



off some of that outstanding liability. One thing being considered is using a portion of the natural gas pipeline assets and allocating a part of that revenue to offset the PERS/TRS liability. It has not been undetermined if this is legal with the social security program and if members were able to switch would this come with a big cost to the employers.

Maya Salganek reminded Council members that Lynette Washington is chairing the UAF Staff Council Heart Walk Team. Maya invited Council members to join the team and show support.



1. Supervisors and non-supervisors tend to feel the same about annual performance appraisals. If the supervisor “likes” appraisals, then the non-supervising staff members tend to “like” appraisals and vice-versa.

2. Staff that receive annual performance appraisal as required tend to feel more positive about the appraisal system than staff that do not receive appraisals.

3. There is a positive effect on organizational teamwork, involvement in the organization, and a better flow of information (the three communication variables used in the study) when annual appraisals are conducted than when annual appraisals are not conducted.

4. Supervisors will have increased discomfort in conducting annual performance appraisals as important outcomes are attached to the appraisal.

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Gary Newman asked Nick if he had demographics between male and female staff that responded to the survey and how representative is that for actual employment across the system. Nick Towne replied that the respondent group is pretty representative. Maya Salganek stated that you have 75 women supervisors that responded and only 35 male, so gender bias is kind of inherent in your study. Nick replied that the fact that this was totally randomized and that the male to female data has not been broken all the way down Nick Towne stated that he is a little hesitant to include that information, because he promised Human Resources that he would not try to identify an (a)ia.8(1)-2lma( and 4) of TDtp0 Tc0i2cAs a(eena)454(605)(the way)-

Maya Salganek introduced and welcomed Kate Wattum to the Council.

Kate Wattum informed Council members about the Start Walking Program and informed the group about the sign up process on the web at <http://www.alaska.edu/HR/StartWalking/>

**What is the *Start Walking* program?**

Participants in this self-paced walking program simply wear a pedometer that tracks the steps they would take in a normal day. After establishing a baseline, participants try to increase the number of steps and get in better shape.

**How does it work?**

After [signing up](#) for the program participants receive a pedometer. During the program, they will also get automated e-mails each Monday morning. Participants will click on a link that directs them to a Web page where they can enter step numbers for that week. Information presented will include the cumulative total (for the month), and compare the participant's total to the average number of steps other walkers have taken. Find out how you stack up compared to University of Alaska President Mark Hamilton, for instance, and other university leaders.

D. Mike Humphrey, Wellness Program and Open Enrollment

Mike Humphrey stated that open enrollment will be April 17 to May 16 and the packets will be mailed by bulk mail which may mean that the packets may not be received by the employees for some time after April 17. The forms will also be posted on line on April 17. The health insurance rates will go down. The deluxe plan went down 40%, the standard plan went down 50% and the economy plan went down 70-80%. The rates for the supplemental life insurance went down as well and this is because Human Resources re-bid all the benefit programs. The University chose Pharmacare for the pharmacy portion.

**ACTION**

5. UNFINISHED BUSINESS

A. Staff Manual Subcommittee Report – Liam Forbes

Liam Forbes informed the Council that the Staff Affairs' subcommittee is drafting a position statement about the staff manual/accreditation issue presented at our last meeting by Dana Thomas. Liam stated that the basic position is that the UAF Human Resources web site as it stands is not sufficient as a staff handbook. Liam stated that we are going to provide back up as to why that is and in the future work with Human Resources to make improvements. Liam stated that the position statement will be on the agenda at our May Council meeting and that the goal is to provide results to Professor Thomas for inclusion in the progress report to the accreditation organization. Liam stated that the subcommittee plans to provide a draft to Human Resources before the next meeting in case they want to comment at the next meeting. Gary Newman asked if UAA or UAS have handbooks. Liam replied that at this time he doesn't know, but he would look into it. Liam informed Council members that the subcommittee research handbooks of other universities online, such as the University of Alabama for example. Liam stated that he is optimistic that the committee is opening the door to improvement. Liam informed Council members that the Staff Council has approached this issue in past years with Human Resources. Liam affirmed that making it a part of the accreditation process might give more weight to solving the problems.

