

Audio Conferencing: Toll-free #: 1-800-893-8850  
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**MINUTES**  
UAF STAFF COUNCIL MEETING #201  
Wednesday, 14 October, 2009  
8:25-11:45 a.m.  
Wood Center Carol Brown Ballroom

1. CHANCELLOR'S BREAKFAST
2. CALL TO ORDER AND ROLL CALL

**PRESENT**

Kathy Petersen  
Nici Murawsky  
Heather Leavengood  
Kathy Petersen  
Sharon Corbett  
Travis Brinzow  
Ashley Munro  
Katrina Paul  
Donna Resnick  
Kayt Sunwood  
Pips Veazey  
Ann Hovde  
Marianne Freelong  
Deb Hao  
Chris Van Dyck  
Walker Wheeler  
  
Jenny Day  
Joey Bays  
Jennifer Elhard

**ABSENT**

Julie Carpenter  
Jill Dewey-Davidson

**EXCUSED ABSENCE**

Bryan Uher  
Gary Newman  
Holly Royce  
Elizabeth Guthier  
Susie Baird  
Carol Shafford  
Jennifer Stutesman  
Brian Rogers, UAF Chancellor  
Margo Griffith  
Alicia Barger

**OFFICERS PRESENT**

Maria Russell, President-Elect, Staff Council  
Juella Sparks, Past-President, Staff Council  
Martin Klein, President, Staff Council

**GUEST(S)**

Carla Browning, Internal Communications Manager  
Ann Ringstad, Director, Community Advocacy  
Karl Kowalski, Executive Director of User Services  
Pamm Hubbard, Assoc Athletic Dir for



what is the statewide plan to reintroduce steps? What is statewide going to do about the continuing decrease in staff compensation? The Board of Regents is meeting on October 30, 2009 in Fairbanks. There is no external public comment except from external governance groups. So everything would have to be written public comment at this time.

Donna noted that her pay did go down \$40 dollars a pay period last year even with the compensation increases due to increase in healthcare costs. Maria noted that Staff Council needs to take a message to the administration that they need to value us. I know that what Juella has been saying all along but I definitely think it is something that needs to be taken on. Ashley Munro suggested putting forth a motion.

Martin suggested that the motion be tabled until new business. A motion needs to be drafted and voted on. Juella pointed out that it would be good to state what needs to be highlighted in the motion. Juella noted that Council must say to the Board of Regents value us, you must value us. Juella encourages the motion to touch on a commitment from the administration to come up with an alternative to the step increases. Juella has heard third party that President Hamilton did in fact say that the step increases will never come back. Maria commented that President Hamilton did say that during the Staff Alliance chair meeting.

Anne Hovde asked what are the pros and cons, because last time compensation changed it affected all my premiums. Maria said that healthcare increases and salary compensation are two different issues. Juella did point out that generic prescriptions don't always get covered by the insurance. Katrina Paul suggested talking about the issue later in the meeting for the purpose of keeping the meeting on task.

There is a new IRS cell phone policy, please see the President's report for details. Martin noted that the IRS is enforcing this policy, it is not university affiliated. Business Council meets again November 11, 2009 so a timeline will come out soon for the changes.

The last thing to address is student wages. Staff Alliance agreed that there should be a general statement made supporting a student wage increase. There hasn't been an increase since 2003. ASUAF did ask for a dollar grid increase from the Board of Regents. In January, students will be making under minimum wage. For the FY11 budget a 20 cent increase has been proposed for student wages. Maria doesn't think that Staff Council should advocate for a dollar increase but some kind of increase to help support student wages. The Family friendly Task Force released their results from the recently distributed survey and there is overwhelming need to get better child care support on campus. Over 62% of staff filled out the survey.

Donna asked if a motion should be formed to support student wages. Martin said at the end of the fiscal year in January student wages at \$7.50 will be moved to \$7.75. A motion is suggested

B. Adrian Triebel, President, ASUAF

No report at this time.

6. GUEST(S)

A. Brian Rogers, UAF Chancellor

No report at this time.

B. Ann Ringstad, Director, Community Advocacy

Anne Ringstad is helping kick off the UAF United Way

11/23/2009

departments found that Google was ideal and free for their departments. OIT's recommendation at the end of the survey was to adopt Google calendar. The UAF F.A.S.T committee is an advisory board for campus technology. The problem is many departments have already transitioned out of Meeting Maker before the November 1 date.

