

AGENDA
DRAFT
UAF STAFF COUNCIL #283
Monday, Aug. 7, 2017
8:45 - 11:15 AM
Butrovich Building, Room 109

* Video Conference information was emailed to representatives on Aug. 4, 2017.

**Live stream information will be posted on www.uaf.edu/uafgov/staff-council prior to the meeting.

I. 8:45 - 8:50 CALL TO ORDER & ROLL CALL

- A. Call to Order
- B. Roll Call
- C. Approval of Staff Council Meeting #283 Agenda
- D. Green Dot Minute

II. 8:50 - 9:00 STATUS OF PENDING ACTIONS

- A. Staff Council Resolution 2016-277-2: Resolution Proposing Changes to Furlough Leave Language in UA Regulation R04.07.110 D1 to Allow for Leave Accrual by Non-exempt Employees
 - i. Attachment 283-1: Staff Alliance Resolution 2017-01 - Proposing Changes to Furlough Leave Language in UA Regulation 04.07.110.D.1, with response from President Johnsen (April 14, 2017)
- B. Staff Council Resolution 2016-281-E1: Resolution in Support of the Addition of Staff and Faculty Regents to the UA Board of Regents
 - i. Attachment 283-2: Staff Alliance Resolution 2017-2: In Support of Faculty and Staff Regents at the University of Alaska

III. 9:00 - 9:05 PUBLIC COMMENT

IV. 9:05 - 9:20 OFFICERS' REPORTS

- A. Kara Axx, President
- B. Sue Mitchell, Vice President

V. 9:20 - 9:50 INTERNAL COMMITTEE REPORTS

- A. Elections – Jessica Armstrong, Co-Chair & Stacey Howdeshell, Co-Chair
 - i. Committee members needed to assist with fall election
 - ii. Attachment 283-5: August Report
- B. Membership and Rules - Mathew Mund, Chair
 - i. Attachment 283-4: August Report
- C. Rural Affairs - Chris Brooks, Chair

- i. Attachment 283-6: Aug. Report
- D. Staff Affairs – Jessica Allard, Chair
 - i. Attachment 283-8: Aug. Report
- E. University Advocacy – Carrie Santoro, Chair
 - i. Attachment 283-7: May Report
 - ii. Attachment 283-9: Aug. Report

VI. 9:50 - 10:00 GOVERNANCE REPORTS

- A. ASUAF Report
- B. Faculty Senate Report

VII. 10:00 - 10:10 BREAK

VIII. 10:10 - 10:15 STAFF ACHIEVEMENTS AND HIGHLIGHTS

IX. 10:15 - 10:25 CHANCELLOR'S REMARKS

X. 10:25 - 10:45 UNFINISHED BUSINESS

- A. UA Strategic Pathways <http://www.alaska.edu/pathways/>
 - i. Phase 2 Reports: www.alaska.edu/pathways/phase-2/
 - ii. Phase 3 Reports: www.alaska.edu/pathways/phase-3/
 - iii. UAF Staff Council - Strategic Pathways Phase 3 Feedback
- B. Staff Volunteer Day Update
- C. Employee Giving Initiative
- D. Staff Mentoring Update
- E. Budget Update
- F. Staff Council Meeting Notes Update
- G. Role of At-Large Representatives - Discussion
- H. Motions to Rename Staff Council Unit 3 and Unit 6 - Presented by Membership & Rules
 - i. Motion 2017-283-1: Update Name of Unit 3 by Changing 'School of Natural Resources and Agricultural Sciences' (SNRAS) and 'Cooperative Extension Service' (CES) to 'School of Natural Resources and Extension' (SNRE) - DRAFT
 - a. Attachment 283-15: Motion 2017-283-1 - DRAFT
 - ii. Motion 2017-283-2: Update Name of Unit 6 by Changing UAF 'School of Fisheries and Ocean Sciences' (SFOS) to UAF 'College of Fisheries and Ocean Sciences' (CFOS) - DRAFT
 - a. Attachment 283-16: Motion 2017-283-2 - DRAFT
- I. Single Accreditation

- J. Committee Representatives:
 - i. Elections Committee
 - Members needed to assist with fall election

XI. 10:45 - 11:05 NEW BUSINESS

- A. Proposed Residence Life & Staff Council Open House
- B. Staff Council Welcome Letter to Chancellor White
 - i. Attachment 283-11: Staff Council Welcome Letter to Chancellor White
- C. Staff Alliance FY18 Compensation Recommendations
 - i. Attachment 283-13: Staff Alliance FY18 Compensation Recommendations (May 3, 2017)
 - ii. Attachment 283-14: Response from President Johnsen re: Staff Alliance FY18 Compensation Recommendations (May 26, 2017)
- D. UA Indigenous Peoples Day
 - i. Attachment 283-3: Response from President Johnson regarding Indigenous Peoples' Day, includes Staff Alliance Resolution 2017-04
- E. UA Staff Emeritus
 - i. Attachment 283-12: Staff Alliance Resolution 2017-3: Regarding Staff Emeritus at the University of Alaska, with Response from President Johnsen (April 18, 2017)

XII. INTERNAL AD HOC COMMITTEE REPORTS (none)

XIII. EXTERNAL STATEWIDE COMMITTEE REPORTS (written only)

- A. Staff Alliance - Staff Health Care Committee – Lesli Walls, Rep; Stacey Howdeshell, Rep; David Bantz, Alt; Sue Mitchell, Alt
 - Did not meet
- B. Staff Alliance Compensation Working Group – Kathy Nava, Rep; Alda Norris, Rep
 - Did not meet
- C. Staff Alliance Morale Committee - Lesli Walls, Rep; Jami Warrick, Rep
 - Did not meet

XIV. EXTERNAL UAF COMMITTEE REPORTS (written only)

- A. Accreditation Steering Committee - On Hiatus
- B. Chancellor's Advisory Committee for the Naming of Campus Facilities - Jesse Atencio, Rep
 - Representative did not submit a report
- C. Chancellor's Planning and Budget Committee - Inactive
- D. Employee Engagement Subcommittee - Kara Axx, Carrie Santoro, Lesli Walls, Jami Warrick

- Did not meet
- E. Gender Inclusive Work Group - Mathew Mund, Rep, Chynna Sandgren, Alt
 - Scheduled to meet Aug. 3
- F. Master Planning Committee (MPC) – Amanda Wall, Rep
 - Did not meet
- G. Meritorious Service Award Committee – Sue Mitchell, Rep
 - Attachment 283-10 - Aug. Report
- H. People's Endowment Board – Lena Krutikov
 - Did not meet
- I. RISE Board – Ian Olson, Rep
 - Representative did not submit a report
- J. Sustainability in Dining Committee - Mathew Mund, Rep
 - Did not meet
- K. Work Life Balance Committee - Inactive

XV. EXTERNAL UAF AD HOC COMMITTEE REPORTS (none)

XVI. 11:05 - 11:10 ANNOUNCEMENTS

XVII. 11:10 - 11:15 ROUND TABLE DISCUSSION (off the record)

XVIII. 11:15 ADJOURN

James R. Johnsen, Ed.D.
President

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MEMORANDUM

Date: April 14, 2017

To: Nate Bauer, Staff Alliance Chair

From: Jim Johnsen, UA President 

Re: Response to Staff Alliance Resolution 2017-01 Proposing Changes to Furlough Leave Language in R04.07.110.D.1 [sic] to Allow for Leave Accrual by Non-exempt Employees

Thank you for the Alliance's resolution recommending the revision of university regulation and procedures in order to bring parity in the treatment of exempt and non-exempt employees in the event future furloughs become necessary in this financially challenging environment.

