

AGENDA
UAF STAFF COUNCIL MEETING #166
Wednesday, 16 November 2005 8:45 – 11:15 a.m.
Wood Center Rooms C-D

1. 8:45-8:50 CALL TO ORDER AND ROLL CALL
 - A. Adopt Staff Council #166 Agenda, Wednesday, 16 November 2005
 - B. Approve Staff Council Minutes #165, Friday, 14 October 2005 (if available)
2. 8:50-9:00 OFFICER'S REPORTS
 - A. Maya Salganek, President Staff Council – Attachment #1 (attached to agenda)
 - B. Jeff Stepp, President-Elect Staff Council
3. 9:00-9:05 PUBLIC COMMENT
4. 9:05-9:30 GUEST
 - A. Deborah Horner, Director, Campus and Space Planning – Strategic Plan Attachment #2 (attached to agenda)

ACTION

5. 9:30-9:45 OLD BUSINESS
 - A. MOTION: Proposed Fall 2006-Spring 2007 Staff Council Schedule - Attachment # 3 (attached to agenda)
 - B. Wellness Program follow-up – Jeff Stepp
 - C. Staff Council 14 October Retreat follow-up – Maya Salganek
6. 9:45-9:50 BREAK
7. 9:50-10:00 NEW BUSINESS
 - A. Tobacco Issue - Wood Center Staff and Jeff Stepp (sent as *Attachment #s 4 & 5)
 - B. Staff Affairs's Motion to establish the Ad-Hoc committee On Health and Wellness - Attachment #6

INFORMATION

8. 10:00-10:10 GOVERNANCE REPORTS
 - A. Paul Layer, President Faculty Senate
 - B. Joe Blanchard, President ASUAF
9. 10:10-10:40 COMMITTEE REPORTS
 - A. Staff Affairs, Liam Forbes - Attachment #7 (attached to agenda)
 - B. Rural Affairs, Barbara Oleson - Attachment #8 (attached to agenda)
 - C. Elections, Membership and Rules, Gary Newman - handout
 - D. Advocacy Committee, Angela Linn - handout

2. Staff Alliance
 - a. Staff and Supervisor Training
 - i. New Position created as director of Training and Development at SW to pull together Supervisor training and do assessments.
 1. Jeff Stepp will serve as SA representative on search committee
 - ii. Additional new position in works to have an HR Banner IS position. Every HR change requires someone to enter the information into Banner. Requires its own position.
 - b. Employee Tuition Waiver
 - i. Discussion continues on alteration to the employee tuition waiver benefit. Desire is to make staff/dependants accountable if classes are failed. Mechanics have not yet been worked out
 - ii. Along with “penalty” changes, SW wants to also enhance the benefit in other ways.
 1. Include Professional Development classes under tuition waiver
 2. I also suggested having Wellness classes (Recreation classes) totally waived so that staff have access to a full 3 academic classes a year, and not utilize one credit for exercise classes. Jim Johnsen seemed to like this idea.
 - iii. SURVEY REQUESTED: Representatives: Please survey your constituents to determine what are the reasons that employees/dependants do not complete or pass their classes.
 - c. Wellness Program
 - i. Hard copies of the HRA will be mailed out this week to those who didn’t respond online. Paper copies due 11/26/05.
 - ii. Found difficulties in that after Summex emails were sent out, folks overwhelmed the server trying to log in
 - iii. Rebates will be processed as a credit to the health care deduction on paychecks, and will appear on the December 23 paycheck.
 - d. ACAS
 - i. A re-evaluation of the ACAS (Accountability and Sustainability) will take place. Committees will be reconvened to access progress.
3. Staff Council
 - a. Legislative Luncheon

Great success: 55 in attendance including 3 representatives, 2 senators, and 2 staffers. Will be bigger and better next year.
 - b. Online elections
 - i. HAPPENING but not for this election. Aim is for Fall 2006.

