

ATTACHMENT # 3

d. Policies

No new policies have appeared on the Chancellor's website aside from Employee Recognition policy of 7/17/2009 (<http://www.uaf.edu/chancellor/policy>).

This topic will be forwarded to a future meeting.

e. Non-Retention

This topic will be forwarded to a future meeting.

f. On-Boarding Employees

This topic will be forwarded to a future meeting.

VI. New Business

a. Goals

It was decided at this meeting that the Staff Affairs Committee needs to determine goals that we are working towards with deadlines. The goal that came immediately to the forefront is compensation and distributing an informational piece to staff members. Please see the attached outline of what this compensation goal entails.

b. Assignments

Upon review of the compensation goal details, members of the Staff Affairs Committee will volunteer to be responsible for researching different categories of the compensation outline and drawing up an informative to-the-point segment. In the spring of 2010, the Staff Affairs Committee will roll out a letter and informational

ATTACHMENT # 3
UAF STAFF COUNCIL #203
COMMUNICATIONS COMMITTEE
December 16, 2009
SUBMITTED BY ASHLEY MUNRO

Fall 2009 Staff Survey Results
Total participants 335

1. Did you know Staff Council is the governance body that represents staff employees and serves as an advisory board to the Chancellor in matters concerning UAF Staff?
YES- 268
NO- 66
OTHER- 1
2. Did you know that Staff Council welcomes and encourages all Staff to attend council meetings?
YES- 146
NO-188
OTHER-1
3. Have you ever attended a Staff Council meeting?
YES- 65
NO- 269
OTHER- 1
4. Did you know Staff Council meetings are audio conference?
YES- 197
NO-137
OTHER-1
5. Have you ever attended a Staff Council sponsored event?
YES- 197
NO- 137
OTHER- 1
6. If you answered no to questions 3 or 5, what reasons would best describe why?
Workload- 132
Unaware of event or that staff could attend- 43

7. What Staff Council events would you most likely participate in?

Staff Appreciation Day- 217
Health/Wellness Events- 201
Staff tours- 97
Charity drives- 85

8. How effective do you feel electronic forms of communication are for Staff Council to notify you of events, opportunities and important information?

(scale of 1 to 5 with 1 being "not effective" and 5 being "very effective")

1-10

2-21

3-96

4-114

5-94

9. How could Staff Council communication improve?

Newsletter, advertise in Cornerstone, place ad in departmental newsletters, post "latest news" fliers, blog, create a website, more emails, mail, UAF Events Calendar, create a Google calendar, Facebook, include information in Employee Handbook, have local representatives spread the word, host information sessions, send out minutes, host forums

10. Which items below do you feel should be focus prumuld b2(oM2(b8c 04ab)2(e)-3(ub)2(et 62(b)2(e)-3(f)11(o)-7

x I don't know how hard they are fighting for employee compensation, as I can't attend most meetings due to my night work schedule, but it really chaps my A\$\$ that I haven't received any step increases and that we are going to only a 1% raise every year. Why stay at UAF, what's the incentive? Their main focus, in my opinion should be staff salaries currently.

x I feel we have no representation for certain issues. For example, I am unhappy with my retirement plan, but I feel nothing can be done about it. Perhaps we should unionize.

x Sometime are work load is tedious and not all that exciting not too sure about jumping up and down over a staff council meeting.

x I occasionally read that Staff Council represents staff (using similar wording to that at the start of this survey) but that's very vague. I'm happy in my job and am treated well (I also do good work), so I need concrete examples of what it means to represent me as staff. It's like having someone represent me to the Belgian prime minister; I didn't know I needed it.

x I think you need to be more vocal. I believe most employees know about what you do but don't feel you are effective (not necessarily because of you, but because top administration don't take you seriously).

x I've been almost completely uninvolved, and it seems like a distant and unimportant part of my employment here--another thing that takes up time I don't have. This attitude on my part is contradictory to what I believe in terms of civic duty (political action, for example) so I feel sort of guilty about it, but there you have it. My focus is on my work, and there's so much to do I feel bound to concentrate on it rather than staff council or even talks given by students or faculty in my school. So I miss out. I'm not sure how to reconcile this. They all seem important.