I agree leave accrual should be the same regardless of an employee's exempt or non-exempt status. When furloughs were imposed in FY17 on both exempt and non-exempt employees, I understand the issue of leave accrual was raised by staff, resulting in the university manually adding back the annual and sick leave accrual a furloughed, non-exempt employee would have received if they had worked their regular schedule.

Through this memo, I approve the revision of R04.07.115 as the Alliance proposes on page two of its resolution, and I instruct Statewide Human Resources to modify FAQs and any other written procedures on furloughs to align with this regulation change. Thank you for bringing this issue to my attention.

JRJ

Attachment: Staff Alliance Resolution 2017.01

cc: Morgan Dufseth, UA System Governance Executive Officer
Keli McGee, UA CHRO
Dan White, UA VP AA&R
Brandi Berg, UA Board of Regents Executive Officer



Staff Alliance

Resolution 2017-01

Proposing Changes to Furlough Leave Language in UA Regulation R04.07.110 D.1. to Allow for Leave Accrual by Non-exempt Employees

WHEREAS, UA Regulation R04.07.110 D1 provides that furlough will reduce leave accrual; and

WHEREAS, the furlough FAQ written by UA HR for Exempt Employees indicates that Exempt employees will not lose leave accrual (attached); and

WHEREAS, the furlough FAQ written by UA HR for Non-exempt Employees indicates that Non-exempt employees will lose leave accrual (attached); and

WHEREAS, as implemented in FY17, non-exempt furloughed UA employees did not accrue leave in the system, which was only alleviated by a manual addition of leave by HR staff; and

WHEREAS, as implemented in FY17, furloughed UA employees lost leave accrual if they were non-exempt; and

WHEREAS, the loss of annual leave represents an additional benefit and compensation loss; and

WHEREAS, the loss of sick leave represents an additional benefit loss; and

WHEREAS, in October 2016 UA manually added sick and annual leave back to non-exempt employees at UA affected by furlough; now

THEREFORE BE IT RESOLVED, the Staff Alliance requests UA modify UA R04.07.110 to remove the requirement that leave accrual be reduced by a furlough; and

BE IT FURTHER RESOLVED, the Staff Alliance requests UA take steps to adjust furlough procedures to keep parity between exempt and non-exempt employees during furlough.

Adopted unanimously by Staff Alliance the 5th day of April 2016.

DocuSigned by:

Nate Bauer, Chair

Resolution 2017-01: Proposing Changes to R04.07.110.D.1
Page 2

RATIONALE:

UA's furlough policies as implemented require non-exempt employees to take leave without pay. The leave without pay code does not allow for leave accrual, so non-exempt employees lose annual and sick leave proportionate to the number of hours they are furloughed. Exempt employees do not take leave without pay as part of furlough and so never lose leave accrual.

Annual leave is cashed out upon termination and, for employees Grade 79 and below, available for the Annual Leave Cash-In program.

UA Staff Alliance has considered other possibilities that might help UA be more flexible with furlough:

1. Continue to true-up annual and sick leave for furloughed non-exempt employees
2. Grant furloughed non-exempt employees additional personal holiday time
3. Furlough non-exempt employees for a fewer number of hours than exempt employees

Staff Alliance appreciates the work done by HR in Fall 2016 to resolve this issue in a favorable manner for furloughed employees at UAF. We hope that we can work with UA to find an equitable resolution in the future, especially as furlough is likely to be on the table in FY18.

Proposed Changes:

~~strikethrough~~ = Delete

Bold = Insert

R04.07.115. Employee Furlough.

D. Employee benefits during a furlough will be affected as follows:

~~1. Accrual of annual and sick leave will be reduced by a furlough.~~

~~1.2.~~ Holiday pay for benefit-eligible employees will not be reduced for a holiday immediately before or after a furlough day.

~~2.3.~~ Health care and life insurance benefits will not be reduced by a furlough. However, health and life insurance may be suspended in the case of an unpaid leave of absence of 30 days or more resulting from a state budget impasse.

~~3.4.~~ Pay deductions authorized by an employee will not be reduced during a furlough, though voluntary deductions may be altered. The employee remains responsible for making all employee contributions during a furlough period, including health coverage. In the case of a state budget impasse resulting in an unpaid leave of absence, the university may but is not required to withhold unpaid deductions or contributions from pay when the furlough ends.

~~4.5.~~ Retirement contributions by both the employee and the university will be reduced by a furlough. Service credit may also be reduced.

Furlough FAQ for Exempt (salaried) University Employees

What is a furlough?

A furlough is defined in University Regulation R04.01.115.A as a temporary unpaid leave for a designated period of time, or a prospective, temporary reduction in pay, imposed to meet a budgetary shortfall. University furlough plans are recommended by the chancellor and approved by the president. Furlough plans for exempt employees will be a temporary reduction in pay during the fiscal year.

As a salaried employee, how will my pay be affected by a furlough?

When an exempt employee is furloughed, their salary during the furlough period is reduced by a percentage commensurate to the number of furlough days assigned. If, for example, there is a 10-day furlough in FY16, your annual gross earnings would be reduced by 3.8%, and you would receive 10 furlough days to be used between July 1, 2015 and June 30, 2016. Regardless of when an exempt employee uses the furlough days, the reduction salary will begin the first full pay period in July.

How are furlough days scheduled?

Furloughs may include "fixed" furlough days and "floating" furlough days. If a campus or a department closes on certain days, those will be "fixed" furlough days. "Floating" furlough days will be scheduled in the same way that employees schedule annual leave, with supervisor approval, subject to the operational needs of the department. The FY16 systemwide leadership furlough will be "floating" furlough days. Furlough days can be taken during the holiday closure or before or after a holiday.

When can I start using my furlough days?

Employees can use any of their floating furlough days beginning on July 1 of the affected fiscal year. Furlough days must be used on or before June 30 of the fiscal year end. They do not carry over to the next fiscal year.

How does a furlough affect PERS service credit?

A reduction in annual pay will not affect PERS service credit.

How does a furlough affect my PERS retirement benefit?

The amount of employer contributions will be reduced by the same percentage as your furlough. If you are in the PERS Defined Contribution plan (Tier IV), a furlough will reduce the amount paid into your account. For a PERS Tier I, II or III member, if your service credit is not reduced, the salary reduction will not affect your retirement benefit unless you are in one of your high three or five salary years. Contact your regional HR

office for more information if you think you might be in one of your high three or five salary years.

How does a furlough affect my ORP retirement?

A furlough will reduce the amount paid into employees' ORP accounts, but does not affect vesting in the plan.

How does a furlough affect my other benefits?

Furloughs will not reduce your FTE (full time equivalent) status. Therefore, your annual leave and sick leave accrual will not be affected. Holiday pay will be reduced by the same percentage as the furlough, like any other pay. Furlough days may be taken before or after a holiday. Annual leave remains subject to a maximum accrual of 240 hours.

How does this furlough affect my health coverage and other benefit deductions?

It doesn't. Your deductions will continue to be withheld from each of your bi-weekly paychecks just as they are now.

How does a furlough affect my agreement to voluntarily reduce my employment?

If you have agreed to a voluntary reduction, that time will be deducted from your mandatory furlough. For instance, if you agreed to a five day reduction in your schedule, you would not be required to take any mandatory furlough days if you are subject to a five day furlough; but if, for example, there is a ten day furlough, your five day voluntary reduction would be deducted, resulting in an additional five days of furlough.

