

MINUTES

UAF STAFF COUNCIL MEETING #76
Wednesday, November 8, 1995
Wood Center Ballroom

I Ron Pierce called the meeting to order at 8:35 a.m.

MEMBERS PRESENT:

Banks, P.
Barr, K.
Bender, L.
Bergeron, B.
Boatwright, S.
Enochs, K.
Gal, S.
Gramling, D.
Hornbuckle, T.
Leavy, D.
Matheke, G.
Murphy, L.
Oleson, B.
Pierce, R.
Plowman, C.
Powell, D.
Ritchie, E.
Yates, M.
York, R.

MEMBERS ABSENT:

Barr, J.
Cade, J.
Heath, M.
Howdeshell, S.
Kiser, R.
Leist, P.
Scholle, M.
Sowell, P.
Taylor, L.
Thomas, M.
Wilson, Ci.
Wilson, Cr.

OTHERS PRESENT:

Crawford, A.
McGill, K.
Redman, W.

B. The minutes to meeting #75 (October 10, 1995) were approved as distributed via e-mail.

C. The agenda was adopted with the addition of Wendy Redman as a guest speaker after the President's Report. The remaining items were renumbered.

II President's Report - R. Pierce

Marie Scholle is out of town on business, thus Ron Pierce conducted the meeting.

Monthly Meeting with Chancellor - President Scholle and President-Elect Pierce asked for a report on the savings that have been realized from the holiday closure. A memorandum will be sent to Vice Chancellor Rice requesting a breakdown of the savings, such as how much savings from faculty and staff, how much from leave without pay, etc.

Combining Sick and Annual Leave - The Chancellor was informed that Staff Council has a committee working on this issue.

III Guest Speaker - Wendy Redman, Vice President for University Relations

Vice President Redman has been with the University for 25 years. She started as a secretary in the Biology Department. Each year there are 75-100 pieces of legislation that affects the University and lobbying is handled as a system approach. The state is in a very difficult financial situation and the University is looking at approximately \$11 million reduction. It is imperative for all University employees take an active role in lobbying. The University is more of an economic force in Fairbanks and the rural communities than in Anchorage. Community support for the University is very important and staff members can have a direct impact on that support. The Governor is currently drafting his budget and the University is looking at a 2-5% cut. In the past, the budget presented by the Governor has been the ceiling. It is imperative that all staff members take an active role lobbying this year. The most effective approach regarding the University budget at this time is to contact the Governor at Office of the Governor, Third Floor, State Capitol, P.O. Box A, Juneau, Alaska 99811. President Scholle and President-Elect Pierce strongly encourage all staff to write to the Governor. The following information on effective lobbying was distributed by Vice President Redman:

PRACTICAL WAYS TO INFLUENCE STATE LEGISLATORS

1. Register to vote and exercise this privilege regularly;

2. Understand the political process and participate in campaigns, partisan activities, elections, etc. as a volunteer;
3. Hold political skills workshops for faculty, students, and staff;
4. Know and understand the substance of public policy issues that are of concern to your legislators;

committee will be meeting at the end of the month to start planning the 'spring sampler.'² There has been a recommendation to have the SRC involved in the spring program.

B. Information Coordinating - R. Pierce

The committee will be tracking legislative issues this spring, as well as compile a list of possible guest speakers. Wendy Redman addressed legislative issues at the November meeting and Tom Moyer from the Governor's Office will be the guest speaker at the December meeting. Other recommended guest speakers include Patty Kastelic, local politicians, new CRA dean, Provost, Chancellor, and Regents.