x Publish more information about successes? I don't hear much about that either- although the last Staff Appreciar thooe lastto51(S)-18(onc)-(e)-1l becalt(ec) Smate. Ttmpormta26()-1 o-8(.pa36(y)2af)-1(f)-13ke t.12(y)16ankout.lhat lat, and -24(u)12h24(u18(d-6(ex)-8(am)-u T)-17(Tw 2

- x Get out and meet people. Use the list of projects / problem solving to get multi-discipline teams and representation to work and achieve together (with faculty and administrators)
Meet your constituents
- x In the governance hierarchy, staff council is largely dismissed by administration. We don't have a "hammer" that forces them to acknowledge our voice or concerns. I do NOT want to join a union but believe something stronger than lip service should come from administration & faculty.
- x As stated - I haven't heard a thing in years. Didn't know they were still active.
- x I had no idea there was a Staff Council, or what it does. After taking this survey, I know a little more, but I'm a relatively new (less than a year) staff member, but wasn't made aware of this Council at all, why it is there, or what it does. Anything to improve this for me (and other new staff members) may be a good area for improvement.
- x I am grateful for staff council. It is extremely beneficial to participate and overall I think the body does a great job.
- x Staff Council should act more as a liaison/ombudsman for staff with University departments. This should include child care and parking issues and maybe help with getting customer feedback of areas that staff work in such as financial aid, veteran affairs and HR. If feedback comes back negative, Staff Council can work with departments to identify negative perceptions and why they are occurring and help get to find solutions. This would improve customer service and boost morale for those departments, leading to more productive happier staff members. Staff Council also should work between campuses as this seems to be another major problem.
- x I have wondered at times if we should have an official (i.e., with authority) ombudsman position -- someone who can serve as a point person for concerns of individual staff. I have felt "blown off" on some occasions when I have brought a concern to UAF. It seems when push comes to shove, UAF employees/admins are concerned for UAF interests, not staff's.
- x If there were no Staff Council nothing would change. That should be a big hint. The Staff Council has no decision making authority over anything that actually matters. The SC is just a farce the administration loves because it makes it appear as if there's actual collaboration when it comes to making decisions which affect non-represented employees.
- x Please take on combining sick leave and annual leave.
- x great calendars
- x Staff Council is a great way to learn more about what is happening at the University, and to become involved

ATTACHMENT # 3
UAF STAFF COUNCIL #203
ADVOCACY COMMITTEE
December 16, 2009
SUBMITTED BY ASHLEY MUNRO

Advocacy Committee Report
December 3, 2009

Present: Ashley Munro and Kathy Pedersen

1. Staff Tours

The December tour is of the Cold Climate Housing Research Center on December 8

We had 20 staff join us and it was a really great tour. Due to the size of the building and rooms, we had to limit to 20 people. It was booked just 2 hours after the email announcement went out and we had several on a wait list. Due to the popularity of the tour, we will try to organize another one in spring.

We are currently working on the January tour for the museum.

2. Purpose of the committee

There has been a lack of participation in this committee. Its goals, as stated in the constitution and bylaws are to advocate the importance of UAF staff to the community and within UAF, as well as plan events to strengthen and celebrate staff. We feel that these goals may coincide with those of the Communications Committee and would like to look into combining the two committees.

ATTACHMENT # 3
UAF STAFF COUNCIL #203
STAFF APPRECIATION DAY COMMITTEE
December 16, 2009
SUBMITTED BY ASHLEY MUNRO

Staff Appreciation Day Notes
December 7, 2009

1. Confirmed Staff Appreciation Day Sessions
 - x Professional Development
 - x

Brad Havel has agreed to work on the registration process with the same server as the Staff Council Elections. The committee will have sessions lined out by February for him to work on the form.

6. Budget

We will have a better idea of the budget once the longevity awards have been decided. It looks