If I am on Family and Medical Leave Act (FMLA) leave, do furlough days affect my leave?

An employee who is approved for FMLA leave may use the mandatory furlough days in place of sick leave or annual leave. Furlough days will not count against an employee's FMLA leave entitlement.

Are any employees exempt from a University furlough?

Yes: employees who hold H-1B visas, as defined in 20 CFR 655.731; graduate/teaching/ research assistants, postdoctoral fellows/trainees who do not pay FICA, and other student employees; employees on military leave with pay; employees who perform functions essential to maintain health and safety, as determined by the chancellor or president; and employees whose compensation is derived 100% from restricted funds.

Can I do any work on a furlough day?

A furlough day is to be treated like any other leave or weekend day.

How do I submit my furlough leave?

Use the furlough earnings code of 650 for L- Furlough Time on your timesheets after July 1, 2015, to keep track of the furlough days you take.

Furlough FAQ for Non-Exempt (Hourly) Employees

What is a furlough?

A furlough is defined in University Regulation R04.01.115.A as a temporary unpaid leave for a designated period of time, or a prospective, temporary reduction in pay, imposed to meet a budgetary shortfall. University furlough plans are recommended by the chancellor and approved by the president.

As an hourly employee, how will my pay be affected?

Your hourly pay will remain the same, but the number of hours that you work in a fiscal year will be reduced by a furlough. You will be on leave without pay (LWOP) on furlough days. Employees may not substitute paid leave or other forms of paid time off for any hours or days designated as furlough time.

How are furlough days scheduled?

Furloughs may include "fixed" furlough days and "floating" furlough days. If a campus or a department closes on certain days, those will be "fixed" furlough days. "Floating" furlough days will be scheduled in the same way that employees schedule annual leave, with supervisor approval, subject to the operational needs of the department. Employees may not work more than 40 hours in the work week in which a furlough day is taken. Furlough days can be taken during the holiday closure or before or after a holiday. Non-exempt employees may take a maximum of five furlough days per pay period.

When can I start taking my furlough days?

Employees can use any floating furlough days beginning on first full pay period in July of the affected year. Furlough days must be taken on or before June 30 of the affected fiscal year.

How does a furlough affect my PERS service credit?

PERS service credit is affected if an employee has more than ten days of leave without pay during a calendar year. If you have taken LWOP for another reason during the

calendar year, you may want to consider working a reduced weekly schedule in lieu of a furlough. An employee with a weekly schedule of at least 30 hours per week is eligible for full PERS service credit. Please contact your regional human resources office for more information.

How does a furlough affect my PERS retirement benefit?

The amount of employer contributions will be reduced by the same percentage as your furlough. If you are in the PERS Defined Contribution plan (Tier IV), a furlough will reduce the amount paid into your account. For a PERS Tier I, II or III member, if your service credit is not reduced, the reduction will not affect your retirement benefit unless you are in one of your high three or five salary years. Employees in their high three or five salary years should consider other options, such as a reduced work year (11 months vs. 12 months), which will reduce service credit but not impact high salary calculation. Please contact your regional human resources office for more information.

How does a furlough affect my ORP retirement?

A furlough will reduce the amount paid into employees' ORP accounts, but does not affect vesting in the plan.

How does a furlough affect my leave accrual and other benefits?

Employees accrue annual and sick leave based on hours in paid status in each pay period; thus, time in unpaid status reduces leave accrual.

Holiday pay will not be reduced unless you reduce your percent of full time (FTE). You may take furlough days before or after a holiday. Annual leave remains subject to a maximum accrual of 240 hours.

How does this furlough affect my health coverage and other benefit deductions?

Your deductions will continue to be withheld from each of your bi-weekly paychecks just as they are now. If you have no earnings during any pay period, you will have to pay the usual deductions for health care and other benefits for the pay period(s) of LWOP. Limiting the number of furlough days to five per pay period allows deductions to be taken from earnings for work or leave during the pay period.

How does a furlough affect my agreement to voluntarily reduce my employment?

If you have agreed to a voluntary reduction, that time will be deducted from your mandatory furlough. For example, if you agreed to a five day reduction in your schedule, you would not be required to take any mandatory furlough days if you are subject to a five day furlough; if you are subject to a ten day furlough, your five day voluntary reduction would be deducted, resulting in an additional five day furlough.

If I am on Family and Medical Leave Act (FMLA) leave, do furlough days affect my leave?

An employee who is approved for FMLA leave may use the mandatory furlough days in place of sick leave or annual leave. Furlough days will not count against an employee's FMLA leave entitlement.

Can I do any work on a furlough day?

No. Non-exempt employees may not work on furlough days or any other day when they are not approved to work.

May I volunteer to do my job on a non-pay basis during a furlough period?

No. Non-exempt employees may not volunteer to perform their usual job functions on furlough days or any other day.

Are any employees exempt from a University furlough?

Yes: employees who hold H-1B visas, as defined in 20 CFR 655.731; graduate/teaching/ research assistants, postdoctoral fellows/trainees who do not pay FICA, and other student employees; employees on military leave with pay; employees who perform functions essential to maintain health and safety, as determined by the chancellor or president; and employees whose compensation is derived 100% from restricted funds.



Staff Alliance

Resolution 2017-02 In Support of Faculty and Staff Regents at the University of Alaska

WHEREAS, State of Alaska Statute AS 14.40.120, in combination with AS 14.40.130 codifies the composition of the University of Alaska Board of Regents to include a student Regent, but currently does not include any faculty or staff Regents; and

WHEREAS, many institutions of higher education, including public universities in the states of Oregon and Kentucky, and Washington's Gonzaga University, include Staff Regent or Trustee designations, to positive and inclusive effect; and

WHEREAS, the State Legislature of California has also recently expressed support for including a permanent non-faculty university employee on the California State University Board of Regents¹; and

WHEREAS, the [2012 Cornell Higher Education Research Institute Survey of Faculty Trustees](#)² reveals that many universities have included faculty members in their governing boards; and

WHEREAS, the Cornell survey notes that "discussions of "best practices" for governing boards consistently cite improved relationships with university employee stakeholders as one of the characteristics of highly effective boards;" and

WHEREAS, several advantages from including university personnel on governing boards have been identified, including that a) these board members "come to appreciate better the challenges that the president and others face in leading the institution internally when complex issues are under discussion;" b) there is "shared information about board deliberations" and demystification of board processes; and c) board members "experienced in how things really work at the highest

¹ [California Assembly Bill 2386](#) (Passed by Assembly 8/19/16, vetoed by Gov. Brown 9/21/16)

² ['Faculty Members on Boards of Trustees: The 2012 Cornell Higher Education Research Institute Survey of Faculty Trustees'](#) by Ronald G Ehrenberg, Richard Patterson, Andrew Key


Resolution 2017-02: In Support of Faculty and Staff Regents at UA
Page 2

levels of deliberation is a valuable component of the broader faculty's understanding of how issues are resolved at the board level.”³ And

WHEREAS, current faculty and staff of the University of Alaska possess a wealth of institutional knowledge and serve a vital role in promoting the health and well-being of our state's universities; and

THEREFORE BE IT RESOLVED, the University of Alaska Staff Alliance goes on record to support the modification of the State of Alaska Statute, as needed, to legislate the designation of, at least, one faculty member and one staff member to serve as voting members on the University of Alaska Board of Regents.

Adopted unanimously by Staff Alliance the 5th day of April 2016.