Staff Council Meeting #166/Attachment #2 UAF Staff Council #166 Wednesday, 16 November 2005

Strategic Plan dated 11/1/05

**UNIVERSITY OF ALASKA FAIRBANKS
STRATEGIC PLAN 2010
Draft -11-1-05**

The following is a *draft* of the UAF Strategic Plan 2010. The UAF Strategic Planning Committee developed this plan during the past 10 months. The committee sought and received input from numerous individuals and groups throughout the state of Alaska. The plan is designed to address critical issues that the university will face th to addr

The University of Alaska Fairbanks, the nation's northernmost Land, Sea, and Space Grant university and international research center, advances and disseminates knowledge through teaching, research, and public service with an emphasis on Alaska, the circumpolar North, and their diverse peoples. UAF promotes academic excellence, student success, and lifelong learning through a broad array of outreach, engagement, workforce development, and certificate through doctoral programs.

VISION STATEMENT

Not provided

CORE VALUES

As the nation's arctic university, UAF is defined by its location in the circumpolar north, Alaska's diverse cultures, rich history, unique geography and environment. The students, faculty, staff and alumni, in honoring the public trust, hold the following values to be the cornerstone of our identity as an academic community:

Access to comprehensive higher education and lifelong learning for all

Student success in academic, social and professional pursuits

Active engagement of the university with Alaskan communities in creative endeavors

Independence of thought and action in the pursuit of knowledge

Innovation in quality teaching, scholarly activities, and public service

Stewardship of our human, fiscal, social, and environmental resources

STRATEGIC THEMES AND STRATEGIC GOALS

The University of Alaska Fairbanks has six strategic themes. These themes serve to guide the University toward its vision: Research/Scholarly Activity, Teaching and Learning, Student Success, Community Engagement and Development, Facilities and Infrastructure, and Faculty and Staff Development. Each theme is made up of several strategic goals. The various divisions throughout the University system are charged with the job of developing strategies within their various compact plans to achieve the goals by the year 2010.

I. Teaching and Learning:

Teaching and learning is an engaged interaction; consisting of both process and outcome between two or more parties. In institutions of higher education, that interaction cumulatively should result in a citizenry capable of analysis, critical thinking, and problem solving.

Strategic Goals:

- Identify and implement measurable learning standards and competencies for each degree and certificate program.
- Increase both student participation in and opportunities for, engaged/experiential learning.
- Professional qualifications for faculty must be clearly articulated and applied.
- Each college and school will establish teaching accountability standards.

II. Research and Scholarly Activities:

The University promotes the development of a broad range of research and scholarly activities leading to an understanding of the issues related to Northern regions. This will include a broad range of categories: physical (e.g. climate change), biological (i.e. life-related), and social/cultural (human-related), or in any creative interdisciplinary combination.

Strategic Goals:

- Focus the scholarly and creative activities of the university on accommodating change in the North.
- Strive for intellectual leadership in Arctic and Sub arctic issues and problems.
- Become the premier international leader in Arctic research.
- Increase funding for research programs affecting the health and welfare of Alaska native peoples.
- Hire a Nobel Laureate, or similarly distinguished scholar.
- Designate and fund three programs of distinction that provide both graduate and undergraduate research activities.

III. Student Success:

Student Success encompasses actions designed to enhance our students' academic and out-of-classroom experiences while attending UAF; and prepare them to be engaged and contributing citizens who are equipped to accomplish their life-long academic, professional, and personal goals.

Strategic Goals:

- Increase the fulltime baccalaureate six-year graduation rate to at least 35%.
- Improve UAF's freshman retention rate to 75% by 2010.
- Advocate for funding of the 2005 Campus Life Master Plan by 2008.
- Expand recruitment and academic advising resources in each college and school by the fall semester 2010.
- Become nationally recognized for our student leadership program.
- The University will make a decision regarding selective enrollment by the year 2007.
- UAF will develop measures for student success at all academic levels.