- 6. 9:45-9:55 BREAK
- 7. 9:55-10:10 NEW BUSINESS

- A. Discuss arranging Staff Council photo at the May Staff Council meeting – Maya Salganek

Maya Salganek informed Council members that a group photograph is being planned to take place at our May meeting. Maya asked Council members to consider arrive early at least by 8:15 a.m.

#### INFORMATION

- 8. 10:10 - 10:20 GOVERNANCE REPORTS

- A. Paul Layer, President Faculty Senate, Faculty Senate

Paul Layer reported to the Council that John Genetti is the new Faculty Senate President-Elect and that Shirish Patil is now in the position of Faculty Senate President. Paul reported that Sine Anahita received the Outstanding Faculty Senator of the year award.

Paul Layer reported that the Senate conducted an online survey resulted in a favorable response to allow faculty to use plus or minus grades.

Paul Layer reported that both he and Phyllis Morrow were appointed to the Provost and Executive Chancellor of Academic Affairs' search committee by Chancellor Jones.

- B. ASUAF – Joseph Blanchard

No report was available.

- 9. COMMITTEE REPORTS

- A. Staff Affairs, Liam Forbes

Staff Affairs, Liam Forbes stated that the March 27 committee minutes are linked to the agenda -

North Pole taking place Saturday, 22 April.

E. Staff Appreciation Day & Carolyn Sampson Memorial Raffle, Lynette Washington

Lynette Washington stated that the report is attached to the agenda.

Note, at this point there was difficulty with the cassette tape in recording the minutes.

F. Ad Hoc Health and Wellness Committee, Paula Long

Paula Long informed Council member's efforts to support flex time during working hours to allow staff to participate in physical fitness activities. The group is supporting the efforts to improve walking trails on campus and the efforts to start a winter walk during lunch hour.

Committee Reports if available may be viewed at <http://www.uaf.edu/uafgov>  
University News Room – Please check for Staff Council Announcements at:  
<http://www.uaf.edu/news/news.html>

10. EXTERNAL COMMITTEE REPORTS (external committee reports will be attached to the agenda if available).

A. Chancellor's Campus Diversity Action Committee (CCDAC), Qwynten Richards

The report was attached to the agenda.

B. Governance Coordinating Committee – Maya Salganek

Maya Salganek reported that the GCC met Tuesday, 18 April. She reported that ASUAF submitted a motion outlining student concern about fees being used inappropriately. ASUAF would like Staff Council and Faculty Senate support on this motion. Maya reported that Scott McCrea, Chair of the Intercollegiate Athletics Committee (IAC) put forth a motion to dissolve the IAC from under the GCC.

C. Master Planning Committee – Gary Newman Link: <http://www.uaf.edu/mastplan> .

Gary Newman updated the Council about the progress on the task to improve winter walking trails, the landscape committee's June projects, and changes to signage on West Ridge.

D. Master Planning Subcommittee on Circulation and Parking – TBA

The report was not available.

E. Strategic Plan Committee: Jackie Alleyne-McCants or Barbara Oleson,  
Link: <http://www.uaf.edu/strategic/>

Barbara Oleson reported that the plan is complete and available on the web.

F. Chancellor's Budget Committee Report, Kim Cox

The report was attached to the agenda.

11. 10:50-10:55 UAF COMMUNITY ANNOUNCEMENTS & EVENTS

Information about various UAF campus community events was highlighted by Maya Salganek.

12. 10:55-11:00 STAFF COUNCIL ROUNDTABLE

13. ADJOURN

The meeting was adjourned at 11:30 a.m.

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Tapes of this Staff Council meeting are available in the Governance Office, Room 312 Signers' Hall if anyone wishes to listen to the complete tapes.

Submitted by Lynette Washington, Staff Council Secretary