies, and use it to build a plan for the FY2020 budget to take care of staff, faculty, and administrators.

In the short-term, if we see items that are very problematic and need to be fixed right away (in a legal sense), solutions will be implemented immediately. If we are found in violation of law, policy, etc., it will be fixed immediately, and long-term items will be addressed later.

Questions/Comments

Q. What are the methods of the councils to communicate down or to communicate to everybody? The websites have not been updated.

A. Each council has a communication plan, and he will look into them to ensure they are being used.

Q. Statewide communications are very dense with information and make it difficult to follow.

A. President Johnsen stated that he agrees the emails are too full.

Committee Work

Rural Affairs Committee

Rural Affairs has been working on rural campus participation in MAYmester and WINTERmester.

The committee met with two of the administrators of the Summer Sessions program; they were receptive to opening courses to rural access, but asked that it be incentivized.

ASUAF polled rural students, and 222 of 300+ students wanted this program to move forward.

Staff Affairs Committee

Staff Affairs established an ad hoc committee for reviewing nominations for the Chancellor's Cornerstone Award. The ad hoc committee met and sent their three recommendations to the Chancellor.

University Advocacy Committee

[Professional Development Memo to the Chancellor](#)

Q. Early College research shows that middle school is the time to begin hooking the students to college. This type of learning model would allow the students to receive AA degrees as seniors in high school. Then the students would be more likely to continue on to a BA. Considering the lost opportunity of recruiting high school students into the UA school system, is this type of education model that we are trying to tap into with early education?

A. President Johnsen would like to see it here, however, the FNSB school district has not been interested. Currently there are two Active Middle College High Schools, Matsu and Anchorage: On average, students have 30 semester credit hours upon entering University (entering as Sophomores), and 75% of graduating students complete a BA with UA.

Q. Staff morale is down because of uncertainty from year to year.

A. The solution to staff morale issues is to reach out to legislature, as well as the resource industry, to let them know we are the future. President Johnsen does not want to increase tuition too much and feels that we need to look at increasing our philanthropic efforts for UA, so that we concurrently do not need to rely on the legislature for stability from year to year. The [tuition discount for Occupational Endorsements](#) will become effective Fall 2018.

Always feel free to contact your Staff Council Representative to have an item or issue brought forward for discussion.

The members of Staff Council are the voice for non-represented staff across the UAF community. Staff Council acts as a change agent and brings concerns and issues up for consideration.

[Find my representative!](#)

Q. There seems to be a Land Lease in the Haines area that is receiving a lot of opposition in the community and possible lawsuit. Is this a big issue elsewhere?

A. This is not a big issue because we do not have a lot of land, and not a lot a valuable land. We've been sued in the past, but it is not likely for this issue. They are working in DC to remedy the land grant deficit. There are still about 5 million acres that have not been transferred to the state from statehood (1959).

To review the official Staff Council agenda and handouts, or to hear the official recording, please visit the [Staff Council website](#).

- Jessica Allard, Staff Affairs Chair

Q. Capital budget communications: they should communicate what is coming up, rather than what has already happened.

A. President Johnsen agrees, but the schedule is not presented until Thursday for the Friday meeting and this prevents the ability to send communications out ahead of time.

*Staff Council's Next Meeting:
Tuesday, May 8, 2018
9:30 AM - Noon*

Q. Morale: people are afraid to ask about the real problem, for fear of getting into trouble.

A. One way to raise issues is through Staff Council, and know that there will NOT be retaliation.

Q. A lot of people are resistant to change that are worried about losing their job if things become more efficient.

A. Encourage individuals to bring forward ideas to improve processes rather than focusing on job security. There is no shortage of work to be done; improving processes and efficiency simply means that we, as a whole, are able to get to the work that currently cannot be done, or has had to be tabled, because currently we do not have the resources available to us to complete everything we need to achieve.