IV. Community Engagement and Advancement:

- Obtain adequate maintenance and operations (M&O) funding for all new and existing facilities and infrastructure.

VI. Faculty and Staff Development:

The university is dedicated to recruitment, development, retention, and recognition of a diverse faculty and staff who will carry out our mission of excellence in teaching, research and service.

Strategic Goals:

- Increase the representation of women and minorities in staff and faculty positions where under-represented.
- Increase participation by all regular and adjunct faculty in faculty development.
- Develop an integrated and coordinated staff development program.
- Increase retention of faculty and staff, particularly in under-represented groups.
- Establish criteria and mechanisms for incentives and recognition of excellence for both staff and faculty.

Staff Council Meeting #166/Attachment #3 UAF Staff Council #166 Wednesday, 16 November 2005

Staff Council Fall 2006-Spring 2007 Updated Proposed Meeting Schedule

MOTION:

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All regular meetings will be in the Wood Center Rooms C and D and *face-to-face meetings will be in the Wood Center Carol Brown Ballroom (WCCBB) at 8:45 – 11:00 a.m. All meetings that are not face-to-face will be set up as an audio-conference.

SC	173	Wednesday	13	September	2006
*SC	174	Friday	13	October	2006
SC	175	Wednesday	15	November	2006
*SC	176	Friday	15	December	2006
New Rep & Alt Orientation			26	Ja0 -1.1497 TD0.0014 Tc3.0272 Tw>(*SC)224.1(175)4.57(2006	

Staff Council Meeting #166/Attachment #s 4 & 5 UAF Staff Council #166 Wednesday, 16 November 2005

1. Chancellor Jones 31 October memo Re: Cigarette Sales in Wood Center 2. Staff Council Officer's 3 November memo Re: Chancellor's 31 October memo

Memorandum

To: ASUAF Officers
UAF Faculty Senate Officers
UAF Staff Council Officers
Chancellor's Cabinet

From: Steve Jones
Chancellor

RE: Cigarette Sales in Wood Center

Date: October 31, 2005

The UA system recently launched an employee wellness program. That event and the incontrovertible evidence that use of tobacco has severe health risks suggest that we should evaluate our practice of selling tobacco products at the Wood Center.

At its most recent meeting, Staff Council unanimously agreed (via an informal straw vote) that we should cease such sales. I am in full concurrence. However, before I issue a directive I seek additional input from faculty and students via Faculty Senate and ASUAF, as well as any additional Staff Council input. Please plan to give me your thoughts by December 15, 2005. My intent unless you can convince me otherwise, is to

FY05

Revenue: \$61,187 (9919 packs sold, 1336 containers of chew, 1428 units of misc supplies sold)

Cost of Goods: \$47,248 Net Revenue: \$13,939

Tobacco sales were 44.8 percent of Sundry revenues for FY05 for the Wood Center.

To: Steven B. Jones, UAF Chancellor

From: Maya Salganek, Staff Council President
Jeff Stepp, Staff Council President-Elect

Re: Chancellor's Memo regarding Cigarette Sales in Wood Center

Date: November 3, 2005

Staff Council will prepare a reply to your memo regarding cigarette sales in the Wood Center as soon as possible; in the meantime, we think it is necessary to clarify with you, the members of our constituency, and recipients of the memo that we respectfully disagree with the claim that "Staff Council unanimously agreed (via an informal straw vote) that we should cease" cigarette sales in the Wood Center.

According to the transcript of our October Staff Council meeting, the following question was presented to the members of the Staff Council:

..."My particular question that I want to ask this group and Jeff and Maya and I talked about it Monday, what is the general ... how many of you think ... we ought to continue ... just as an example, selling cigarettes right here in the Wood Center. Raise your hand if you think that we ought to continue selling cigarettes in Wood Center ... that's nearly unanimous ... that is unanimous."

