

## A. Roll Call

### Present

Juella Sparks  
Claudia Koch  
Pips Veazey  
MaryAlice Short  
Debbie Gonzalez  
Kala Hansen  
Nichole Kloepfer (phone)  
Gary Newman  
Jennifer Elhard (phone)  
Mary Sue Dates  
Ryan Keele (phone)  
Robin Weinant  
Jed Lowell (phone)  
John Clendenin  
Jennifer Youngberg  
Walker Wheeler  
Brad Krick  
Cat Williams, Alt (phone)  
Richard Machida

### Excused

Evelyn Pensgard  
Deb Jeppsen  
Carolyn Simmons  
Kim Eames  
Travis Brinzow  
Britton Anderson  
Robert Mackey  
Sara Battiest  
Debbie Coxon

### Guests:

Mae Marsh

4 Quorum was met.

## B. Approval of Agenda for Staff Council Meeting #230

4 The agenda was approved as presented.

## C. Approval of Minutes for Staff Council Meeting #229

4 The minutes were approved as presented.

## 2. STATUS OF PENDING ACTIONS

### A. Actions Approved

#### i. UAF Staff Council Motion 2012-228-1: Motion to Amend the UAF Staff Council Constitution Regarding Staff Council Representation on Staff Alliance - Approved by Chancellor Rogers (6/19/2012)

4 Chancellor Rogers approved our motion to change the UAF Staff Council Constitution regarding Staff Council representation on Staff Alliance. Officer Reports,” was presented prior to section “3.

Public Comment” in order to maintain the standard 9AM time slot for Public Comment. For clarity, these sections are documented below in numerical order, as they appeared on the approved agenda.

## 3. PUBLIC COMMENT

**A. Mae Marsh, Director of Diversity and Equal Opportunity**

- 4 Mae announced upcoming changes to diversity and equal opportunity on campus, including the relocation of Diversity and Equal Opportunity to the Nordic House, located near Hess Village. This move is set to begin next week and will likely be complete in September. Mae feels that this is a better location for people to file complaints. Along with the move, there will be restructuring. The Office of Multicultural Affairs and Diversity (OMAD) will no longer be on the first floor of Eielson, the Women's Center will become a resource center, which will serve as the primary point of contact for students, faculty, and staff. The resource center will be able to provide information regarding the location of the Nordic House and available resources. These changes will not affect the function of these offices. Mae's office recently added diversity to their workload and they are trying to cover all areas with their current staff.
- 4 OMAD events will be moved to the Wood Center and the resource center will be located where the Women's Center is currently located. Everything else will be moved to the Nordic House. The work time saved by these changes will be used to review our policies; to ensure that we are offering opportunities to everyone. Their objective is not to drop any of the current services. Concerns were raised by Staff Council members regarding the changes. If you have specific concerns, please send them to Mae.
- 4 The Nordic House has an accessibility problem. To counter this, they are putting signs on their offices and websites to inform people. Meetings can be scheduled at the Resource Center for anyone with a mobility issue

information will be collected; this is part of the reason why Alliance chose to use SurveyMonkey. Claudia passed a draft of the survey around the room and Staff Council members were given the opportunity to provide feedback.

**Statewide Governance**

- 4 Vice President Dana Thomas addressed Staff Alliance during the retreat. During the search for a governance executive officer, Dana will serve as the liaison between governance and the administration. He has requested that a representative from Staff Alliance serve on the hiring committee. They are going forward with the executive officer position. Our hope is that once the executive position is filled, a coordinator will also be hired. However, Staff Alliance is hearing mixed signals regarding the hiring of a second staff member; the result may be the hiring of a single executive officer and student workers.
- 4 Dana Thomas is now the Vice President for Academic Affairs and has resigned from his position at UAF. He is currently reviewing all board of regents' policies. Proposed revisions can be found on his website.
- 4 Michelle Rizk, Associate Vice President for Finance, spoke with Staff Alliance regarding the budget. There is currently no placeholder in the budget for a staff increase. With the enrollment numbers being low, in addition to the low tuition increases, funds are very limited.
- 4 President Gamble also addressed Staff Alliance. President Gamble recently announce the SDI five themes. These are drafts, he noted that this is not set in stone as of yet and input is still welcome.

