

MINUTES
UAF STAFF COUNCIL MEETING #120
Friday, October 13, 2000
Wood Center Ballroom

I Scott Culbertson called the meeting to order at 8:35 a.m.

MEMBERS PRESENT:

- Anderson, L.
- Bywater, C.
- Carlson, K.
- Culberston, S.
- DeKerlegand York, D.
- Downes, I. (for L. Evans)
- Hagen, D.
- Hazelton, G.
- McCrea, S.
- Parzick, J.
- Powell, D.
- Segla, D. (for R. Candler)
- Seymour, M.
- Skrob, J. (for S. Comstock)
- Simmons, H.

MEMBERS ABSENT:

- Baergen, A.
- Brown, E.
- Gray, D.
- Ledlow, L.
- O'Neill, R.
- Renfro, C.
- Rogers, P.
- White, P.

OTHERS PRESENT:

- Branley, C.
- Chapman, C.
- Duffy, L.
- Farrell, M.
- Humphrey, M.
- Lind, M.
- Mosca, K.
- Pitney, R.
- Van Flein, E.

B. The minutes to Meeting #119 (September 13, 2000) were approved as distributed via e-mail.

C. The agenda was adopted with the following items on the consent agenda:

1. Motion to approve FY02 Meeting Calendar

MOTION PASSED (unanimous)

=====

The UAF Staff Council moves to approve the FY02 meeting calendar as follows:

UAF STAFF COUNCIL
2001-2002 MEETING CALENDAR
8:45 a.m.
Wood Center Ballroom

MTG.#	DATE	DAY
128	September 12, 2001	Wednesday
129	*October 12, 2001	Friday
130	November 7, 2001	Wednesday
131	*December 7, 2001	Friday
132	February 6, 2002	Wednesday
133	*March 1, 2002	Friday
134	April 10, 2002	Wednesday
135	*May 15, 2002	Wednesday
136	June 7, 2002	Friday

*Face-to-face meetings

EFFECTIVE: Immediately

RATIONALE: The Ad Hoc Calendar Committee will need all the meeting dates for 2001 to be incorporated in the Staff Council calendar. The 2001 calendar will be distributed at the December 8 Staff Council meeting.

2. Motion to Change Staff Council Meeting Time

MOTION PASSED (unanimous)

=====

The UAF Staff Council moves to change their meeting time from 8:30 a.m. to 8:45 a.m.

EFFECTIVE: Immediately

RATIONALE: Several staff council members are either traveling from the downtown campus or have children to get off to school. As a result, they are regularly late for the meeting. Late arrivals could be minimized or possibly eliminated by moving the meeting back 15 minutes. The meeting would then adjourn 15 minutes later. Hopefully, this does not represent an inconvenience for the members who are able to arrive on time.

3. Rural Affairs Report Report was included in the agenda.

4. Elections, Membership & Rules Report Report was included in the agenda.

5. University Advocacy Report Report was included in the agenda.

D. President's Report

Board of Regents President Culbertson and President-Elect McCrea attended the October Board of Regents meeting. The meeting was originally scheduled for Kodiak, but due to weather problems the meeting was held in Anchorage. Human Resources was not on the agenda. University budget planning for the next two years was addressed. Financial gifts to the University increased 150% this year. The University will be asking for an increase of approximately \$18 million for FY02. The lobbying theme this year is to prove that the increased funding is being used in a productive manner. There is a web site that tracks this information.
<http://www.alaska.edu/swbudget/01initiatives/index.html>

Athletics - Randy Pitney donated a hockey ticket and a volleyball ticket. Representatives guessed his age and Irene Downes won the hockey ticket and Debra Hagen won the volleyball ticket.

II Governance Reports

A. ASUAF - S. Banks - No Report

B. Faculty Senate - L. Duffy

Faculty Senate is working on a resolution which will allow students to be randomly surveyed during the academic year. In the past, cuts have greatly affected staff who assist in the compliance with federal regulations. Research funding is an essential component to the University funding. Professor Duffy encouraged staff participation in the survey also. The Noel-Levitz Student Survey is a random sampling and is a national survey. The survey is a coordinated effort across the University of Alaska System. The results will be compared with Universities in the lower 48.

