

MINUTES
UAF STAFF COUNCIL MEETING #112
Wednesday, November 3, 1999
Wood Center Ballroom

I Irene Downes call the meeting to order at 8:34 a.m.

MEMBERS PRESENT:

Anderson, L.
Barnebey, T.
Bender, L.
Borjon, T.
Comstock, S.
Downes, I.
Enochs, K.
Gieck, R.
Hazelton, G.
Martyn, P.
McClellan, L.
Murawsky, N.
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MEMBERS ABSENT:

Candler, R.
DeKerlegand, D.
Duvlea, P.
Heineken, H.
Parzick, J.
Rounds, P.
Wilson, K.

OTHERS PRESENT:

Chapman, C.
Duffy, L.
Gruenig, T.

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moving the raffle from the spring to the fall and acquiring airline tickets for next year. Forward your comments on this topic to President Downes at fneid@uaf.edu.

Fairbanks Chamber of Commerce - Staff Council is now a member of the Chamber in an effort to become more visible to the community. President Downes and a representative will be attending the weekly Chamber luncheon and a signup sheet was passed around for representatives.

Board of Regents The Regents will meet in Fairbanks on November 18 and 19. Representatives are encouraged to attend the meeting.

Cornerstone - President Downes encouraged representatives to submit items for the Cornerstone.

Chili Cook Off - There will be chili cook off contest on Thursday, November 4 at the Lola Tilly Commons. This is a fund raising

Student Initiative - The number of postcards coming in has been very good. The postcards ask the Governor to provide the funding level requested by the Board of Regents. Alumni will be

C. Ad Hoc Committee on University Advocacy - S. McCrea

Scott McCrea is out of town and President-Elect Scholle gave the committee report. The Committee has met with Debra Dameron and Jillian Swope from University Relations. A brochure will be developed which highlight staff. The brochure will highlight staff that make contributions to the community. This will also be a very good lobbying tool, as well as a morale builder. Staff are an important component of the University, as well as the community. President-Elect Scholle asked the rural representatives to forward names of staff who may be highlighted in the brochure.

IV Chancellor's Remarks - M. Lind

Chancellor Lind thanked the Staff Council for the opportunity to speak at the meeting. The Chancellor is very interested in the work that the Advocacy Committee is doing. Chancellor Lind is continually impressed with the quality of people at UAF. The Chancellor asked for ideas that staff have on promoting the University.

Technology Board - The Board will be streamlining their request for proposal process to better serve the University community. The Chancellor will be chairing the Board again this year and the deadline schedule is very clear and being distributed shortly.

Board of Regents Meeting The Regents will be meeting on November 18 and 19 in Fairbanks and will address the final stages of the FY01 budget. The University will be requesting \$16.9 million of additional funding from the Governor. The Finance Committee of the Board of Regents will be meeting on November 5 to further address the FY01 operating budget.

Chamber of Commerce Chancellor Lind will be the guest speaker at the November 9 Chamber meeting.

Meet with Legislators On November 12, the Chancellor and some Regents will have the opportunity to meet with legislators in Anchorage. The Chancellor will be speaking on the rural campuses, Provost Reichardt will be speaking on the research component, and President Hamilton will also address the legislators.

Employee Opinion Survey - Representatives asked if the Chancellor has seen the latest employee survey and how communication was identified as an issue, as well as the issue of not enough staff to get the work done and what plans does he have to try and improve communication. Chancellor Lind stated that he had not had a chance to read the survey yet. He will read it prior to our next meeting and comment in December.

Holiday Closure - Chancellor Lind will be looking at this issue again. Representative Anderson stated that staff have commented that they enjoy the holiday closure and suggested that representatives forward comments. Chancellor Lind stated that he would welcome input.

V Vice Chancellor for Administrative Services Remarks - F. Williams

Board of Regents - There will be a number of presentations regarding the budget, as well as safety and security on campus.

Christmas Holiday - Staff will be able to use leave without pay, which will enable staff to take time off during the holiday and not use up their annual leave without losing holiday pay. This is an option of the employee and not a requirement. Staff will be able to work these days, take leave without pay, annual leave, or sick leave. This will alleviate the penalty of being in a leave without pay status and not receiving holiday pay. There is no formal campus closure this year and if an employee utilized leave without pay, then they would not receive holiday pay without this exception. More information is available in the Personnel Update or contact Human Resources. Concerns were expressed if it is an employee or supervisor option to work during the holiday. Carolyn Chapman stated that some units will be closing for this time, such as TVC. This is an option of the supervisor and encourages supervisors to look at how to best work with the employee during this time.

The Pub - Concerns were expressed over the changes to the Pub. Vice Chancellor Williams stated that the decision for the change was made after careful consideration due to fiscal reasons. This change is not final and will be reviewed again in the future. Concerns were also expressed regarding the quality of food in the Pub.

VI Guest Speaker - Janet Jacobs, Executive Director for Statewide Human Resources

There has been two grievances filed under the new policy, one at statewide and one at UAA. The grievance at UAA was resolved at step three and the one at Statewide may be resolved at step 4. The policy may need some fine tuning, but the changes will not be substantial and will be addressed with governance. A handout was distributed on the new process. A draft of the handbook is in General Counsel at this time.

The process works as follows:

- Employee has a dispute.
- Employee attempts to resolve informally at lowest possible level.
- If dispute is not resolved, employee attempts to resolve informally with supervisor who has authority to resolve dispute.
- If dispute is not resolved, employee files a grievance in writing with same supervisor within 45 days of the event that caused the dispute.
- Supervisor conducts investigation of dispute and responds to grievant in writing within 10 days.
- If grievant is not satisfied with result or does not receive response in 10 days, grievant must request hearing in writing to senior administrator within 10 days.
- Senior administrator decides whether to hold hearing within 10 days. Or senior administrator may investigate dispute further in an attempt to reach resolution. Any resulting delays will be explained in writing to grievant.
- Senior administrator decides to dismiss. Provides explanation in writing within 5 days of decision. Or senior administrator decides to hold hearing. Requests appointment of hearing officer.
- General Counsel may decide within 20 days to overturn senior administrator decision and hold hearing. At which time a hearing officer would be appointed. Or General Counsel may decide within 20 days to overturn on procedural grounds and not hold hearing. Or General Counsel appoints hearing officer.

Hearing Process:

- General Counsel appoints hearing officer.
- Any party may request disqualification of hearing officer.
- If request granted, new hearing officer is appointed. Or if denied, pre-hearing conference may be scheduled not less than 5 days before hearing.
- Hearing held
- Hearing officer should submit written recommended findings and conclusions to all parties within 5 days of conclusion of hearing.
- Decision maker (this will be clarified) will prepare written decision within 15 days. Any delay will be explained in writing to all parties.
- If grievant is not satisfied, may request discretionary review by President within 10 days of the decision.
- President accepts review within 20 days. President makes final University decision. Grievant has 30 days to appeal to Superior Court if dissatisfied. Or President does not grant review within 20 days and Chancellor's decision is final University decision. Grievant has 30 days to appeal to Superior Court if still dissatisfied.

The following are a list of items that are not covered or have a modified process:

- Non-employment student complaints
- If subject to a collective bargaining process
- Job Classification
- Termination of an at will employee (students, executives)
- A sexual harassment complaint has a very detailed process
- Failure to appoint an employee
- Application or administration of a process subject to Superior Court Appellate Review
- Actions of the Board of Regents
- Modified process for "for cause, layoff, financial exigency"

Janet Jacobs is trying to include in regulation the areas that have