During the Staff Council meeting there are other reasons that one may not have responded to your inquiry regarding cigarette sales in the Wood Center; for example, it is possible that one may have simply abstained from voting, or one may have not raised her hand because she was thinking through the question and not yet made up her mind. Regardless, Staff Council did not "unanimously agree," even via straw poll, to anything that should allow one to state any conclusions about the Staff Council position.

Furthermore, if there was Staff Council agreement, it was in response to the request that members "Raise your hand if you think that we ought to continue selling cigarettes in Wood Center;" that is very different from the statement in the memo that, "Staff Council unanimously agreed that we should cease such sales."

Finally, the wording of the memo implies that Staff Council initiated the discussion to change UAF policy regarding cigarette sales in the Wood Center. We did not.

Members of Staff Council have expressed other concerns about the characterization of the Staff Council's position. We also expect to hear opinions from our constituents about the proposed change in policy. We will discuss those matters at our next Staff Council meeting.

Steven B. Jones, UAF Chancellor
November 3, 2005
Chancellor's Memo regarding
Cigarette Sales in Wood Center
Page 2

In the meantime, the recipients of the memo, members of Staff Council, and our constituency need to know that Staff Council has not yet discussed this issue in any meaningful way and that we did not vote on the issue as it is stated in the memo. Paul Layer and Joe Blanchard have already been advised. We will decide the most appropriate way to inform the others; we intend to do it quickly.

We regret the misunderstanding and hope that you understand our interest in this matter. We want to proceed in good faith and look forward to working with you to resolve this matter as soon as possible.

cc: Paul Layer, President, Faculty Senate
Joe Blanchard, ASUAF President

Staff Council Meeting #166/Attachment #6 UAF Staff Council #166 Wednesday, 16 November 2005
Staff Affairs Motion to establish the Ad-Hoc committee On Health and Wellness:

MOTION
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The UAF Staff Council moves to establish the Ad-Hoc Committee on Health and Wellness.

Staff Council Meeting #166/Attachment #7 UAF Staff Council #166 Wednesday, 16 November 2005

Staff Affairs 31 October Meeting Minutes

Staff Affairs Meeting Minutes Date: 10/31/05

Time: 09:00 Location: Chancellors Conference Room & teleconference

Phone number: 1-800-519-1987; *2928522*

Roll Call

Present: Nici M., Cathy M., Faith H., Liam F. (chair), Maya S.

Excused: Barb O. Absent: Susan S., Gabrielle H., Jackie A., Steve T., David B.

I. Old UA Business

A. Performance Based Budgeting (PBB)

Monitor and contribute to institution of performance based budgeting university-wide. Attend to staff issues and impacts as they come up.

old AI: Liam contact Gwen W. to find out what activity occurred over summer. [done] - see attachment 1

No further activity by Staff Affairs at this time.

B. THAW (inc. attachment 2)

Monitor and contribute to institution of THAW program university-wide.

old AI: Liam talk to Mike H. regarding privacy and communication. [done]

old AI: Invite Maya to next SA mtg. [done]

Maya gave a little history from Staff Council's POV on the THAW program.

- initially a committee convened with 2 day retreat

- Summex proposed a program with various activities that have incentives attached to meeting goals - program developed would have been \$5mill/year so not feasible

- instead using the bottom rung program - the HRA and information/coaching follow up

- see what the risk factors are and institute activities to address

Open forum at the Wood Center Ballroom was attended by at least 18 people locally and more than 2 people online.

- questions about privacy

- problems completing survey online

- heard one comment that HRA report is "insulting"

- Mike and Erika discussed University's goals and reas

===== attachment 1

Stacey Howdeshell. Northern Studies – XXXX? Ehrlander. HR – Yvonne Franklin.
Admissions – Hope Platt. Business Office - Cheryl Plowman.

Shawn – Lillian Redrick, Amy Topkok, and Bambi Nelson – Allied Health.

Sheena – Twyla (HR), Jodi (faculty related issues), Sheena (Grants). Travel – LeAnn
Hostmiller. Business Office – Bonnie Kleven.