C. Alumni Association - C. Branley

The time and temperature sign is now up at the College Road and University Avenue entrance. Alumni raised \$21,900 for student enhancement projects. The new alumni web site should be up in a couple weeks. New membership for employees in the University of Alaska system is \$30, which can be enrolled through payroll deduction. Alumni is working with Daisy A Day Floral with the Christmas wreaths for \$20. There is a \$5 additional fee for a velvet or plaid bow. Contact the Alumni Association or Daisy A Day Floral and reserve your wreath by November 1. New alumni mugs are available for \$8. The Fairbanks Alumni chapter will hold their annual meeting on Wednesday, October 18 at 5:30 p.m. in the Alumni Lounge. Cindy Branley has also been appointed the permanent director of the Alumni Association.

III Chancellor's Remarks - M. Lind

Board of Regents Meeting Chancellor Lind encouraged staff to vote in the November elections and take a look at the resolution on the 10 mill tax cap that the Board passed. The Board will take final action on the operating budget in November.

Building Improvements A number of renovations on various buildings throughout the campus will take place in the next few

the distribution of material, staff had a very short time to complete the paperwork. The committee received a report from UAF Human Resources regarding the re-orientation sessions offered this past spring for the not-so-new employees. Advertising was done in the HR Update. It is uncertain whether poor newsletter circulation or staff not fully reading the Update was the problem for the low participation rate in this training session. The next reorientation is scheduled for December 13 in the Wood Center Memorial Conference Room from 10 a.m. to noon and will be audioconferenced for the rural sites.

The next Staff Affairs meeting is October 24 at 9:00 a.m. in Wood Center Conference Room.

1. Resolution on Compensation

An executive summary on compensation was distributed as a handout. The new form takes a more positive approach to the issue. Moving forward in a positive manner and not a confrontational manner was favored. Representative Downes stated that staff in Unit 10 are in favor of this resolution/summary and thanked Staff Affairs for their hard work. Discussion continued and representatives were in favor of the executive summary because of its positive approach. A recommendation was made to have this information distributed to the Chancellor when it is forwarded to Staff Alliance, as well as Statewide Human Resources so that Dale Seay can address this issue when he speaks at the December meeting. Representatives thanked Kurt Carlson for all his hard work on this topic.

A motion was made and seconded to table the compensation resolution. The vote was unanimous.

RESOLUTION TABLED (unanimous)
=====

WHEREAS, the University staff salary ranges have had no positive adjustments since 1994; and

WHEREAS, the adjustment prior to 1994 was sometime prior to 1983; and

WHEREAS, the 1994 adjustment was not to market, it represented a 10-20% increase when Consumer Price Index 1983-1994 was 35%; and

WHEREAS, the compensation study promised in 1996 upon completion of the JEF project was not concluded; and

WHEREAS, the 03/1998 Hay Report documents University compensation to be 9-28% beneath market; and

WHEREAS, staff initiated salary surveys in 1996 and previously on over 20 benchmark positions demonstrated University compensation to be at least 4-28% beneath State of Alaska, 3-25% beneath Federal, and 4-40% beneath Industry levels; and

WHEREAS, the Consumer Price Index, US City average, has increased 12.4% between 1994 and 1999, and 67% since 1983; and

WHEREAS, the Consumer Price Index, Anchorage average, has increased 9.9% between 1994 and 1999, and 48% since 1983; and

WHEREAS, the Consumer Price Index, Anchorage average, has increased 0.9% for the first half of 2000 and steeper increases are projected for the last half of 2000; and

WHEREAS, the Federal General Salary schedule has increased by 12% since 1996 and 31% since 1990; and