DocuSigned by:

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Paul Davis, Chair

³ AGB.org

James R. Johnsen, Ed.D.
President


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MEMORANDUM

Date: May 8, 2017

To: Nate Bauer, Staff Alliance Chair
Colby Freel, Coalition of Student Leaders Chair
Tara Smith, Faculty Alliance Chair

From: Jim Johnsen, UA President 

Re: Response to Governance Resolutions in Support of Recognizing Indigenous Peoples Day at UA

On April 14th I advanced to you, for the input of our system governance bodies, USUAS-JC Resolution 1617-08 and UAS Faculty Senate Resolution 2017-03. Both resolutions request that UA annually recognize Indigenous Peoples Day on the second Monday of October, and that UA celebrate – systemwide – Indigenous Peoples Day in a “meaningful” way. I have since received Coalition of Student Leaders Resolution 2017-05, Faculty Alliance Resolution 2017-08, Staff Alliance Resolution 2017-04 and Associated Students of UAF Resolution SR188-002, each voicing support for recognition of Indigenous Peoples Day at UA.

In response to these resolutions, I ask that university leadership at UAA, UAF, and UAS, in consultation with their respective university communities, determine the appropriate local and regional approaches to observing and celebrating Indigenous Peoples Day on an annual basis at their campuses.

JRJ

Attachment (6 resolutions)

cc: Brandi Berg, UA BOR Executive Officer
Morgan Dufseth, UA System Governance Executive Officer
UA Summit Team
Robbie Graham, UA AVP Public Affairs
ASUAF, UAS Faculty Senate, USUAS-JC



Coalition of Student Leaders

Resolution 2017-05

Recognizing Indigenous Peoples' Day throughout the University of Alaska

Whereas: the Indigenous peoples of the lands that would later become known as Alaska have occupied these lands since time immemorial, and Alaska is built upon the homelands and community of the Indigenous peoples of this region, without whom the building of the State, Municipalities, Boroughs, and school systems would not be possible; and

Whereas: individual University of Alaska campuses may already recognize and celebrate Indigenous Peoples' Day on the second Monday of October; and

Whereas: the Honorable Governor Bill Walker of the State of Alaska has signed proclamations temporarily recognizing Indigenous Peoples' Day on the second Monday of October the past two years; and

Whereas: the Coalition of Student Leaders ("Coalition"), representing diverse students throughout the University of Alaska system, recognizes the ongoing human rights struggles of Indigenous peoples; and

Whereas: the Coalition values the many contributions made to the University of Alaska and to our communities through Indigenous Peoples' intellectual authority, technology, science, literature, philosophy, arts, and all other deep cultural contributions; and

Whereas: the Coalition celebrates the inherent value Indigenous peoples contribute to the University of Alaska through their teaching, research, scholarship, and participation on campuses and in the community; and

Whereas: the Coalition mission statement and Regents' Policy 01.01.01 recognize that the University of Alaska "inspires learning, and advances and disseminates knowledge... emphasizing the North and its diverse peoples" including Alaska's Indigenous peoples;

Coalition of Student Leaders
Resolution 2017-05 Recognizing Indigenous Peoples' Day
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Therefore be it resolved: that the Coalition requests the University of Alaska system ceremonially recognizes Indigenous Peoples' Day annually on the second Monday of October;

Be it further resolved: that this resolution be transmitted to the University of Alaska Board of Regents, President James Johnsen, Faculty Alliance, Alaska Native Studies Council; and University of Alaska Anchorage Diversity Action Council, Native Student Council; and University of Alaska Fairbanks Native Student Union; and University of Alaska Southeast Diversity Action Committee, Wooncheen Club, and First Alaskans Institute.

Adopted unanimously by the Coalition of Student Leaders the 20th day of April 2017.

DocuSigned by:

Colby Freel

Colby Freel, Chair



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Faculty Alliance

Resolution 2017-08

Support for Indigenous Peoples Day Celebrations

Be it resolved, the Faculty Alliance unanimously supports the adoption of meaningful celebrations of Indigenous Peoples Day at all three universities. We recommend that each university determine the appropriate local and regional approaches to observing this important day in consultation with their respective faculty, student, staff, and community members.

Adopted unanimously by the Faculty Alliance the 28th day of May 2017.

DocuSigned by:

Tara Smith

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Tara Smith, Chair



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UA Staff Alliance

Resolution 2017-04

In Support of Recognizing Indigenous Peoples' Day at the University of Alaska

Whereas: The State of Alaska Legislature passed HB78 "An act establishing the second Monday of October as Indigenous Peoples' Day" permanently for the State of Alaska; and

Whereas: The Board of Regents' mission statement reads, "The University of Alaska inspires learning and advances and disseminates knowledge through teaching....emphasizing the North and its diverse people"; and

Whereas: The Coalition of Student Leaders unanimously passed Resolution 2017-05 Recognizing Indigenous Peoples' Day throughout the University of Alaska.

Whereas: The UA Faculty Alliance unanimously passed Resolution 2017-08 In Support of Indigenous Peoples' Day; and

Whereas: The UAS Faculty Senate Diversity Committee and the UAS Faculty Senate unanimously passed a Resolution Recognizing Indigenous Peoples' Day throughout the University of Alaska System; and

Whereas: The University of Alaska, with the guidance of Alaska Native peoples and their traditional ways of being and languages, has the opportunity to demonstrate the value of Indigenous peoples' history and culture to the institution of higher education by formally recognizing a day in their honor.

Therefore Be It Resolved: UA Staff Alliance supports recognizing Indigenous Peoples' Day across the university system annually on the second Monday of October; and

Be It Further Resolved: All campuses will collaborate with local tribes on coordinating culturally relevant events related to history of place, culture and language; and

Be It Further Resolved: This resolution will be distributed to the UA Board of Regents, the UA President, and each of the University Chancellors.

Adopted by the Staff Alliance on the 3rd day of May 2017.

DocuSigned by:

A handwritten signature in black ink, appearing to read 'Nate Bauer', written over a horizontal line.

Nate Bauer, Chair Staff Alliance



UNIVERSITY OF ALASKA FAIRBANKS

Associated Students of the University of Alaska Fairbanks

P.O. Box 756640 • Fairbanks, Alaska 99775-6640 • (907) 474-7355 fax: (907) 474-5157

SR188-002 A Declaration of Support for Indigenous Peoples' Day

Sponsors: Mann, O'Scannell

First Considered: 6 April 2017

Whereas The Associated Students of the University of Alaska Fairbanks, or ASUAF, is a student-owned Student Government;

Whereas The function of ASUAF is to represent and act on behalf of the students of the University of Alaska Fairbanks;

Whereas The purpose of ASUAF is to provide an official voice in which student opinion may be expressed;

Whereas The purpose of ASUAF is to foster awareness of the students' role in the campus, local, state, national and international communities;

Whereas The Mission Statement of the University of Alaska Fairbanks states that UAF is a Land, Sea, and Space Grant university and an international center for research, education, and the arts, emphasizing the circumpolar North and its diverse peoples;

Whereas UAF integrates teaching, research, and public service as it educates students for active citizenship and prepares them for lifelong learning and careers;

Whereas Students of Alaska Native and Native American descent comprise about 20 percent of the University of Alaska Fairbanks' student body;

Whereas Indigenous Peoples' Day was first proposed in 1977 by a delegation of Native Nations to the United Nations sponsored International conference on the Discrimination Against Indigenous populations in the Americas;

