

UAF STAFF COUNCIL
MINUTES #168
Friday, 17 December 2006
Wood Center Conference Rooms C-D
8:45 – 11:00 a.m.

1. 8:45-8:50 CALL TO ORDER AND ROLL CALL

Present

Jenny Barrett	David Miller	Carol Shafford
David Basham	Ashley Munro	Sue Sharpton
Cassandra Bauer	*Nici Murawsky	Juella Sparks
Sonja Bickford	Katrina Nelson	Julie Smith
Mary Pat Boger	Gary Newman	Jeff Stepp
Cheryl Conner	*Barbara Oleson	Leah Swasey
Michelle Dondanville	Alice Palen	Steve Tate
Liam Forbes	Dorothy Parkerson	*Pam Twitchell
Faith Henry	Holly Royce	
Paula Long	Maya Salganek	

Absent

Joyce Allen-Luopa (excused absence)	Cathy Glowdowski
Jackie-Alleyne McCants	Qwynten Richards

Guests

Steven B. Jones, UAF Chancellor	Tim Stallard
Pete Pinney	Sine Anahita

- A. Adopt Staff Council #168 Agenda, Wednesday, 22 February 2006

The agenda was approved as amended.

- B. Staff Council Minutes #167, Friday, 16 December 2005, were approved as amended.

2. 8:50-9:05 OFFICER REPORTS

- A. Maya Salganek, President Staff Council

Staff Council Report: Meeting #168 – February 22, 2006
President's Report -Submitted by Maya Salganek

Students reported that the Legislature was not looking very supportive of the budget request submitted by the Governor in relation to UA. Misconceptions about the “overpaid, under worked” employees of UA remain in the eyes of many senators. We will need to strongly advocate for the budget request.

Employee Tuition Waiver

Study conducted by Statewide Planning and Budget Development that reviewed the grades earned by UA employees at each MAU, and compared those to general students, and students on various types of tuition waivers. Essentially, UAF led in the number of students on tuition waivers failing classes (18%) from all MAUs, and led by 7% of the average of paying students failing classes (11%) based on grades from fall 2004. UAF also had the lowest withdrawal rate of classes (9%) compared to an average of 11.5% of the other MAUs. However, the classes taken at UAF generally are graded as opposed to non-graded classes which dominate many of the other campuses. Conclusion is that the pass rate at UAF could be higher, but tuition waivers at UAF are largely used for academic courses as opposed to life-long learning classes or recreational classes at other campuses.

Employee tuition waiver report issued from SW Planning & Budget

Development: <http://gov.alaska.edu/staff/projects/2004-tuitionwaiverstats.pdf>

Wellness Program

3000 responses received, about 52% response rate. Not as good as was hoped for. 700 spouses/FIPS enrolled.

Highest areas of concern:

Cardiovascular Disease (85%)

Inactivity (80.5%)

Stress (68.9%)

Welcome new Staff Council Members

Survey assessed that average length of employment at UAF is 4 years, with a previous 4 years here as a student. Many interesting ideas were brought up regarding changes to UAF, and will be taking these results to the Chancellor’s Cabinet in March.

B. Jeff Stepp, President-Elect Staff Council

Jeff Stepp reported to the Council that he served on the Hiring Committee for the statewide Director of Training & Development position. He stated that each candidate was asked what kind of training needs do staff have.

Enrollment Management Task Force Retreat – Jeff Stepp informed Council members that the task force focused on:

- how to improve retention
- raising entrance requirement standards
- financial aid

Health & Wellness Report for Summex – Jeff Stepp informed Council members that the Summex report was sent out to employees. He stated that the report is available online. The Health & Wellness committee has received negative and positive feedback about the Summex report and strategies are being implemented by Summex to address whatever our health issues are.

Jeff Stepp informed the committee that he and Maya were asked to advocate for employees that were recently laid off due to a Facilities Services job merger. Maya Salganek stated that this has brought low morale and lack of confidence. Jeff stated that Staff Council is not union group and is limited in what it can do. All Staff Council can do is facilitate communication and serve as a third party witness. Maya Salganek stated that one recommendation is to propose doing evaluations from the lower level back up and have supervisors evaluated. Maya informed Council members that a survey will be sent out by a graduate student whose academic background is in Human Resources. The survey will look at communication within the organization between

employees and supervisors. Maya stated that she will send a cover letter to attach to the survey when it is ready to

FY 2007, University state funding request is \$291.7 million (Gov. Murkowski proposes \$289.9 million), comprising 39 percent of UA's budget

Some Perspective

Comparable Appropriations: Starting in 1986, if the university had enjoyed the nation's average annual increase in state support to public higher education, about 4 percent, our 2007 request would be \$379.7 million. Using this analysis, our own request is under funded by \$88 million.