WHEREAS, the University has chosen to pass inflationary costs for health care onto employees through reduced benefits and employee contributions; and

WHEREAS, State of Alaska employee benefits exceed University benefits in significant areas: shorter work weeks, higher leave accrual rates, and higher geographic differentials; and

WHEREAS, there are no documented objectives to the University

compensation structure; and

WHEREAS, retaining experienced and highly qualified employees at the University is a tremendous challenge with under market salaries and no cost of living adjustments; and

WHEREAS, hiring competent employees at the University is a tremendous challenge with the current salary ranges; now,

THEREFORE BE IT RESOLVED, That the Board of Regents, in accordance with Policy 04.05.040, is strongly urged to approve at least a 12% across the board increase to the staff salary schedule for all steps to become effective no later than 7/1/2001; now

BE IT FURTHER RESOLVED, That existing employees be reclassified to the nearest step in the adjusted range to guarantee them a minimum 3% cost of living increase to become effective no later than 7/1/2001; now

BE IT FURTHER RESOLVED, That it be acknowledged this modest increase is not to market but an economically justifiable good faith effort in the short term to address the long over due range reclassifications; now

BE IT FURTHER RESOLVED, That Statewide Office of Human Resources recommend granting hiring approvals to departments 3 steps higher than stated in Regulation 04.05.040.D1a; now

BE IT FURTHER RESOLVED, That effective 04/01/2001 the recommended minimum hiring step for new employees be 'Step C' in anticipation of 7/1/2001 adjustment; now

BE IT FURTHER RESOLVED, That Statewide Office of Human Resources continue a systematic reclassification effort and publish the proposed time lines, scope, and compensation objectives; now

BE IT FURTHER RESOLVED, That Statewide Office of Human Resources be mandated to report each October to the Board of Regents and Governance meetings, in accordance with Regulation 04.05.040.D3 and 04.05.080, any general Federal or State of Alaska cost of living adjustments and public source inflation estimates so the Board of Regents can exercise, if they choose, their authority to approve cost of living adjustments according to Policy 04.05.040; now

BE IT FURTHER RESOLVED, That the Board of Regents endeavor to review cost of living information in accordance with Regulation 04.05.040.D3 and give serious consideration to salary adjustments on at least a biannual basis; now

BE IT FURTHER RESOLVED, That the Board of Regents direct Statewide Office of Human Resources to exercise their responsibility as stated in Policy 04.05.080 to document and promote appropriate range reclassification on an ongoing basis, that no positive adjustments since 1994 and only one since at least 1983 is contrary to recruitment and retention of qualified staff; now

BE IT FURTHER RESOLVED, That the Board of Regents and Statewide Office of Human Resources acknowledges University staff compensation (wages and benefits) is not the same as State of Alaska compensation; that the University is systematically lower; and that reports such as the 1999 Legislative Wage and Benefits study are not directly applicable to the University.

Information Sources:

=====

<http://www.alaska.edu/bor/policy/4p/p04-05.html>
<http://www.alaska.edu/bor/regulation/4r/r04-05.html>
<http://www.labor.state.ak.us/research/research/col.htm>
<http://www.labor.state.ak.us/research/col/cpiuanch.htm>
<http://www.labor.state.ak.us/research/col/cpiuann.htm>
<http://www.labor.state.ak.us/research/col/col.pdf>
<http://www.govexec.com/careers/00pay/gsindex.htm>
<http://www.opm.gov/oca/2000tbls/GSannual/INDEX.HTM>
<http://www.state.ak.us/local/akpages/ADMIN/dof/payroll/salary.htm>
<http://teak.state.ak.us/wa/postapps.nsf/?open>

1999-07-23 State of Alaska Salary Schedules by BU/Location
(salary.xls, faxed from State personnel office 2000-09-27)

State of Alaska Salary Schedules and Information

<http://www.state.ak.us/local/akpages/ADMIN/dof/payroll/salary.htm>

[http://www.state.ak.us/local/akpages/ADMIN/dof/payroll/forms/00g
gw.xls](http://www.state.ak.us/local/akpages/ADMIN/dof/payroll/forms/00g
gw.xls)

