

**AGENDA**  
**UAF STAFF COUNCIL #227**  
**Wednesday, April 18, 2012**  
**8:45-11:00AM**  
**Wood Center-Carol Brown Ballroom**

**Audio Conference information:** 1-800-893-8850, Participant PIN: 8244236

\*Due to the large amount of unfinished and new business schedule before guest speakers, guest speakers will be moved, if needed, to prevent them from having to wait an exceedingly long time before speaking.

- 1. 8:45-8:50 CALL TO ORDER AND ROLL CALL**
  - A. Roll Call
  - B. Approval of Agenda for Staff Council Meeting #227
- 2. 8:50-9:00 STATUS OF PENDING ACTIONS (no pending actions)**
  - A. Actions Approved
  - B. Actions Denied
  - C. Actions Pending
- 3. 9:00-9:05 PUBLIC COMMENT**
- 4. 9:05-9:15 OFFICER REPORTS**
  - A. Pips Veazey, President
  - B. Juella Sparks, Vice President
- 5. 9:15-9:25 REMARKS BY CHANCELLOR ROGERS**
- 6. 9:25-9:35 GOVERNANCE REPORTS**
  - A. Cathy Cahill, President – FFFFS6 A.a</MSCd [(6.)-500(9:Td ( )Tj EMC /f67E61(az)116 0.011 Tw [((g)8(

Attachment 227-4: Proposed Code of Conduct Memo from President Gamble  
Attachment 227-5: Proposed Code of Conduct from President Gamble

- D. Internal Committee Membership
- E. Status of Internal Committees

**9. 10:05-10:15 GUEST SPEAKERS**

- A. Ross Imbler, Annual Giving Coordinator & Susan Sugai, Associate Director for the Center for Global Change
- B. Sustainability Representative

**COMMITTEE REPORTS**

- I. Work-Life Balance Committee – Walker Wheeler  
Has not met
- J. Intercollegiate Athletic Council – Debbie Coxon and Britton Anderson  
Attachment 227-6: Committee Report
- K. Review of Infrastructure and Sustainability Energy Board (RISE) – Mayanna Bean  
Report available at: [www.uaf.edu/sustainability/rise/](http://www.uaf.edu/sustainability/rise/)
- L. People’s Endowment Fund Committee – Claudia Koch-Goddard

Chancellor's Diversity Action Committee meeting for 3/28/2012

Staff Council Representative: Ross Imbler

- Per Chancellor's recommendation, CDAC is currently reviewing membership selection criteria — who, how many, and how selected. New selection procedure recommendations will be made to the Chancellor by the end of FY12.

TAB Committee Report – April 2012  
Staff Council Representative – Walker Wheeler

The Technology Advisory Board met March 31, 2012 for the funds collected in Spring 2012. There were a total of 20 requests from various departments that totaled \$204,729. The technology fee brought in \$220,000 this semester, and as usual 30% was allocated to OIT at \$66,000. TAB had a carry forward of \$38,000, and an advertising cost this year of \$460.40. The total amount the board could award was \$191,539.60. Of the 20 requests, TAB recommend that 10 would be fully funded, 2 would be fully funded conditionally, 2 would be partially funded, and 6 would not be funded. The total amount awarded was \$149,363 to the requests. The remaining \$42,176 was divided out to have \$30,000 more to fund classroom upgrades, and the remaining \$12,176.60 was ear marked to go toward improving the flow of the TAB website, with any extra to be forwarded to a future TAB cycle. The specific website changes will be outlined by a future meeting of TAB. Below is a summary of proposals and recommendations from TAB.

Fully Funded Projects

Proposal: Thermal camera for student use (70.00)  
Preparer: Sam Herreid (CNSM, Geology & Geophysics)

Proposal: Expanding Sample Preparation Capability of the Advanced Instrumentation Lab  
(\$5,500.00)

Preparer: Franta Majs (CNSM, Chemistry & Biochemistry)

TAB Average Rating Before Discussion: 4.05

Proposal: Physics Lab Computers (456.00)

Preparer: Agatha Light (CNSM, Physics)

TAB Average Rating Before Discussion: 3.89

#### Fully Funded Projects (Conditional)

Proposal: Music Education Lab Equipment (61.00)

