

MINUTES

UAF STAFF COUNCIL MEETING #129

Friday, October 12, 2001

Wood Center Carol Brown Ballroom

I Scott McCrea called the meeting to order at 8:50

MEMBERS PRESENT:

Allen-Luopa, Joyce  
Armstrong, Kim  
Burkhead, Tyrone  
Bywater, Casey  
Carlson, Kurt  
Comstock, Sarah  
Crews, Jean  
Esters, Yolanda  
\*Hazelton, Gabrielle  
Ledlow, Larry, Pres-Elect.  
Linn, Angela  
McCrea, Scott, Pres.

MEMBERS ABSENT:

Gray, Diane  
Hagen, Debra  
Howdeshell, Stacey  
Moore, Donna  
\*Murawsky, Nici  
Parzick, Julia  
Renfro, Carol  
Sowell, Pam  
Whitehorn, Joyce

O'Neill, Rory

OTHERS PRESENT:

Seymour, Matt  
Sharpton, Sue  
\*Simmons, Heidi  
\*York, DeShana

Branley, C.  
Childress, W.  
Connor, H.  
Hill, M.  
McHenry, Y.  
Miller, D.  
Pinney, P.  
Solano, E.

B. The minutes to Meeting #128 (September 12, 2001) were approved as distributed via e-mail.

C. The agenda was adopted as distributed via e-mail.

D. President's Report – S. McCrea

The first New Staff Orientation was launched on September 28, 2001. Good feedback was received and some suggestions for improvement next time around. Staff Alliance Ad Hoc Volunteer Leave Committee met for the first time to begin to formulate a plan on how to undertake the subject of adding volunteer leave to staff benefits. The committee is currently trying to find other public organizations that maintain a volunteer leave program. The committee would like to model the program around a public organization rather than a private organization. Staff Alliance met this past Tuesday. Janet Jacobs reported results of employee opinion survey. The survey went out to 1000 randomly selected employees. 402 of the surveys were returned. Some of the categories of questions were broken down to job satisfaction, benefits, salary, and representation, specifically dealing with what governance is doing for employees. The plan is to have entire results of the survey available on the web in a couple of weeks. Janet Jacobs also reported that there would possibly be charges for health benefits come 2002. The Board of Regents will be voting on their budget November 9 in Fairbanks. The salary increase for staff is still listed as 1.5%, although Staff Alliance is still pushing for 2%. Scott McCrea reported on some of the accreditation results. The University received commendations on progress of deferred maintenance, assessment of core curriculum, joint appointments, and planning and research. Recommendations for improvement included addressing space issues, addressing faculty salaries, creating faculty/staff handbooks, securing student records, better integrating the College of Rural Alaska, and addressing the direct appointments of senior officials.

Larry Ledlow reported on the Chancellor's Summit, which included institute directors and academic heads. The focus of the sessions attended were explaining strategic planning at university. Historically strategic planning has been a random activity. The guest speaker at the Chancellor's Summit gave history of land grant universities, focusing on how universities have gotten very disconnected from local communities. The summit was held at Hess Center and included displays on plans for campus. Staff received good exposure at the Chancellor's Summit, including the Celebrating Staff display by Scott McCrea.

## II Governance / Department Reports

A. ASUAF – D. Miller

ASUAF fall staff was lined up this week and finalized through Human Resources. The staff includes newly hired Government Relations Officer and TVC Relations Director. The proposed amendment, of adding sexual orientation, to the nondiscrimination policy was brought to the attention of the Student Affairs Committee this week. Scott McCrea is going to attend the student meeting on Sunday to talk some more about that. According to Derek Miller, as of right now, on the surface, it seem as if the students support this proposed amendment.

B. Faculty Senate – N. Swazo

Not present. No report was given.

C. Alumni Association – C. Branley

Annual reunion held in July and gave out of awards. It was well received by those in attendance. The Alumni Association is currently in the process of developing a survey to send out to alumni to change the time of reunion to the fall. Working with athletics to provide alumni with more benefits and discounts. Cindy Branley traveled to Oregon in June with development office to get out and meet with Alumni. Also, traveling

Fairbanks Chapter of the Alumni Association.

III Committee Reports

A. Staff Affairs – G. Hazelton

Committee met on September 20 and passed the Internal Employment Recruitment Policy to forward to Staff Council. The committee is currently looking into sick conversion to retirement, PERS to TERS/ORP conversion for staff moving to faculty, disability benefits between social security and PERS. Other business included request from staff member to research on campus daycare/daycare benefit, and overtime and hours worked definitions. Next meeting is scheduled for October 25.

1. Motion to Support Internal Employment Recruitment

Discussion on how policy originates. Staff Council prepares motion and forwards it to the Chancellor for final approval. After a discussion about deleting wording “until further notice” in motion, it was passed as amended with unanimous approval.

MOTION PASSED AS AMENDED (unanimous)

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DELETION = [[ ]]

The UAF Staff Council moves to support the extension of the Chancellor’s mandate, whereby a mandatory 5 working days internal recruitment will be conducted for all staff positions prior to external recruitment [[until further notice]]. It is understood that internal recruitment can be waived by the Affirmative Action Officer to comply with targeted EEO/AA goals; that is, to hire “protected candidates” in a unit where they are underrepresented.

meetings.

D. University Advocacy – S. Comstock

Currently working on first UAF campus tour of the year. The Alumni Association donated furniture to the Wood Center and will be dedicated October 26. Also working on Southside Community Center UAF day that will hopefully be held in early March. The second UAF campus tour will take place in May around Staff Council face-to-face meeting. Next meeting is today.

E. Ad Hoc Staff Training – S. Sharpton

Committee met on October 4. The first action item is to gather information regarding the different types of new employee orientation and training conducted on campus. Compiling questions for a survey to send out to the departments. Example questions are how are new employees trained, who does this training, is a manual or checklist used. This should be ready to go in November. Next meeting is scheduled for October 30.

IV Break

V Guest Speakers

Melissa Hill and Josh Horst, Statewide Human Resources Professional Development

Professional Development program was devised with the idea that managers and the organization would work together collaboratively towards employee career development goals. The presentation was given and then open to discussion. Sue Sharpton issues concern regarding time paid for employees training. Melissa Hill informs Staff Council that from statewide standpoint it is relevant to work, so employees should be paid as such and statewide expects managers to agree. Rory O'Neill questions overall timeline of goals for participation. Melissa Hill says that specifically with UAF a pilot group will be going through the program first and it will be in full launch next fiscal year for all staff.



VII Comments and Questions

Scott McCrea comments on getting the message to Staff Council representatives that they need to be present to vote.

VIII The meeting was adjourned at 10:25

A tape of this Staff Council meeting is available in the Governance Office if anyone wishes to listen to the complete tape. Submitted by Elizabeth Solano, Staff Council secretary.