**Staff Development and Evaluations**

- 4 President Gamble is in the early stages of developing a better staff development program and he is interested in receiving feedback regarding what staff want and need. He is also working on performance evaluations; input is also sought on this topic. President Gamble does not like the form currently used for performance evaluations. He

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- 4 The employee tuition benefit remains an active issue. The online tuition waiver benefit is the current benefit; President Gamble has not signed a new version. There was some confusion due to the circulation of a draft with a July 1 start date. This was not put into effect; we are still under the old policy.
- 4 As of July, President Gamble had received a memo with concerns about the proposed benefit changes; he viewed

- 4 Staff Alliance is interested in educating staff on their right to, for example, a ten percent out of class adjustment when you are given someone else's work, including the process that you can go through to get your position description reviewed. Staff can file a grievance within the university; they can also take their case to the department of labor. Alliance has determined that they have to educate staff about their rights, not just within the university, but also outside of the university because we are not getting through to the administration that they cannot just keep cutting forces and expect us to take on the load. This does not work, the system will break, and the quality of our work goes down because we are overworked and stressed.
- 4 The other side of the coin is that the chancellors have their burden with increasing fixed costs. Staff salaries and positions represent the soft spot; we are the easy way to make up fixed costs not adequately covered by the legislature. Chancellors have their own set of burdens, but we are taking gradual steps towards a cliff. That cliff being the quality of the education and services we can provide to our students.
- 4 In terms of the budget, the next step in the process is for the increase to be included in the budget, which will be approved by the board of regents at their November meeting. From there it is forwarded to the governor. We have to make our statements and impact at the September meeting, we then have to be able to back our plan again in November.
- 4 Staff Alliance has directed Juella to ask, if the 5.5% is not entirely possible, that the administratio(m)6(m)6(m)6(m)hAe to [(i)

**E. Committee Staffing and Assignments**

**4 Attachment 230-3: Staff Council Committee Assignments as of August 14, 2012**

- 4 As a reminder, Staff Council representatives are required to serve on one Staff Council committee and there are several internal committees are in need of additional members: EMR, Advocacy, and Communications.
- 4 The annual review of committee membership and appointments was conducted to verify representatives continued interest in serving on the various committees and to provide others with an opportunity to serve on committees that interest them.
- 4 Discussions of Staff Council representation on specific committees, including confirmed assignments and changes, appear below under items 10, 11, and 12.

**F. Grievance Process Review**

- 4 Juella has long thought that the grievance process is unfair and extremely ambiguous to the extent that there appears to be fundamental unfairness. We would like to have statewide review this policy and regulation in order to look for ways to increase the fairness of the process for staff. In the past there was a completely dionsse ra 78 584.snt pr3w( )[[ra 74(r)-2(o)-53wt -t[(prki)-5()ht t tving ts<0010>3(el-5(e)-3(s)2(e)-3(n)5(ta)-35.506)-7(n)5( o)-7(n)5-5 spA n [(a)-8(s 0

**11. EXTERNAL STATEWIDE COMMITTEE REPORTS**

- 4 Staff Alliance Committees are typically made up of Staff Council Officers or their designees from the three MAUs and statewide. Last year, Juella and Pips appointed representatives to serve in their place. This year Juella and Claudia will also designate memb sst812(Cm)9(iR0.013 0 7.50.001 Tw 9.96 0 0.25( )Tj E]2(V)-8(ED)Tw [(d)-444 the



- 4 Nichole Kloepfer will continue to serve as the Staff Council representative on this committee. No additional Staff Council members voiced interest in serving on this committee. This committee has finished meeting for the year. It will begin meeting again in the spring.

**E. Chancellor's Advisory Committee for the Naming of Campus Facilities – Debbie Coxon**

- 4 Debbie was not in attendance. She will be contacted to confirm her interest in remaining on this committee. No additional Staff Council members voiced interest in serving on this committee.

**F. Accreditation Steering Committee**

- 4 Nichole Kloepfer was appointed to serve as the Staff Council representative on this committee. No additional Staff Council members voiced interest in serving on this committee. This committee did not meet this summer.

**G. Meritorious Service Awards Committee – Claudia Koch**

- 4 Claudia will continue to serve as the Staff Council representative on this committee.
- 4 Nominations for this award are due by August 31. You should have received an email containing information on submitting nominations. Please review this information and get it out to your constituents.

**H. Technology Advisory Board C**