Comparable Costs: Starting in 1986, if the university had been funded only at the Higher Education Price Index rate of 3.7 percent compounded, the 2007 request would be \$359.4 million. Using this analysis, our own request is under funded by nearly \$68 million.

Put another way, the FY 2007 request, even taking into account the extraordinary increases due to PERS/TRS, utilities and healthcare costs, represents only a 2.67 percent compounded growth – the exact increase of Consumer Price Index (CPI) over the last 21 years.

Let's look at the big picture. In inflation-adjusted 1986 dollars, the 2007 request is not one red cent more than the university received in 1986. That's not investment; it's maintenance.

What have we done with this level of state funding in the last 21 years?

We've drawn more students: Our student body has increased by 3,100 to 32,500. We used to get 40 percent of college-bound high school seniors; we now get 53 percent.

Our campuses are growing: Our gross square footage of facilities and buildings has increased by 1.8 million square feet, to the current 6 million square feet.

We've done more teaching and research: Our faculty has increased by 350 full-time faculty to 1,250. We've graduated more students: Our degrees awarded have increased 60 percent, to 2,950.

How has UA done this with relative flat funding?

UA has been an aggressive cost cutter with performance-based budgeting, efficiency measures, an entrepreneurial spirit, and a can-do attitude.

Our non-general fund revenue from tuition, fees, grants and contracts has increased from FY 1986 at \$85.6 million to FY 2007 projected at \$425.5 million; that's an increase of 400 percent, versus a state general fund increase in nominal dollars of 75 percent.

What about other Western states?

In Nevada the GF contribution by the state has increased 600 percent in the last 20 years; in New Mexico it has

Maya Salganek stated that this item was to be stricken from the agenda, because it was unclear.

Gary Newman commented that the information was sent to him from Maggie Billington to point out that when you have a retirement plan benefits cannot be taken away from it. Gary stated that maybe Staff Affairs can look into it to get a better understanding, because it is more of an arcane issue. Maya added that the information is unclear as to whether employees or retirees will be affected.

B. Copied from the Board of Regents' February 15-16 meeting Reference 1",

Maya Salganek stated that item B. is President Hamilton's recommendation to the BOR and the action taken by the BOR to pass NORP. Maya requested the Council to read over the information.

C. KUAC issue update, Maya Salganek

*Maya Salganek asked the Chancellor about the KUAC issue.

The Chancellor described the Task Force findings regarding the KUAC issues. The Chancellor stated that with the Foraker Group's assistance, the task force will readdress the issue. Chancellor Jones stated that he will try to make a decision in about 4 weeks time.

Maya stated that she wanted to bring it to everyone's attention that the BOR passed a policy about staying out of the business of programming changes.

D. Cigarette issue update, Jeff Stepp

Jeff Stepp reported to the Council that the Chancellor tabled the issue after receiving input from all of the Governance groups. Maya Salganek informed Council members that about sixty pages of input was received and reported to the Chancellor. Maya stated that many of the comments focused on the issue of smokers being allowed to smoke in doorways and entry ways around campus and recommend ideas to change this.

E. Tuition Waiver update, Maya Salganek

Maya Salganek informed the Council about the statistical information collected from various MAUs. Maya stated that the report reveals that UAF has the highest failure rate (18% at UAF, 5% at UAA 2% as UAS) compared to the student rate (11%). Maya stated that the report is available in the Staff Alliance 7 February 2006 agenda.

6. BREAK

Maya Salganek called for a ten minute break.

7. NEW BUSINESS

A.

C. Joe Blanchard, President, ASUAF

A report was not submitted.

9. 10:20-10:40 COMMITTEE REPORTS

<http://www.uaf.edu/news/news.html>

10. 10:40-10:50 EXTERNAL COMMITTEE REPORTS

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

Maya Salganek updated the Council on the current actions of the committee. She informed the Council that the