Preparer: Chelsey Rand (CLA, Music)

TAB Average Rating Before Discussion: 3.18

Proposal: Scanner for MFA Art Photo Studio (50.00)

Preparer: Alice Bailey (CLA, Art)

TAB Average Rating Before Discussion: 2.91

#### Partially Funded Projects

Proposal: SAE Dream Sheet (4,054.00)

Preparer: Isaac Thompson (CEM, SAE Chapter)

TAB Average Rating Before Discussion: 3.11

Proposal: The better to hear you with \$2,1(10.00)

Preparer: Maya Salganek (CLA, Film/Journalism/Theatre)

TAB Average Rating Before Discussion: 3.44

#### Not Funded

Proposal: Academic PC for Faculty (2), (00.00)

Preparer: Saundra Jefko (CNSM, Physics)

TAB Average Rating Before Discussion: 1.27

Preparer: Kim Eames (CLA, Theatre/Film)  
TAB Average Rating Before Discussion: 2.76

Proposal: Upgrade Academic Copier (187.00)  
Preparer: Sandra Jefko (CNSM, Physics)  
TAB Average Rating Before Discussion: 1.68

We, as the employees of the University of Alaska Fairbanks, want to express our concern that staff are not feeling valued. Health care costs are increasing at an alarming rate, longevity and loyalty do not appear to be



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Fairbanks, AK 99775000

MEMORANDUM

DATE: March 30, 2012  
TO: University of Alaska Employees  
FROM: Pat Gamble, President  
RE: University of Alaska Values and Code of Conduct



R04.07.020 Code of Conduct

To meet the challenges inherent in the University of Alaska's mission, UA employees are guided by and held to expectations of performance and conduct set out in Regents' Policy, including Policy 04.07.040. In implementing standards, supervisors must be mindful of individual rights and

Intercollegiate Athletics Council

Staff Council Representative – Debbie Coxon and Britton Anderson

The committee is in the midst of selecting the Student-Athletes of the Year. Interviews are being conducted through the week of April 8th. The winners will be announced during the annual scholarship award breakfast on Friday, April 20th.

EMR Committee Report  
Date: April 2, 2012

Committee Members: Walker Wheeler(chair), Gary Bender, Kala Hansen, Gary Newman  
Attendees: Gary Newman, Walker Wheeler, Pips Veazey, Juella Sparks, Nicole Dufour

Quorum: No.

Agenda: Forwarded Items from Staff Council motions.

1. Motion related to Staff Council representation on Staff Alliance.
2. Motion to Forward the Staff Council Reorganization Proposal to the EMR for further consideration.

Item 1 of the agenda was fully discussed. Very little alteration to the proposal occurred. Other details related to the item was worked out. Item 2 of the agenda only received 10 minutes of attention during this meeting. EMR will be scheduling more meetings prior to the next staff council meeting but after this report is due.

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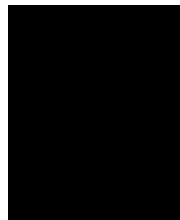
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# Staff Appreciation Day

## May 16, 2012

8:00-8:50  
8:50-9:00

Breakfast & GI Barbershop Quartet, Wood Center

Using a professional instrument, you will discover your preferred mode for engaging conflict and learn techniques to maximize effectiveness when conflict arises. If you want to just do your job and scale back the drama, this workshop is for you. You can be civil.

xLearn a Little Russian, Alla Grikurova ROOM

This will be a great opportunity to learn a few words in Russian. If you are on a trip or want to learn a foreign language, you can start here.

10:30-11:30 Workshop Sessions

xComposting with Earthworms, Taylor Maida, ROOM

Composting with worms.... Red Wiggler Worms can enable you to compost household garbage indoors all year. Students will have option to build their own small worm-composting box and learn how to maintain it.

xLearning about Customer Service & Group Dynamics Charu Uppal ROOM

1. Importance of customer service

- Internal customers: faculty, students, and other departmental liaisons

- External customers: vendors

2. You can be a leader: learning about leadership

3. Effective group communication

4. Conflict management

5. Dealing with diversity on a daily basis.

xMay Daisies Debbie Mekiana & Carol Murphrey ROOM

Teach the group how to bead a daisy chain with small seed beads, thread and needle.

xHow to Manage Your Leadership Brad Lobland, ROOM

Learn how to converse w/your supervisor effectively and professionally. And other tidbits to keep your supervisor heading in the right direction.

xSituational Leadership, Robert Mackey ROOM

This presentation discusses the difference between management and leadership and provides a model for changing people and your organization. Conceptualizing leadership as a process, this is an easy model any manager at any level can learn and use to improve their leadership ability.