General Government, Schedule 2A (2000 Base: bi-monthly, hourly)

Salary Schedules by BU/Location

dated 1999-07-23, identified as salary.xls,

faxed by State, shows State geographic differential classes

1999-01 Legislative Budget and Audit Committee,

Wage and Benefits Study (KPMG: Final Report)

1992 General Government Schedule 2A (bi-monthly, hourly)

1991 General Government Schedule (monthly)

Staff Council is requesting that Mike Humphrey give another discussion on what is covered on the wellness benefit and to include the rural sites. Mike Humphrey stated that he traveled to Valdez and conducted a session on the benefits. Also, he has asked his supervisory to incorporate a rural site visit to address the benefits.

VII New Business

A. Update on Raffle

Staff Council would like to take this opportunity to thank everyone who participated in the Staff Council raffle. Staff Council raised \$2,490 from the raffle. This does not include the generous \$1,000 donation from the Fairbanks Pool Association and \$200 from the Borealis Chapter #2 OES. The proceeds from the raffle benefit the Carolyn Sampson Memorial Scholarship.

Congratulations to the following winners:

Marcia Keyes - Two coach round-trip tickets on Alaska Airlines. Tickets courtesy of Alaska Airlines.

Sarah Hall - Two season tickets for UAF Hockey, courtesy of UAF Athletics.

Pavat & Glyn Komkai - Two tickets for the Top of the World Classic, courtesy of UAF Athletics.

Kurt Carlson - One individual Student Recreation Center Pass, courtesy of UAF Athletics.

Ann Tremarello - Quilt, courtesy of Kathe Rich.

Patty Green - One month trial membership, courtesy of the Fairbanks Athletic Club.

Kathy Mosca - One Broose Moose and \$50 in gas coupons, courtesy of Tesoro.

Julie Riley - One Broose Moose and \$50 in gas coupons, courtesy of Tesoro.

The UAF Staff Council named the scholarship in memory of Carolyn Sampson, former executive secretary in the Governance Office. Carolyn was instrumental in obtaining support services for the Staff Council and provided support for the Faculty Senate and Academic Council while employed at UAF. This scholarship is designed to provide new career paths or retraining to applicants wishing to re-enter the job market or whose work activity may be threatened by economic, health or other factors. At the present time, Denise Williamee received a \$1,500 award for 2000-01 academic year. The recipients are selected by the UAF Standing Scholarship Selection Committee. As of June 20, 2000, the Scholarship's principal is over \$51,000, and it continues to grow.

B. Staff Members Needed for the Women's Center Advisory Board

The UAF Women's Center is requesting two staff members to serve on their Advisory Board. Laura Lee Potrikus from Foreign Language has volunteered. Representative Downes recommended Kathy Mosca and she agreed to serve.

C. Resolution on Tax Cap

The following resolution was distributed as a handout for the Council to consider. The Board of Regents passed a resolution opposing the 10 mill tax cap. If the tax cap passes, municipalities and boroughs will be looking for additional funding from the state legislature. The resolution reflects the resolution that the Board of Regents passed. After a brief discussion, the resolution was passed with two abstentions.

RESOLUTION PASSED (2 abstentions)

=====

WHEREAS, the Staff Council of the University of Alaska Fairbanks believes that public education K-12 through post-secondary is a prime responsibility of state and local governments, and should continue to be a top funding priority, and

WHEREAS, local property taxes provide the primary revenue source not only for school construction, maintenance and operation, but also for police and fire protection, local road maintenance and a wide variety of social services, and

WHEREAS, local property tax mill rates have historically been a decision left to local communities, and

WHEREAS, the proposed initiative entitled "An Act Providing Property Tax and Assessment Relief" would limit local mill rates everywhere in the state to 10 mills, and