C. Staff Affairs - G. Matheke

1. Motion to recommend changes to policies on Human Resources and Personnel

The University as a whole should be promoting excellence and fair treatment, thus this was noted in the motion. The statement regarding cultural background in the sexual harassment is very vague and there should not be different policies for different people depending on their cultural background. This section also created a great deal of discussion at the System Governance level. A motion was made and seconded. The vote was unanimous. The following items will be addressed by the Staff Affairs Committee: a) new position in Statewide Human Resources to evaluate job classifications, b) changes in supplemental benefits and the poor communications regarding these changes, c) problems with Blue Cross. If you have any problems with Blue Cross, please forward this information to Grant Matheke at FNGEM or 6921. A recommendation was made to have Mike Humphrey as a guest speaker.

MOTION PASSED (unanimous)

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The UAF Staff Council moves to approve the following recommended changes to the policies regarding Human Resources and Personnel:

Part IV Chapter I - 04.01.01

The second sentence of the Human Resources Mission Statement 'To encourage excellence . . . workforce,'² should be removed from this section in its entirety. The office of Human Resources should not be charged with this function; University of Alaska, as a whole, should incorporate this into its mission statement.

Once included as part of the University of Alaska mission statement, the sentence should be changed to read: 'To encourage excellence, the UNIVERSITY OF ALASKA SEEKS TO PROMOTE fair treatment, PROVIDE for continuing opportunities for training and development, VALUE AND RECOGNIZE productivity and achievement, and RESPECT the worth and dignity of all individuals who comprise its workforce.'²

Part IV Chapter VII - 04.08.02

C. Resolution Procedures (2) - Fourth sentence should be taken out completely - 'In determining whether or what . . . cultural backgrounds. . . offenders(s) and victim(s).'² This sentence is very vague and completely unacceptable as written. Sexual harassment is either allowed or not allowed, not one or the other based on the culture of the individuals involved. If the University cannot make a definite stand on the prohibition of sexual harassment in its workplace, then it should not attempt to resolve such conflicts at an informal level.

Part IV Chapter VII - 04.08.04

B. Information and Assistance (1) - The handbook should be exactly that, a handbook and not a position paper. First of all, rather than have employees read a DISCLAIMER - they should be able to read a letter which addresses the fact that although every attempt is made

MTG.#	DATE	DAY	TYPE
83	September 18, 1996	Wednesday	audioconference
84	*October 8, 1996	Tuesday	face-to-face
85	November 6, 1996	Wednesday	audioconference
86	*December 6, 1996	Friday	face-to-face
87	February 5, 1997	Wednesday	audioconference
88	March 5, 1997	Wednesday	audioconference
89	*April 8, 1997	Tuesday	face-to-face
90	May 7, 1997	Wednesday	audioconference
91	*June 6, 1997	Friday	face-to-face

NOTE: All meetings begin at 8:30 a.m.

EFFECTIVE: Immediately

VII Comments and Questions

A recommendation was made to have the Staff Council calendar made on the academic year instead of the calendar year.

Representatives were reminded to attend their committee meetings and the full Staff Council meetings.

VIII Announcements

A. STAFF COUNCIL MEETINGS

November 6, Rural Affairs, 11:00 a.m. Wood Center Conference Room A

November 6, Ad Hoc Calendar Committee, 11:00 a.m., 312 Signers¹

November 7, Information Coordinating, 4:00 p.m., Wood Center Memorial Conference Room

November 8, Staff Council Meeting, 8:30 a.m., Wood Center Ballroom

November 15, Staff Affairs, 9:00 a.m., Wood Center Conference Room A

November 20, Administrative Committee, 4:00 p.m., Chancellor's Conference Room

November 27, Rural Affairs, 11:00 a.m., Wood Center Conference Room A

November 28, Elections, Membership & Rules, 1:30 p.m., Chancellor's Conference Room

November 29, Staff Training, 9:00 a.m., Wood Center Conference Room A

December 1, Staff Council meeting (face-to-face), 8:30 a.m., Wood Center Ballroom

IX The meeting was adjourned at 10:01 a.m.

Tapes of this Staff Council meeting are in the Governance Office, 312 Signers¹ Hall, if anyone wishes to listen to the complete tapes.

Submitted by Kathy McGill, Governance Office.