Maya – IT guys – Josh Stedman (and Doreen and Shannon). Maya volunteered to help
with publicity or graphic programs.

Barbara – HR – Kim Macki, Cindy Wilde, or Twyla and Joldi at CRCD, and Susan Miller.
Grants & Contracts – Maggie Griscavage. Budget – Patti Duvlea and Cecelia
Chamberlain (CRCD Business Office). ~~8 tp1565 0 TD0.0002 Tc-0.0064 Tw~~ ~~Offrmative Acti(on –Earbli)68n~~
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indicated that they enjoyed the Mayo Clinic book, the newsletter, to the feedback report they got on their health survey.

4. Roundtable – We were out of time, so none given.
5. Announcements – Barb reminded everyone that our next meeting will be on December 7th at 10:00 a.m.
6. Adjournment – The meeting adjourned at 11:05 a.m.

Master Plan Committee Report November 10, 2005

By Gary Newman, UAF Staff Council Rep

Research Park

A contract was issued to Dowling by UA Statewide Land Management to prepare a concept plan for a research park on university land bounded by Geist Road, Fairbanks St. Thompson Drive, and the Alaska Railroad. This was being driven by the desires of the Fairbanks Economic Development Corp. promoting a new building in this area. We had also heard talk of the School of Management wanting to build a building in the area. None of the stakeholders, such as the Master Plan Committee, the Harper Building residents, DOT, etc. have had any input into this planning process, despite requests to be included. Normally, before plans are developed, a scoping process is initiated to take and incorporate input. The MPC is working to have stakeholders consulted in this process.

BiRD and Virology Buildings

The Biological and Research Building (BiRD) now going up on the east side of Sheenjok Drive across

Ski Trail – SAR Dish

A new trail now exists to the south of the SAR dish, which will avoid the conflict of having to plow the trail/road to access the SAR dish west of IARC. Funding has been provided by the Geophysical Institute, the Ski Club, and Facilities Services to relocate the lighting as well. This should be complete in the next few weeks.

Rural Campus Master Plans

Rural Campus Master Plans are being developed with technical support from Division of Design and Construction

Lena Point

The Juneau Fisheries Lena Point Building will have a design presentation at the Feb. 2006 Board of Regents meeting. Groundbreaking is planned for April 20, 2006 per Dean Wiesenburg.

Campus Plazas Design

Cornerstone (Lower Campus) and West Ridge Plaza designs are about ready to present to campus folks. In the next couple weeks, there will be easel presentations in Wood Center and somewhere on West Ridge inviting comments. If anyone wants a sneak peak, go to www.sfos.uaf.edu/staffcouncil.

UAF Strategic Plan

The UAF Strategic Plan effort has been ongoing for nearly a year and is supposed to wrap up by Dec. 2005. Staff Council has separate representation on this committee. Deb Horner, Director of Space Planning, will be making a presentation at the next Staff Council meeting at about 9 am Nov. 16, Wood Center Conference Rms C & D. Master Plan members will look at this document individually. The Nov. 1, 2005 draft can be viewed at www.sfos.uaf.edu/staffcouncil and their website is at www.uaf.edu/strategic

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done and what needs to still be addressed. Once the plan has been reviewed and commented on, an implementation plan will be developed for the items that still need to be addressed.

Plan for review chapter-by-chapter:

Sections 3 & 4 - Sharon McLeod-Everette

Section 5 - Kevin Huddy

Section 6 - Ed Foster

Section 7 - Martin Klein

Section 8 - Annette Chism

Section 9 - Tim Bauer

3. No public comment

4. No other business

5. Meeting schedule:

November 16, 2005 - Duckering 533

November 30, 2005 - Duckering 535

December 14, 2005 - Duckering 535

6. Adjourn

Respectfully submitted,

Annette Chism

END OF ATTACHED REPORTS

For More information contact