11:00-12:00 Workshop Sessions

xGreening Your Department, Michele Herbert, ROOM

Greening your UAF work environment Michele Hebert, Director for Office of Sustainability will share tips on conserving electricity, paper, ink/toner, etc. and workplace recycling.

xMoney Management for the Long Haul Roxie Rogers, ROOM

Why do we buy the things we do? What motivates us to purchase right now and put our financial future at risk? This session will explore why we have become a nation of consumers and how we can take positive steps to regain money control.

xCan You Really Write a Book? Barbara Gabel, ROOM

Talk about the necessary things to writing a book: storyline, hooks, dialogue, editing and more as time permits.

11:30-1:00 Lunch, Lola Tilly Commons

12:45-1:45 Workshop Sessions

xShiva Nata, Julie Logdson, ROOM

6 K L Y D 1 D W D \$ Q G U H \ / D S S D ¶ V a s e D o n t F i n d B o d y C a k i n g S y s t e m ¶ h a d \ F builds new neural connections and stimulates epiphanies. The more you practice, the better you get at recognizing your patterns, breaking them down into their components and building something entirely new to take their place. ¶ V O L N H Q R W K L Q J H O V H \ R X ¶ visually stunning. It messes with your head. And restructures the brain so you can have huge exciting moments of understanding in a really safe, systematic way. Sudoku for your brain. A dancing puzzle that sparks moments of ohmygod how did I not see that before. You are taking stuff apart and putting it back together in a way that works better. This leads you to bizarre



and awesome personal breakthroughs, usually within 24 hours of practicing. People have used it to learn languages, quit smoking, become more coordinated, build arm and upper back muscles, have huge emotional understandings, recharge and/or quiet their brain, and pretty much anything else that involves patterns.

xCampus Walking Tour, Mary Kreta, 0 H H W L Q 6 L J Q H U V ¶ + D O O

A fun walking tour of UAF's campus highlighting the history and unique highlights of the Fairbanks Campus.

xZumba, Tammy Long ROOM (SRC)

One hour of heart raising foot stomping dance with awesome music that is totally exciting and not like exercise at all! Featuring Merengues, Cumbias, Reggaetons, Salsas and more. I would love to lead our staff through a beautiful sample of what Zumba has to offer for health and fun not to mention an exhilarating motivation per great music.

xUAF Police Department, Kyle Carrington, meet at Whitaker Building

Take a tour of the UAF Police Department and learn what they do for you.

xBotanical Greenhouse Tour, Katie DiCristina AHRB Building

& R P H F K H F N R X W W K H Q H Z K R U W L F X O W X U H J U H H Q K R X facility, how it functions and what its being used for.

12:00-3:30 Resource & Health Fair, Wood Center

1:00-2:00 Workshop Sessions

xTechnique Clinic, Sam Braband, Climbing Wall This session is 1.5 hours (1:00-2:30)

If you are new to climbing or a seasoned veteran this session is for you. Come down to the climbing wall in the SRC and receive some tips and techniques that will help you learn or improve your climbing technique. No experience necessary but participation in the belay clinic is highly encouraged.

xIntroduction to FileMaker Pro, Derek Bastille, ROOM

This session will give attendees a brief overview of the FileMaker Pro 11 RDBMS application. During the session we will also develop a small website tracking database. Examples of larger FileMaker database solutions will be shown at the end to give attendees a better feel for the capabilities of FileMaker.

xSafe Texting with Teenagers, Candi Dierenfield ROOM

Statistics, safety information regarding teens as well as important information parents should know about parameters of cell phone contracts and the potential legal woes. Consider the facts... You might be asking yourself if your children or children you know really are doing this. Sexting is a current trend among teenagers (Baker, 2009). Teenagers are sending sexual messages and naked pictures of themselves to their boyfriends, girlfriends or even strangers. Cell phones have an illusion of privacy, but around the world, teenage sexters are making headlines after their nude or seminude photos circulated beyond their intended recipient. Text messages can become public in an instant. Someone usually can find you if he or she tries hard enough even if he or she only knows you by screen name, online profile, phone number or e-mail address. One study found that girls and boys are equally likely to sext, while another study found that girls are more likely than boys to take nude or seminude images. Boys are more likely to forward them. Research also shows that 17- and 18-olds are more likely than younger children to send or receive sexts.