Whereas in 2011 the Affiliated Tribes of Northwest Indians, representing 57 Tribes of Washington, Oregon, Idaho, Northern California, Western Montana and some Alaskan Tribes, passed resolution #11-57 to "support to Change Columbus Day (2nd Monday of october) to Indigenous Peoples' Day,"; **now therefore be it**



UNIVERSITY OF ALASKA FAIRBANKS

Associated Students of the University of Alaska Fairbanks

P.O. Box 756640 • Fairbanks, Alaska 99775-6640 • (907) 474-7355 fax: (907) 474-5157


Resolved, That The ASUAF Student Government request the entire University of Alaska system ceremonially recognizes Indigenous Peoples' Day annually on the second Monday of October; **Be it further**

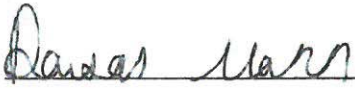
Resolved, that this resolution be transmitted to the University of Alaska President James Johnsen, the University of Alaska Board of Regents, the University of Alaska Faculty Alliance, The University of Alaska Fairbanks Faculty Senate, the University of Alaska Fairbanks Nanook Diversity and Action Council, the University of Alaska Anchorage Faculty Senate Diversity Committee, First Alaskans Institute, University of Alaska Anchorage Native Student Council, University of Alaska Fairbanks Native Student Union, and University of Alaska Southeast Woonsocket Club.

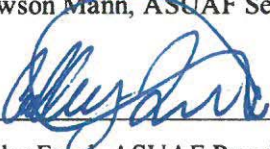
Statement of Purpose: To request the University of Alaska to recognize Indigenous Peoples' Day.

Fiscal Impact: \$0

Passed 16 April 2017 by a vote of 5-0-2.

 17 April 2017
Diane Murph, ASUAF Senate Clerk Date

 17 April 2017
Dawson Mann, ASUAF Senate Chair Date

 April 20, 2017
Colby Freck, ASUAF President Date



The United Students of the University of Alaska Southeast, Juneau Campus

Second Reading

Resolution 1617 — 08

Recognizing Indigenous Peoples' Day throughout UA

Sponsored by: President Russell-Jensen

Date of introduction: March 24, 2017

Purpose: Requesting that the University of Alaska system recognize Indigenous Peoples' Day on the second Monday of October;

Whereas: Indigenous peoples have occupied the lands that are now known as Alaska since time immemorial;

Whereas: UAS and other individual UA campuses already recognize Indigenous Peoples' Day on the second Monday of October;

Whereas: the Honorable Governor Bill Walker of the State of Alaska has signed proclamations temporarily recognizing Indigenous Peoples' Day on the second Monday of October the past two years;

Whereas: the USUAS-JC values Indigenous peoples' diverse intellectual, philosophical, technological, scientific, artistic, literary, and deep cultural contributions to the University of Alaska and to our state;

Whereas: per the UA mission statement and Regents Policy 01.01.01, the University of Alaska "inspires learning, and advances and disseminates knowledge... emphasizing the North and its diverse peoples" including Alaska's Indigenous peoples;

Be it enacted that: the USUAS-JC requests that the University of Alaska system recognize Indigenous Peoples' Day on the second Monday of October each year;

uas.alaska.edu | 11120 Glacier Highway, Juneau, Alaska 99801 | (907) 796-6517

The United Students of the University of Alaska Southeast, Juneau Campus

Be it further enacted that: the USUAS-JC requests UA campuses across the state meaningfully celebrate Indigenous Peoples' Day;

Be it further enacted that: this resolution be transmitted to the University of Alaska President James Johnsen, the University of Alaska Board of Regents, the University of Alaska Coalition of Student Leaders, the University of Alaska Faculty Alliance, the University of Alaska Southeast Faculty Senate, the University of Alaska Southeast Staff Council, the University of Alaska Southeast Chancellor's Advisory Committee on Equity and Cultural Safety, the Alaska Native Studies Council, First Alaskans Institute, University of Alaska Anchorage Native Student Council, University of Alaska Fairbanks Native Student Union, and University of Alaska Southeast Woonch.een Club.

This resolution was passed on: March 31, 2017



David Russell-Jensen, President



University of Alaska Southeast

A distinctive learning community

Faculty Senate

RESOLUTION 2017 - 03

Recognizing Indigenous Peoples' Day throughout UA

Sponsored by: Glenn Wright

WHEREAS, Alaska Native peoples were present long before contact with Europeans, and these people possessed and continue to possess rich and impressive languages, cultural traditions, and intellectual achievements, and

WHEREAS, Alaska Native peoples and cultures have been resilient to efforts to eradicate their cultural traditions and languages, and

WHEREAS, UAS and other individual UA campuses already recognize Indigenous Peoples' Day on the second Monday of October, and

WHEREAS, the Honorable Governor Bill Walker has temporarily recognized Indigenous Peoples' Day on the second Monday of October the past two years, and

WHEREAS, UAS Faculty value the intellectual and creative contributions of Alaska's Native Peoples, and of our Native faculty and students, to the cultural and intellectual life of the University, the State of Alaska, the United States and the World, and

WHEREAS, per the UA mission statement and Regents Policy 01.01.01, the University of Alaska "inspires learning, and advances and disseminates knowledge... emphasizing the North and its diverse peoples" including Alaska's Indigenous peoples, now

THEREFORE BE IT RESOLVED, the UAS Faculty Senate joins USUAS-JC in requesting that the University of Alaska system recognize Indigenous Peoples' Day on the second Monday of October each year, and requests that the University of Alaska celebrates Indigenous Peoples Day in a meaningful way.

Adopted unanimously by the UAS Faculty Senate on April 07, 2017

Lisa Hoferkamp

Digitally signed by Lisa Hoferkamp
DN: cn=Lisa Hoferkamp, o=University of Alaska
Southeast, ou=Natural Sciences,
email=lshoferkamp@alaska.edu, c=US
Date: 2017.04.10 12:37:20 -08'00'

Lisa Hoferkamp; President

Committee: Membership & Rules Committee

Submitted By: Mathew Mund

Committee Chair(s): Mathew Mund

Meeting Date: 7/19/2017

Present: Kathleen Nava, Mathew Mund

Excused:

Absent: Wendy Rupe, Melissa Parks, Ellerea Miner, Chynna Sandgren

Guests:

Report:

Unit Review:

Mathew will propose Unit Merge 4 & 14, (possible 8 & 10), T240 to Unit 10, T242 to Unit 9, T170 to Unit 3. What TKL is MAPTS (recently added to SNRE). Hold off to see if moving to D-Level.

Bylaw Review:

Delay until Fall 2017 unless time allows.

Bulleted Minutes:

Is the Communications Committee still taking this on?

Defining At-Large Position:

Write up what roles. Looked through notes and could not find notes from previous conversation.

New Member Orientation:

M&R Committee will take lead. Devise plan in Fall. Final plan approved by November meeting.

Ellare, Melissa. Alda Norris Ema:

Addressed in action item 3.

Unit 4 & 14 have no Reps:

Wendy will contact to see if they want to appoint anyone to SC

Kara Initiate-How to encourage active participation by Staff Council. Mechanism to reach out to non active members. At-Large Position role. Plan by November.

