



# Staff Council News • Meeting #287 • December 8, 2017

Hello UAF! Welcome to your monthly Staff Council update!

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## Stay Informed!

The [UAF on Alert website](#) provides information on any emergency incidents occurring on campus, however it also provides more general information on weather advisories, road conditions and closures.

There are also links on the website which allow you to report various types of incidents.

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Community members and parents of students can visit this page to enroll in text and email notifications as well.

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Non-emergency contact information for the police and fire in Fairbanks community is also provided.

## UAF Safety Minute!

As a reminder, incidents which occur on campus must be reported by any witnessing responsible employee - regardless of who is involved. This includes incidents which may not involve students, staff or faculty.

Responsible employees do not need to exercise personal judgement regarding whether an incident is a Title IX issue. Please report the incident, and the Title IX office will investigate and make the appropriate determination.

Another reminder: the "Quick Links" list on UAF's main website home page includes a "[Report incidents](#)" link for direct access to the incident reporting page for accessibility, discrimination, safety and many other issues.

Workplace bullying incidents can also be reported via the quick links reporting option, or directly to the [Title IX office](#). If Title IX determines that the incident is outside of their jurisdiction, they will forward the report to UAF Human Resources. Likewise, if a bullying issue is brought to HR and a Title IX concern comes to light, HR will counsel the employee to contact the Title IX office, and will also follow up with the Title IX office.

If you are interested in completing the Workplace Bullying Awareness course, it is available through [Blackboard](#). The video and following assessment takes approximately 15 minutes to complete, and you can print proof of completion directly through Blackboard. Follow these [instructions](#) to self-enroll.

## UA Budget Updates

At the last Board of Regents meeting, the [FY19 budget](#) of \$341 million was approved and sent to the governor. The governor's budget is expected to be released to the legislature on December 15<sup>th</sup>. The \$341 million budget number is tied directly to new goals aimed specifically at increasing student enrollment.

The Capital Budget request was approved at \$50 million. A 5% tuition increase for both FY19 and FY20 was approved; some campuses will see higher increases to reach parity across campuses.

## Health Savings Account (HSA) Changes

The HSA is changing from the fiscal year to the calendar year, starting January 1, 2018. This change aligns HSA dates with Federal tax dates. Employees will also not be required to re-enroll every year!

## FY18 Healthcare & Wellness Rebate Updates

UA's healthcare costs were less than predicted for FY18! As such, Statewide is developing a "Premium Holiday" concept to account for the over-contribution in healthcare deductions. Early next year, employees will see their healthcare deduction stop - ONLY for their own deduction; dependent deductions will continue - for the remainder of the fiscal year.

The wellness rebate will be unaffected by the premium holiday. The rebate itself is going to be paid out in one lump-sum payment starting next fiscal year, rather than an even dispersal every paycheck.

Look for official communication from Statewide on both of these items early next year!

## Gender Inclusivity at UAF

The newly formed [Gender Inclusive Workgroup](#) is working to help UAF campuses establish a better climate, policies, and facilities for transgender individuals. With students identifying as transgender at younger and younger ages, the goal is to serve all students at UAF, and create an inclusive and safe environment.

UAF policy protects persons, including transgendered individuals, from gender and sex based harassment and discrimination under Title IX. If issues are witnessed, report them within 24 hours; reports can be kept anonymous.

### Important Dates in Supporting Gender Inclusivity:

- [Transgender Day of Remembrance](#) - November 20
- [International Transgender Day of Visibility](#) - March 31

The newly opened **Engineering Building** features a new multi-stall gender inclusive bathroom on the 3<sup>rd</sup> floor - it is the first of its kind in the state! For a map to gender inclusive restrooms, ADA restrooms, and lactation restrooms on campus, click [here](#).

For a brief overview of gender inclusion at UAF, refer to this [handout](#).

Contact Ronnie Houchin for more information on gender inclusivity at UAF: Phone: 474-1103 Email: [rshouchin@alaska.edu](mailto:rshouchin@alaska.edu)

## December Resolutions:

### [Resolution to Support OrgSync Contract Renewal](#) - Passed

This resolution supports the continued use of OrgSync at UAF. OrgSync is currently used by Wood Center, ASUAF and Staff Council for communications, event updates, voting and much more.

### [Resolution in Support of President Johnsen's Leave Cash-in Changes](#) - Passed

Staff Council voted in support of President Johnsen's Leave Cash-in changes, which lifted the grade cap on participation, as well as the restriction requiring the use of leave before participation.

These changes were made in response to policy opposition in these areas, held by Staff Council - thank you President Johnsen!

## Make Your Voice Heard:

[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!](#)

## Staff Regent on the BoR

The addition of a Staff Regent was removed from the Faculty Regent request to the legislature. Faculty have independently found sponsors, and staff council will need to find our own and start the request process over. Staff council will need to get legislature to sponsor a bill to add a Staff Regent. If you know anyone who may be interested in being a sponsor, please contact Kara Axx, at [kaaxx@alaska.edu](mailto:kaaxx@alaska.edu).

As a reminder, should you choose to contact a legislator yourself, please do not use university resources.

### **UAF Green Dot Program Relaunch!**

A Faculty and Staff Overview will be held in the Wood Center Ballroom.

**January 11, 2018**  
**10-11:30am**

This overview will introduce you to the Green Dot strategy and how you can help prevent power-based personal violence (sexual assault, stalking, dating violence, etc.) at UAF.

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Those interested in attending should [RSVP here](#).

## Faculty Senate Updates

Faculty Senate has several projects currently in progress:

- Revising the Faculty Blue Book which outlines criteria for promotion and tenure preparation
- Working on finding a replacement program for [Faculty 180](#);
- Revised the [AHEAD Program](#) policy at UAF which allows high school students to take their last year at UAF, as General Studies majors. Contact [Alex Fitts](#), Dean of General Studies, for more information.
- The Provost and faculty within the School of Education favor moving the college to CNSM. Feedback on this is welcomed!

## UAF Staff Council Morale Survey

A morale survey will be sent out to staff via OrgSync early next year, and annually thereafter, to understand how morale is changing over time. UAA's Staff Council conducts their own morale survey which has allowed them to utilize multiple years of data to help its constituents.

UAF Staff Council feels that this kind of information is important in empowering us to help you in the same way, across all our campuses. Data from the survey will be reported only in the aggregate and any information provided will be used solely to aid Staff Council in its goal to improve staff morale.

## Proposed Alaska Native Cultural Orientation

The Chancellor's Advisory Committee on Native Education ([CACNE](#)) has proposed a mandatory half-day seminar, offered twice per year, for all new employees. CACNE is looking for feedback on making this orientation successful, and on how well-received it would be. Staff council will be providing a summary of our comments in response to this feedback request. Current Staff Council recommendations include a shorter duration, requiring completion by all staff, and offering an online completion option.

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

Special thanks to Jessica Armstrong and Emily Perryman for helping with this month's notes!

- Jessica Allard, Staff Affairs Chair

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*Staff Council's Next Meeting:  
Tuesday, February 13, 2018  
9:30 AM - Noon*

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