WHEREAS, the same proposed initiative would also limit increases in assessed value of individual properties to the Consumer Price Index, but no more than 2 percent per year, and

WHEREAS, enactment of the proposed statewide property tax cap would eliminate one-third of Alaska's current property tax revenues, and

WHEREAS, a decline of that magnitude in tax revenue would require the elimination of a multitude of public services in every region of Alaska; and

WHEREAS, local government budget reductions will affect the ability of the University of Alaska to respond to community needs for postsecondary education by reducing local government funding for community campus programs and services;

NOW THEREFORE BE IT RESOLVED, That the UAF Staff Council joins the University of Alaska Board of Regents and the UA Foundation Board of Trustees in opposing any statewide tax caps that would significantly reduce the ability of the state and municipal governments to contribute to the funding of public education and other public services, and

FURTHER BE IT RESOLVED, That the UAF Staff Council urges other MAU and statewide governance groups to join us in taking a united stance against the proposed statewide property tax cap because of the potential impact it can have on us as staff, students, and faculty of the University of Alaska.

Late registration and fee payment end	Fri., Sept. 14
Last day for 100% refund of tuition and materials fees	Fri., Sept. ((14)) 21
Last day for student-initiated and faculty-initiated drops (course does not appear on academic record)	Fri., Sept. 21
Last day for 50% refund of tuition (only)	Fri., Sept. ((21)) 28
Low grade reports for freshmen due not later than	Fri., Oct. 12
Last day to apply for 2001 fall graduation	Mon., Oct. 15
Last day for student-initiated and faculty-initiated withdrawals (W grade given for course)	Fri., Nov. 2
Registration and fee payment for the 2002 spring semester begin	Mon., Nov. 12
Thanksgiving holidays (no classes)	Thurs.-Sun., Nov. 22-25
Last day of instruction	Fri., Dec. 14
Final examinations	Mon.-Thurs., Dec. 17-20
Residence halls close, noon	Fri., Dec. 21
Grades due to the Registrar's Office	Fri., Dec. 21
Campus closed 5 p.m., Fri., Dec. 21, 2001 - 8 a.m., Wed., Jan 2, 2002	

SPRING SEMESTER-2002

Application for admission deadline for spring semester	Mon., Dec. 3, 2001
Orientation for new students	Tues.-Wed, Jan. 15-16, 2002
Residence halls open, 9 a.m.	Mon., Jan. 14
Alaska Civil Rights Day (registration and fee payment continue)	Mon., Jan. 14
First day of instruction	Thurs., Jan. 17
Late registration begins	Thurs., Jan. 17
Late registration and fee payment end	Fri., Jan. 25
Last day for 100% refund of tuition and material fees	Fri., ((Jan. 25)) FEB. 1
Last day for student-initiated and faculty-initiated drops (course does not appear on academic record)	Fri., Feb. 1
Last day for 50% refund of tuition (only)	Fri., Feb. ((1)) 8
Last day to apply for 2002 spring graduation	Fri., Feb. 15
Last day for student-initiated and faculty-initiated withdrawals (W grade given for course)	Fri., ((Mar. 22)) MAR. 15
Low grade reports for freshmen due not later than	Fri., Feb. 22
Spring recess	Mon.-Sun., ((Mar. 11-17)) MAR. 18-24
Registration and fee payment for the 2002 fall semester begin	Mon., Apr. 8
All Campus Day (no classes)	Fri., Apr. 26
Last day of instruction	Fri., May 3
Final examinations	Mon.-Thurs., May 6-9
Residence halls close, noon	Fri., May 10
Commencement**	Sun., May 12
Grades due to the Registrar's Office	Wed., May 15

**Saturday, May 11 may be an alternate date for Commencement (to coordinate with other MAU's).

VIII The meeting was adjourned at 10:43 a.m.

Tapes of this Staff Council meeting are available in the Governance Office, 312 Signers' Hall, if anyone wishes to the complete tapes. Submitted by Kathy Mosca, Staff Council secretary.