Action Items / Follow Up:

Next Meeting Date: 8/9/2017 **Time:** 3:00 PM

Location: Wood Center Dining Room

Meeting available by Google Hangout: NO

Committee: Elections Committee

Submitted By: Jessica Armstrong

Committee Chair(s): Jessica Armstrong and Stacey Howdesh

Meeting Date: 6/9/2017

Present: Stacey Howdeshell and Jessica Armstrong

Excused: none

Absent: none

Guests: none

Report:

1. We discussed the data import to set up all staff into Units in OrgSync and the steps to prepare for API testing for OrgSync because we were told that OIT would have it ready in July
2. We worked on the import template and determined what data we need to pull to populate OrgSync
3. OIT is working on the API so we should be able to do the import soon!!

Action Items / Follow Up:

Next Meeting Date: 8/15/2017 **Time:** 1:00 PM

Location: TBA

Meeting available by Google Hangout: NO

Committee: Rural Affairs Committee

Submitted By: Chris Brooks

Committee Chair(s): Chris Brooks

Meeting Date: 5/10/2017

Present: Chris Brooks, Chad Oleson, Kimberly Knudsen, Lena Krutikov

Excused: NA

Absent: NA

Guests: Michelle Bartlett and Katie Kennedy

Report:

Announcements:

None

Unfinished Business/Updates:

- Seward Marine Center (SMC) Crew leave, accrual and health insurance - Chris Brooks.
- Wintermester/Summermester access for rural campuses report - Chad Oleson and Lena Krutikov.
- Guest speakers Michelle Bartlett and Katie Kennedy
- Initiate Department Safety Coordinator Program at Rural Campuses - Kimberly Knudse

New Business:

None

Discussion Items:

Rural Campus speakers discussion.

Committee Members:

Chris Brooks, Chair – christopher.brooks@alaska.edu (907)796-5442

Chad Oleson - cdoleson@alaska.edu (907)443-8404

Kimberly Knudsen - klamb1@alaska.edu

Lena Krutikov - lkrutikov@alaska.edu (907)474-6961

Action Items / Follow Up:

Next Meeting Date: 9/13/2017 **Time:** 2:00 PM

Location: Google Hangouts

Meeting available by Google Hangout: YES

Committee: University Advocacy Committee

Submitted By: Kara Axx

Committee Chair(s): Kara Axx

Meeting Date: 5/9/2017

Present: Alexander Chisum, Carrie Santoro, John Smelter, Nicole Dufor

Excused: Dean Ojala, Susie Frei, Lesli Walls, Brianna Pauling, Jami Warrick

Absent:

Guests: Michelle Bartlett

Report:

Volunteer Day Update:

Michelle Bartlett attended meeting to help with discussion planning for UAF Staff Volunteer Day. It was suggested and agreed upon to start out small and work to larger events. The plan would be to select a day in the fall, somewhere near the Thanksgiving holiday. At this point UAC is thinking of working with the Fairbanks Food Bank for Thanksgiving holiday boxes. Carrie is going to reach out to the Food Bank to determine if there is a day that will work best. Carrie is also going to reach out to United Way of the Tanana Valley to discuss possible options for the future. We are planning to have about 20 UAF Staff participate, and will expand if we find a greater demand. When the fall event is successful a spring event may be added. When those are successful, other organizations will be contacted.

New Chair Selection:

Since Kara will be stepping down, Carrie has graciously offered to step up and fill the position. No committee members present opposed, so effective at the close of the meeting Carrie will be the Chair of Advocacy Committee. Congratulations Carrie!

Bone Builders:

Committee has placed boxes in strategic locations around the campus and advertised to the units and to all staff using the cornerstone and the staff council listserv. The Food Bank will pick up donations as scheduled by Lesli. Drive will run through the month of May.

Mentoring/Onli Forums:

Committee members have been using Google Communities to plan the food drive. The committee agrees that this will be a great platform to host the online forums. Carrie and Kara are going to set up test groups to expand to a wider test audience. Carrie is going to start a fiscal group and Kara is going to start a procurement group. Testing will take place over the summer. The committee will continue to discuss how to manage and make improvements, and hopefully be ready for a wider roll out in the fall of 2017.

Action Items / Follow Up:

Next Meeting Date: 6/13/2017 **Time:** 1:30 PM

Location: 130 Murie

Meeting available by Google Hangout:

YES

Committee: Staff Affairs Committee

Submitted By: Jessica Allard

Committee Chair(s): Jessica Allard

Meeting Date: 5/19/2017

Present: Jessica Allard, Joe Alloway, Jenell Merrifield, Lena Krutikov, Alda Norris

Excused: All absent, per Jessica Allard

Absent:

Guests:

Report:

- We began our meeting with solicitation of feedback on Staff Recognition and Development Day

. - Discussed the idea of "in-house volunteering" within and between departments, with the understanding that this may run into problems

1) with the perception that over-worked employees don't have enough to do, and

2) employees working in a specific unit and especially being paid on grants are paid and expected to work for their unit. We discussed the scope of this idea, additional problems and some benefits as well.

- Discussed additional ideas for formatting changes within the monthly SC communication to all constituents.

- Discussed the implementation of a Random Acts of Kindness campaign for UAF; created Google docs for the committee to continue discussing and creating ideas for the campaign and other morale-based topics.

- Discussed the idea of a staff only version of the Really Free Market wherein departments which have a "free to take" collection of items can take their collections and contribute it to said "sale", as well as giving staff the opportunity to contribute any items they may want to give. Anything that does not go could be donated to the free store on campus.

- Discussed a problematic perception, which recently re-surfaced, regarding the idea that staff are simply present to support the faculty and students, when in reality that is not always the case, and is a gross oversimplification of the roles our staff hold at the university. Proposed to write a memo to faculty and the new chancellor, promoting awareness of the different kinds of work staff perform, and how they all help to promote the success of UAF.

Action Items / Follow Up:

Next Meeting Date: 6/15/2017 **Time:** 10:00 AM

Location: Rasmuson Library, Rm 502

Meeting available by Google Hangout: NO

Committee: University Advocacy Committee

Submitted By: Carrie L. Santoro

Committee Chair(s): Carrie L. Santoro

Meeting Date: 6/13/2017

Present: Alex Chisum, Brianna Pauling, John Smelter, Karina Gonzales, Kara Axx, Carrie Santoro

Excused: Lesli Walls, Jami Warrick

Absent: Susie Frei

Guests:

Report:

1) Reported that UAF staff contributed 111 lbs of food and \$100 for the Food Banks' Bone Builders Program. The Food Bank greatly appreciated our effort, and would like us to continue this!

2) Discussed different possibilities for Volunteer Day charities. Carrie was going to contact Food Bank and United Way as possible organizations to work with in the future.

3) Discussion of setting up various communities along job function lines (finance, purchasing, HR, etc) using Google Hangouts as a staff resource for job-related questions and mentoring.

Action Items / Follow Up:

Next Meeting Date: 8/8/2017 **Time:** 1:30 PM

Location: Murie 230

Meeting available by Google Hangout: NO

Committee: Meritorious Service Committee

Submitted By: Sue Mitchell

Committee Chair(s):

Meeting Date: 7/26/2017

Present:

Excused:

Absent:

Guests:

Report:

The committee met on July 26. We had one nomination for the award and it was unanimously approved to be forwarded to the chancellor and president for approval.

Action Items / Follow Up:

Next Meeting **Date:** **Time:**

Location:

Meeting available by Google Hangout:



UAF Governance

P.O. Box 757500, Fairbanks, Alaska 99775-7500

August 1, 2017

Chancellor Dan White, PhD
Chancellor's Office
University of Alaska Fairbanks
PO Box 757500
Fairbanks, AK 99775

Dear Chancellor White,

Staff Council would like to take this opportunity to welcome you as the new Chancellor of the University of Alaska Fairbanks. We are excited for the future with you at the helm. As we approach a new academic year, UAF Staff Council would like you to know that we are celebrating the collaborative nature and the varied components required to operate a university as great and diverse as UAF. Few things represent the Alaska frontier spirit more than working together for the greater good as individuals and as a community. It is especially important during these trying times that we each remember that we are integral components of UAF and that we are all working as a team to help ensure our students' success.