xCard Making, Ann Hovde ROOM

Introductions on how to make your own personalized greeting cards. There will be hands-on instructions that will cover several unique techniques. Everyone leaves with their own card to share.

xForum with Chancellor Rogers, ROOM

xThe Vitamin D Initiative, Dr Ashley May, ND from Alaska Center of Natural Medicine ROOM

Eradicating an Epidemic Summary of Lecture: Bringing awareness to the effects of Vitamin D deficiency to Alaskans.



Staff Health Care Committee  
March 29, 2012  
9:00 ±10:30 am  
Meeting Notes

Patient Care Motion:

## UAF Master Plan Committee (MPC) Report

April 12, 2012

By Gary Newman

The meeting notes, once available, may include further information, but the following are the salient points. <http://www.uaf.edu/mastplan/committee/meetings/agendas/2011-2012/>

### West Ridge Revitalization Project

There was a presentation by Cameron Wohlford of UAF Design and Construction on the West Ridge Revitalization Project. This project is taking an approach toward building renewal and growth projects on West Ridge with an eye to guiding the extensive backlog deferred maintenance efforts in future years. From a preliminary building condition evaluation, it would appear that the GI, Irving I and K and J are more expensive to remodel than tear down and rebuild. Since there are no funds for new buildings, reviewing this report at the end of April following which it should be available to the public.

### Facilities Report

Lower Campus has numerous disruptive projects scheduled for the summer, mostly focused on long needed utility upgrades, a new utilidor and sewer line replacement. See their website for the area maps showing the projects <http://www.uaf.edu/fs/departments/design-construction/>. The Nenana lot parking will be closed this summer, so the Taku lot will be filling in the space. MPC recommended that Parking Services and UAF Marketing and Communications get together to share a parking plan/strategy with the campus community. I strongly urge Lower Campus users to take a look at the plans at the above link.

The Sustainable Village next to the Cold Climate Housing Research Center has started with 4 bedroom units and expected to be available for Fall 2012 occupancy.

MPC has strongly recommended a stairway to the Taku lot instead of what is called the Luge Run for safer access. A stairway similar to the stairs from the Duckering Building parking lot down to Facilities was estimated to cost in the neighborhood of \$650,000. Facilities Services is seeing if funding is available.

Rural campus master plans go before the Board of Regents for a first look this month.

NASA, who contracts with the Alaska Satellite Facility, wants to upgrade the existing 10 meter antenna on top of the Elvey Building and add another 5 meter antenna. There was lots of discussion on challenges of placement. The Elvey Building has substantial seismic issues. More discussion will be ongoing amongst the involved parties before this comes back to the MPC.

Opening the pioneer road, called North Tanana Loop that goes behind the Reichardt Building and connects to West Ridge behind the Life Sciences Building to general use has been on my wish list for as long as I have been at UAF. Facilities Services recently had a geo-technical study done that they are now reviewing. This may resolve the difference of opinion as to whether the admittedly untraditional road base would be adequate over having to dig it all up and replace it. The latter of course would substantially increase the cost of improving the road for general use. Regardless, this road will be even more needed upon completion of the Life Sciences Building and can also provide a back way into the Reichardt Building.

### Campus Landscaping

Bear Edson with Facilities Services will be taking over chairing this sub-committee. Discussion over finding ways to incorporate landscaping as a fiscal line item into building projects instead of relying on any leftover funds if anyway. Design and Construction now has someone on staff with substantial landscape design experience.

### Classroom Painting Demonstration

Some classrooms on campus were given accented painting treatment to see if it could improve the learning environment over the existing bland painted walls. A survey indicated generally positive responses. Facilities Services will be collaborating with OIT as the latter is doing some substantive upgrades in smart classrooms this summer.

### North Campus

Some trails improvements are in the mix for funding.

