



Staff Council News • Meeting #297 • December 11, 2018

Hello UAF! Welcome to your monthly Staff Council update!

Committee Work

Membership & Rules Committee

M&R is working on orientation, a welcome letter to new representatives, and finishing a review of the Staff Council Constitution and Bylaws.

Rural Affairs Committee

The committee is working with Chancellor White and the Provost on what can be done to eliminate limitations for rural students trying to participate in Summer Sessions opportunities.

Staff Affairs Committee

Staff Affairs finished their work on their resolution to institute formal notice periods for term-funded employees. The committee discussed vesting periods and the idea of shortening or eliminating them for term-funded employees. Based on their research, the committee has decided that it is not feasible to pursue changing vesting periods.

University Advocacy Committee

The committee will be meeting with a group next week which conducts a professional development series similar to their Brown Bag Lunches, to make them more streamlined and organized. They are further working to revamp the Open House Meet & Greets - this time between governance groups. The committee would also like to ask the mayors of Fairbanks, North Pole, and the North Star Borough to endorse a UAF Blue and Gold day.

Announcements

Title IX: U.S. Secretary of Education Betsy DeVos has proposed regulation changes. Title IX Coordinators are working on bullet points for the university. The President has asked staff, faculty, and students to weigh in on the regulations. The President will submit one document as the University of Alaska's response. You can comment on the proposed changes [here](#). UAF Staff Council comments are due on Monday, December 17 by 8am. If you would prefer, you may [contact your Staff Council representative](#) to ask them to voice your comments within the Staff Council feedback.

FY19 Request for Proposals: The Provost's Office is currently soliciting for initiative funding proposals. These requests are for proposals that would normally go unfunded, and the form is open to all UAF staff. Submit your proposal [here](#)!

Banner 9: If you are experiencing trouble with Banner 9 please keep at it! The Banner 9 team would like any and all issues reported so that the bugs can be fixed before we lose Banner 8. To report a problem, please fill out this [form](#).

Chancellor's Remarks

Chancellor White invites anyone who sees a safety concern to come up to his office. Safety Minutes are held before every Core Cabinet, Chancellor's Cabinet, and Faculty Senate Meeting and the Chancellor encourages staff to have Safety Minutes in their meetings as well.

On the UAF website there are quick links in the right hand corner. One of the links is to [report incidents](#). These reports go right to Scott Bell, Associate Vice Chancellor of Facilities Services.

Chancellor White shared that staff can get emeritus status. He stated that we have been putting staff through the faculty program, but will ensure that staff have the same recognition as faculty. It will look a little differently from the faculty process.

Faculty Senate

The December Faculty Senate meeting was focused on the Facilities and Administrative costs (F&A rates). An explanation of these rates is available on the Office of Grants & Contracts Administration website [here](#).

During his comments, the Chancellor discussed F&A rates and that, every three years, the UA system renegotiates the rate with the Office of Naval Research (ONR). The system has submitted a rate that is 15% more than before. This new proposed has become a concern for faculty on campus, specifically with regard to how it will affect their ability to get grants. They are further concerned that this rate will make UAF less competitive.

The UAF administration will have the final decision on F&A rates, and will balance it out so that we can continue to be competitive in the grant environment. The Chancellor is assigning a committee today made up of faculty, and possibly staff, which will work on this.

ASUAF Report

ASUAF has written a [Resolution regarding the proposed Title IX changes](#) in response to the federally proposed changes to Title IX regulation.

Health Care: Premera

The Statewide Health Care RFP4 Health Care plan through Premera is out for bid, allowing for an opportunity to make tweaks to the plan.

Some suggestions already received include increasing the dental from its \$2,000 level, improving the Deer Oaks counselor selection, and reinvigorating the ergonomics program. One of the results from the Premera data is that neck and back pain are one of our biggest leaders in terms of cost.

[Contact your Staff Council representative](#) if you have any further ideas or concerns.

Staff Alliance Morale Committee

The Staff Alliance Morale Committee held a meeting on December 10, to begin identifying commonalities in morale surveys conducted system-wide. The committee has representatives from UA Statewide, UAS, UAA, and UAF. All of the campuses are either in the process of, or have already completed their morale surveys.

Strategic Enrollment Planning

Mary Kreta, Associate Vice Chancellor of Enrollment Management, shared the [Strategic Enrollment Planning](#) slideshow with Staff Council. Anyone who is interested in joining a strategic enrollment working group can [contact Mary](#).

To share ideas, individuals can either contact a member of the steering committee or submit a response on the [Input Google Form](#) on the website.

Protection of Minors Policy Updates

Francis Isgrigg spoke with Staff Council about the proposed changes to the Protection of Minors policy.

To read about these changes you can visit the [EHSRM Protection of Minors page](#), or contact Frances Isgrigg or Brandon Cruz with questions or comments.

Department of Equity & Compliance

Margo Griffith, Director of Diversity and Equal Opportunity, discussed the proposed Title IX regulation changes with Staff Council. Margo highlighted several of the changes proposed:

First, the definition of Sexual Harassment under Title IX will be narrowed. Second, the institution's obligation to report an incident is changing. That responsibility is shifting from the Title IX Coordinator and responsible employee to the complainant. Under the new regulations, the complainant has to submit the problem in writing, and specify that they want it investigated.

The live hearing and cross-examination is a change as well. The new proposed regulation states that the only way to assess credibility is by having that cross-examination, which could be in conflict with our Collecting Bargaining Agreements (CBAs). Another change is that the decision maker will be separate from the Title IX Coordinator. Instead, they are wanting hearing panels, with an advisor provided. The advisor just has to be sufficiently aligned with the party, which may create bias and conflicts of interest. Further, we may not have jurisdiction for off-campus incidents, which we do currently. The proposed regulations may also limit our jurisdiction for things that are occurring outside of the U.S.

As an institution, we are not specifically bound to the federal government's guideline. The federal government sets the floor, and we as an institution can set the ceiling: the goal is to go above and beyond the guidelines set by the federal government.

Scholarship Disbursement Updates

Samara Taber, Associate Director of Admissions, shared how her department is improving the scholarship process, including developing a better communication plan with faculty and staff.

It is important to distribute scholarships early to prevent negative impacts to student enrollment. In the past some scholarships did not notify students who received them until late summertime. This impacts a student's decision about their enrollment because May 1st is National (college) Decision Day.

Committees need to be set up by the end of December and make their decisions by the second week of March, or by the first week of April - at the latest. This way students can be notified of the scholarships they have earned sooner.

A note on the new [UAF Title IX website](#) and the [UAF Equity website](#):

The Title IX website has resources and data on Title IX cases at UAF.

The equity website is an engagement page for people to share what has inspired them. If anyone has something they would like to add to the website, please share it with Margo and her department.

There is a lot of negativity around Title IX and they are trying to change that narrative.

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!](#)

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

***Staff Council's Next Meeting:
Tuesday, January 8, 2018
9:00 AM - Noon***

[Staff Council's 2019 Schedule](#)