Staff members at UAF support students and faculty, but they do so much more: they ensure compliance with regulations, such as Title IX, federal and state grants, ADA, and so on. Staff working in our sea, land and space grant areas help to secure federal funding for UAF; a particularly important function. Many of us author and operate websites, databases, and other systems that are used by students, faculty, staff, and members of the public on a daily basis. Staff help support the university by directly engaging with the community, which surrounds, and in turn helps support us.

We recognize that the University of Alaska is dealing with fewer resources every year, with a brunt of the impact being felt by staff. Staff members are taking on more and more responsibilities, while budget cuts are preventing benefits such as COLA increases or the ability to feel able to take time off from work. It is important that UAF adjust to the changing times by fostering an environment conducive to recognizing and rewarding those dedicated employees who manage to keep the doors open every day.

Some areas that UAF Staff Council is excited to work with you in the future include moving forward with suggestions to improve employee engagement and morale, compensation increases for extra responsibilities, creating efficiencies in procedures to reduce burden on staff, providing appropriate recognition for exemplary performance, and identifying ways to ensure that employees are able to use paid leave with full support of departments.

UAF Staff Council would like to assert that we are hopeful for the future. While the current situation at UAF may be difficult, it is by no means insurmountable. We recognize it is precisely this type of situation in which education becomes most important. This is the time for UAF to arise as a leader; to emerge a more efficient, stronger institution in the face of adversity. In order to make this vision a reality, we must all work together. The strength comes from our diversity and the combined work of staff, faculty and students. Let us continue to work together, to thrive and innovate, and support each other as we begin UAF's second century.

Thank you for your time and myriad efforts.

Sincerely,

Kara Axx
President
UAF Staff Council

KA/nmd

James R. Johnsen, Ed.D.
President

Butrovich Bldg, Ste. 202, 910 Yukon Drive
P.O. Box 755000, Fairbanks, AK 99775-5000
Phone: (907) 450-8000; Fax: (907) 450-8012
Email: ua.president@alaska.edu
www.alaska.edu



MEMORANDUM

Date: April 18, 2017

To: Nate Bauer, Staff Alliance Chair

From: Jim Johnsen, UA President 

Re: Staff Alliance Resolution 2017-03 – Staff Emeritus at UA

Thank you for the Alliance's resolution and notice that the Alliance has formed an ad hoc committee on the subject. I look forward to considering the recommendations ultimately advanced to the administration.

JRJ

Attachment: SA Resolution 2017-03

cc: Morgan Dufseth, UA System Governance Executive Officer
Chancellors
Provosts
Dan White, UA VP AA&R
Brandi Berg, UA Board of Regents Executive Officer



Staff Alliance

Resolution 2017-03 Regarding Staff Emeritus at the University of Alaska

WHEREAS, consistency is important in the implementation of policy, especially in regards to high-level honors being bestowed upon staff members in the System; and

WHEREAS, the Staff Emeritus title has been allowed and bestowed on staff in the past at all three universities, and is addressed in Regents' Policy and University Regulation (P04.04.070, R04.04.070.B, and R04.07.095); and

WHEREAS, staff should have the same opportunity to be recognized as emeritus as faculty; and

WHEREAS, requirements for staff to be recognized as emeritus should not excessively exceed the requirements for faculty to be recognized as emeritus; and

WHEREAS, at the recommendation of University of Alaska Anchorage (UAA) Chancellor Tom Case the UAA Staff Council was tasked to propose a formalized process for staff to receive the designation of staff emeritus; and

WHEREAS, at the recommendation of UAA Provost Gingerich for the UAA Staff Council to establish a system wide process which can be managed/administered by staff with an alternate title of "distinguished" staff; and

WHEREAS, the UAA Staff Council approved the proposed process and form submitted by the UAA Staff Emeritus Committee; and

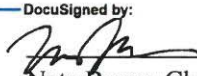
WHEREAS, the UAA Staff Council has noted they are opposed to the alternate title of "distinguished" staff and strongly prefer to keep the title of Staff Emeritus.

THEREFORE BE IT RESOLVED, the Staff Alliance supports the creation of a formalized, system-wide process for Staff Emeritus at the University of Alaska (UA), and

THEREFORE BE IT RESOLVED, the Staff Alliance creates an ad hoc committee to develop a process and recommendation for Staff Alliance to review, and

BE IT FURTHER RESOLVED, the Staff Alliance will share the committee's recommendations with UA administration and the Board of Regents.

Adopted unanimously by Staff Alliance the 5th day of April 2016.

DocuSigned by:

Kate Bauer, Chair

Staff Alliance
910 Yukon Drive
P.O. Box 757780
Fairbanks, AK 99775



106 Butrovich Building
(907) 450-8040
ua-sygov-staff@lists.alaska.edu
alaska.edu/governance/staff-alliance/

To: President Johnsen

From: Staff Alliance

Date: May 3, 2017

Re: FY18 Compensation Recommendations

Due to the recent budget reductions, Staff Alliance is primarily recommending non-monetary compensation items for fiscal year 2018. From the outset, it was agreed there was little likelihood of achieving a monetary compensation increase, and Staff Alliance agreed to the recommendation options put forth by the Compensation Committee. The five recommendations that Staff Alliance support include: increased personal holidays, an employee recognition program, loyalty/retention bonus (monetary recommendation), non-mandatory winter closure, and reinstatement of the Annual Leave Cash-in program for all employees (monetary recommendation). For further explanation and justification of the compensation recommendations, see below.

1. Increased Personal Holidays

Explanation: UA employees would receive additional personal holidays for FY18

Justification: Done as part of the FY15 compensation increase, this option has been implemented before at UA. The additional days off can increase employee morale and personal health. These would be provided on a “use it or lose it” basis.

2. Employee Recognition Program

Explanation: A program similar to UAF’s policy on employee recognition, which allows for formal and informal recognition programs

(<https://www.uaf.edu/chancellor/policy/04.05.001/>)

Justification: Employee recognition programs can boost individual morale and allow for personalized recognition from supervisor to employee.

3. Loyalty/Retention Bonus

Explanation: An employee would receive a small bonus for achieving specified time-oriented milestones at the university, which could be over a fiscal year or set amount of months.

Staff Alliance
Compensation Recommendation
Page 2

Justification: A loyalty/retention bonus can be an incentive used to retain skilled employees, as well as increase morale among staff, and would not be as expensive as an across the board wage increase.

4. Non-mandatory Winter Closure

Explanation: Allow employees to work over the winter closure and make the winter break a soft closure

Justification: Requiring employees to use annual leave or leave without pay could create an undue burden to employees and limits their use of annual leave during the rest of the year.

5. Annual Leave Cash-In

Explanation: Prior to FY15, all employees were able to take advantage of the annual leave cash-in program. However, grade 80 and above employees are now no longer allowed to cash out any annual leave, regardless of how much they have available.

Justification: The criteria for when an employee is ineligible for the annual leave cash-in program is arbitrary in the sense that a grade 78 or 79 employee can earn more than a grade 80 or above, depending on their step levels. Allowing employees in grades 80 and above to take part in leave cash-in would show parity between grades.