C. Elections, Membership, and Rules, Katrina Paul(attachment 201/2)

Please see attached EMR report. There are new representatives on Council their names are Joey Bays, Margo Griffith, Alicia Barger and Sarah Spurlin. The nominations for even unit elections are out until the end of the month. Katrina is very confident that electronic elections will happen this year thanks to Brad Havel. Mary Sue Dates has resigned from Staff Council. A second reading of the Constitution and Bylaws will be done later this meeting. Finally, OIT has petitioned to create another unit representing all OIT staff. OIT petitioned for a seat on Statewide Assembly and now they are requesting a seat on Staff Council. OIT will only have a one year election term until odd units are up for reelections. There are 125 employees that will fall under the unit.

A motion was passed to support the petition to create Unit 15 for OIT representation. This will allow the 125 employees to have 1 representative seat and one alternate seat. Unit 15 will participate in this year elections and only serve a one year term until odd unit elections occur next fall. All

Katrina noted that the Constitution changes are verbiage from Emeritus to Past President. Emeritus is typically given to faculty for time served at a University. Juella noted that in the future Staff Council should notarize an official Emeritus staff title. Maria noted that the Emeritus status is a lifelong commitment. The Board of Regents policy has benefits with the Emeritus status thus causing a terminology issue. It makes sense to change it to Past President. Staff Alliance has a Staff Emeritus title in the works for people who put the time in.

Katrina entertains a motion amend the Constitution and Bylaws with revision date of 10/14/09 and removing Emeritus/Emerita and replacing it with Past President. Council made a roll call vote 20 yes and 1 abstain for both the Constitution and Bylaws. Motions passed.

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B. Accreditation Theme Discussion (201/7A&B)

Issue (S) e r i n g c 8 3 5 o k e ( t ) c i b 5 a u 6 7 4 1 6 ( i ) 3 1 2 5 4 ( a p 3 2 5 ) 5 5 8 4 ( n s t 0 5 7 1 a ) 3 2 0 2 0 1 1 a 1 1 a 5

Katrina wanted to clarify that the compensation increase and healthcare increase are two different issues. Martin noted that healthcare costs are determined by the administration with strong input by the Staff Healthcare committee. The prices are driven by cost of all UAF employees, over or under collect and if they are applied to premiums. It has been recommended to the Board of Regents to vote on the 3% staff compensation adjustment at the end of October. Kayt noted that they are separate my concern is that if we don't address this in the letter to the Regents, then what? Kayt said the letter should address concerns such as: Why we need a raise is, healthcare is going up, and other costs are on the rise. Kayt think it needs to be articulated so that staff isn't losing money because of healthcare and other costs.

Pip Veazey noted that what makes sense to her is to focus on details aside from the grid changes and 3% and focus on the impact to a typical staff member. Pips proposes that there is a document created to addressing compensation changes 3%, this is really the issue, another paragraph to fill in the issue.

Kristine Niles noted that specific numbers should be added to the letter to further bring a case, life insurance, C.O.L.A, inflation, and healthcare increases.

Martin mentioned that the issue is that a document cannot be created at today's meeting. Martin stated a motion needs to be created to direct action to Councils concerns. Either a motion needs to be passed to support Staff Council Oto beed t 4(e)-2( a)-2(n)-2(r)-4( ) k2( )11(c)y2( )JTJ -4po



Martin noted that we are voting on an amendment to the motion saying that the 3% is not sufficient. Martin asked are we ready to vote in amendment. Kayt noted that Staff should not be where the cutting is happening. Everyone in favor, Motion passed

The main motion is as follows:

A motion passed to support Staff Affairs and Staff Council Officers to create a letter to send to Board of Regents to include concerns raised about 3% is not sufficient and how compensation cuts would affect staff and suggest a timeline for compensation changes. All in favor. Motion passed unanimously.

- C. External Committee Assignments (attachment 201/6)  
Issue: Select external committees are open for review.

Assignments were designated as follows:

COMMITTEE	Seats	OWNER	STAFF REP(S)/Expires
Chancellor’s Diversity Action Committee	2	Chancellor Rogers	Joey Bays Ginny Tschanz

Term limits will be added when nominee approvals have been received. All nominees were selected by Council and approved by the Staff Council President.

- D. Draft Motion of Final approval for Constitution and Bylaw changes (201/4-5)  
Issue: Final approval of Bylaw changes

See discussion item, second Bylaws and Constitution reading. Motion passed by Roll call approval of 20 yays and 1 abstain.

12. ROUND TABLE DISCUSSION

This discussion is off the record.

13. STAFF COUNCIL PICTURE

14. ADJOURN