## Rural Affairs Committee Report for Staff Council Meeting #227

The committee met on Tuesday, April 10. We discussed:

- 1) How the proposed Staff Council re-organization might affect rural representation. There were concerns raised about a reduction of the number of rural representatives. There was also a question about how the number of rural representatives on the 17 member group would be calculated: how many members of the group would have to be rural reps?
- 2) Face-to-face meetings: It was suggested that if the reorganization does take place, then we should fly rural reps in for SC meetings more often than twice a year. We discussed budgetary concerns even if we have fewer members who would be coming in for a face to face meeting, there may still be budget issues with having more face-meetings. Some members suggested that perhaps funds could be found from represented departments or grant money.
- 3) A member asked if there was any kind of communication from Staff Council that told staff who we are and what we do. The Communications committee has been working on such a message, based heavily on

Staff Affairs  
April 2, 2012  
9:00 ±10:30 am  
Meeting Minutes

Attendance: Mary Sue Dates - chair, Nicole Dufour (non-voting member), Ryan Gailor-Keele, Jed Lowell, Robert Mackey, Juella Sparks (non-voting member), Jennifer Youngberg

Excused Absence: Deborah Coxon, Jennifer Elhard, Kim Eames, Heather Leavengood, Pips Veay (non-voting member)

### Health Care

There was a healthy discussion of the current introduction of the new health care costs and the general feeling of UAF staff as a whole. Now is the time for staff to let their voices be heard as all of the vendor contracts (Blue Cross, Premeria, VSP, etc) are up for renewal. The contracts are written in 5 year increments.

It was agreed there need to be more options. Staff Affairs discussed the option of a higher deductible plan with a health savings account. To have the health savings account the pharmacy plan would need to be re-worked. It is not clear to us, as we have not had the time to do much research, this would be a great option of UAF staff. The health savings account allows you to make withdrawals outside of medical expenses and the amount in the savings rolls over every year; neither of these are an option with the flexible spending account.

The committee agreed to create a petition for staff to sign expressing our concerns about health care and how staff feels devalued in the lack of fight for them by the administration. It is agreed the petition would not be electronic as it is important to get actual signatures. The petition will also provide represented staff and faculty to sign showing support of the unrepresented staff. Once the petition has been approved by the UAF Staff Council President, Pips Veazey, it will be sent out to all staff council representatives. As signatures are gathered the completed pages will either be scanned and emailed or delivered to Mary Sue Dates as chair of the committee. It will be her responsibility to forward the petition to the UAF Staff Council President, Pips Veazey, and/or Vice President, Juella Sparks. They in turn will provide the information to the administration and Joint Health Care Committee.

As signatures are gathered staff should be encouraged to write an email or letter to Joe Paskvan, President Gamble, Chancellor Rogers, and the Board of Regents. One email or letter can be written and sent to all listed above. This must be done on personal time and through a personal email.

Staff Affairs will continue to work on and discuss this topic until we believe we have done all we can to represent the staff.

### Tuition Waiver

Discussion about the possible changes to the tuition waiver recognize the increase in benefits with the increase in possible credit hours taken each semester and each academic year. However, concerns were voiced about capping credit hours and that the waiver should fall under Satisfactory Academic Progress (SAP) for students. The committee agreed to review the proposed changes and SAP to come back to the next meeting to discuss a written outline such as SAP. The outline would be reflective of staff using the tuition waiver.

**Tobacco Policy**

The committee is in favor of a Tobacco Free Campus and not a Tobacco Free Hiring Policy. It was stated UAKJobs has already instituted the Tobacco Free Hiring with a question asking if the applicant or any dependent living in the household uses tobacco. Before going further in action to draw up a motion, it was decided a member of the committee would contact UAF Human Resources and verify if UAKJobs has instituted the Tobacco Free Hiring policy.

**Annual / Sick Leave (Cash Out/Buy Out/Combine)**

The committee briefly discussed this topic as most of the meeting covered health care costs. The general attitude at this time is UAF has a good system. This will be table to discuss at a later date.

**Supplemental Insurance**

This will be included in the petition for health care.

**Bereavement Leave**

UAF has an established bereavement policy.

***Meeting adjourned at 10:30 am***





Proposed Motion related to UAF Staff Council representation on UA Staff Alliance