The above recommendation was unanimously adopted by the Staff Alliance on the 3rd of May 2017.

DocuSigned by:

26535CCA4E66470...
Kate Bauer, Chair

James R. Johnsen, Ed.D.
President


Butrovich Bldg, Ste. 202, 910 Yukon Drive
P.O. Box 755000, Fairbanks, AK 99775-5000
Phone: (907) 450-8000; Fax: (907) 450-8012
Email: ua.president@alaska.edu
www.alaska.edu



MEMORANDUM

Date: May 26, 2017

To: Nate Bauer, Staff Alliance Chair

From: Jim Johnsen, UA President 

Re: Response to Staff Alliance FY18 Compensation Recommendations

Thank you for the Staff Alliance's (SA) May 3, 2017, memo itemizing its compensation recommendations for FY18. In case you are not aware of the Statewide Administration Assembly's Resolution 2017-04 passed April 19, I have attached a copy. This resolution recommends parity between university employees and the benefits they receive, asking for reinstatement of the annual leave cash-out program, "for all non-executive and non-represented university employees."

My decision on each recommendation contained in your May 3 memo is related below; no. 5 serves as my official response to SAA Resolution 2017-04. Each decision has the benefit of consultation with CHRO McGee and the Summit Team.

1. Increased Personal Holidays

SA proposes that "UA employees ... receive additional personal holidays for FY18." Currently, only non-exempt staff are eligible for the one personal holiday each fiscal year. Although the university provides generous annual and sick leave accruals, in the interest of equity and appreciation for the hard work of all our staff, I am willing to expand the personal holiday benefit to all non-represented exempt employees, but I do not support increasing the number of personal days beyond our current practice.

2. Employee Recognition Program

SA asks for systemwide implementation of an employee recognition program similar to what is in effect at UAF. My preference and that of the chancellors is that the three universities and the System Office each continue to offer and manage their own employee recognition programs. I agree strongly with what I think is the underlying intent of this recommendation -- that is to recognize and celebrate the high quality work our staff performs for the university.

Nate Bauer
May 26, 2017
Page 2

3. Loyalty/Retention Bonus

After achieving a specified time-oriented milestone, SA proposes that an employee receive a small bonus. In our current fiscal climate, there is no funding mechanism to support this. I do support each university and the System Office continuing to recognize on an annual basis longevity milestones with award celebrations and gifts. In addition, I encourage the campuses to provide retention bonuses on a case-by-case basis as funding and the university's priorities may be appropriate. I sincerely appreciate our governance bodies for their involvement in these annual celebrations.

4. Non-mandatory Winter Closure

SA requests that employees are allowed to work over winter closure and that the winter break is made a soft closure. I believe the current practice of hard closure with specifically approved exceptions is in the best interest of the university, specifically as the practice results in real cost savings at a predictable time each year. Therefore, no change will be made at this time.

5. Annual Leave Cash-In

Both SA and SAA ask that parity is returned to the annual leave cash-in program. I appreciate the interest in this policy change. I am especially sensitive to the fact that some employees lose annual leave each year and that employees may not be getting the time off needed to recharge. Therefore, I am expanding the annual leave cash-in program to include all eligible non-represented exempt and non-exempt employees. Employees will be eligible to cash in up to 40 hours of their annual leave once per fiscal year. However, in order to maintain work life balance, employees must have taken 80 hours of annual leave prior and have 40 hours remaining in their annual leave bank to be eligible to cash in annual leave. I have asked Human Resources to work on this implementation and more details will be communicated to employees in the near future. In addition, I recognize there are very real cost and productivity implications that result from expanding the program and will continue to evaluate this benefit for employees and the university.

JRJ

cc: Morgan Dufseth, UA System Governance Executive Officer
Eric Johnson, SAA Chair
Keli McGee, UA CHRO
UA Summit Team



Statewide Administration Assembly

Resolution 2017-04 Regarding Annual Leave Cash-In at the University of Alaska

Whereas, the University of Alaska (UA) changed its annual leave cash-in program in FY15 to no longer allow employees in grade 80 or above positions to cash out up to 40 hours of annual leave per year; and

Whereas, the UA FY 2018 preliminary budget contains no cost of living adjustment for employee compensation schedules; and

Whereas, many university employees use the annual leave cash-in program to supplement their income or to reduce their annual leave as it approaches the maximum allowable amount; and

Whereas, continuing the program for employees in grade 79 or below positions creates an inequality between employees at the university, as wages are not solely dependent on grade; and

Whereas, there should be parity between university employees and the benefits they receive, regardless of position classification.

Therefore be it resolved, the Statewide Administration Assembly asks UA administration to reinstate the annual leave cash-out program for all non-executive and non-represented university employees.

Adopted by the Statewide Administration Assembly the 19th day of April 2017.


Eric Johnson, President

Voting results as attested by Morgan Dufseth, Executive Officer:

Yes: 9 No: 2 Abstained: 0 Absent: 0

University of Alaska Fairbanks**Staff Council****Motion 2017-283-1*****Draft*****UAF Staff Council Motion 2017-283-1****Motion to Update Name of Unit 3 by Changing ‘School of Natural Resources and Agricultural Sciences’ (SNRAS) and ‘Cooperative Extension Service’ (CES) to ‘School of Natural Resources and Extension’ (SNRE)****MOTION:**

UAF Staff Council moves to update the name of Unit 3 to reflect the merger of the ‘School of Natural Resources and Agricultural Sciences’ (SNRAS) and ‘Cooperative Extension Service’ (CES) into the ‘School of Natural Resources and Extension’ (SNRE)

EFFECTIVE: Immediately

RATIONALE: According to the ‘University of Alaska – Regents’ Policy / University Regulation Revision Log,’ the UA Board of Regents approved the “merger of UAF School of Natural Resources and Agricultural Science & Cooperative Extension Service to form the School of Natural Resources and Extension” on Feb. 21, 2014, by way of a revision to UA Regulation R10.02.040.ⁱ This motion aligns Staff Council’s naming conventions with the official terminology that resulted from this merger.

The remainder of the Unit 3 remains unchanged, resulting in the final name: ‘College of Engineering and Mines’ (CEM), ‘School of Management’ (SOM), and ‘School of Natural Resources and Extension’ (SNRE).

ⁱ Source: <http://www.alaska.edu/bor/policy/Revision-Log.pdf>, accessed Aug. 4, 2017.

University of Alaska Fairbanks
Staff Council
Motion 2017-283-2
Draft

UAF Staff Council Motion 2017-283-2

Motion to Update Name of Unit 6 by Changing UAF ‘School of Fisheries and Ocean Sciences’ (SFOS) to the UAF ‘College of Fisheries and Ocean Sciences’ (CFOS)

MOTION:

UAF Staff Council moves to update the name of Unit 6 to reflect the recent name change from the UAF ‘School of Fisheries and Ocean Sciences’ (SFOS) to the UAF ‘College of Fisheries and Ocean Sciences’ (CFOS).

EFFECTIVE: Immediately

REASONING: According to the ‘University of Alaska – Regents’ Policy / University Regulation Revision Log,’ the UA Board of Regents “rename(d) UAF School of Fisheries and Ocean Sciences to College of Fisheries and Ocean Sciences” on Sept. 19, 2016, by way of a revision to UA Regulation R10.02.040.ⁱ This motion aligns Staff Council’s naming conventions with the official terminology.

ⁱ Source: <http://www.alaska.edu/bor/policy/Revision-Log.pdf>, accessed Aug. 4, 2017.