

MINUTES

UAF STAFF COUNCIL MEETING #83
Wednesday, September 18, 1996
Wood Center Ballroom

I Pam Sowell called the meeting to order at 8:40 a.m.

MEMBERS PRESENT:

Banks, P.
Bender, L.
Bergeron, B.
Chapman, C.
Enochs, K.
Gal, S.
Howald, C.
Jordan, S.
Leavy, D.
Magee, P.
Matheke, G.
Murphy, L.
Oleson, B.
Plowman, C.
Powell, D.
Ritchie, E.
Scalise, G.
Sowell, P.
Thomas, M.
Wilken, S.

MEMBERS ABSENT:

Barr, K.
Boatwright, S.
Gramling, D.
Harris, L.
Johnson, J.
Pederson, J.
Pierce, R.
Wilson, Ci.
Wilson, Cr.

OTHERS PRESENT:

Bauer, T.
Lynch, D.
McGill, K.
Rice, M.
Scholle, M.
Secrest, A.

B. The minutes to meeting #82 (June 7, 1996) were approved as distributed via e-mail.

C. The agenda was adopted as distributed via e-mail.

II Chancellor's Remarks - A. Secrest

Back to School BBQ - Staff Council was congratulated for their work on making the back to school picnic a success. Approximately 3,000 attended the picnic. Pictures from the picnic were circulated and representatives were asked to sign the photo album.

Dana Thomas from Department of Mathematics has been working as a special assistant to the Chancellor for enrollment and retention. Increased signage around campus has helped make the campus more user friendly. If you have any suggestions/recommendations on how to make the campus more user friendly, send them to Dana at ffdlt@aurora.alaska.edu.

III Vice Chancellor for Administrative Services Remarks - M. Rice

Vice Chancellor Rice congratulated Staff Council on their work for the back to school picnic and thanked Staff Council for the invitation to speak at their monthly meetings.

Construction Update - The summer season is winding down.

JEF Project - The project is nearly on schedule. However, one unit has had difficulties getting their JEFs in. The results should be available in November instead of October.

Retirement Incentive Program - The Board of Regents will be addressing this at their September 26 and 27 meeting. There is a requirement that eligible positions show substantial savings in the first year. Also the University will be charged a 1% administrative fee if they participate. The University is analyzing the information to see if it would be beneficial to participate. This subject generated a great deal of discussion at the last Board meeting and it is not clear how the Board of Regents will vote on this matter. A question was raised

Mari Yates and Priscilla replaces Jay Barr.

Sexual Orientation and JEF Project - Staff Affairs addressed these issues and the Council will vote on them later in the meeting.

Back to School Picnic - Staff members were commended for their hard work on a successful back to school picnic.

Faculty and Staff Orientation - Ron Pierce, President of Staff ~~Foundation and Donor Development~~ pm to Dobothers addressed

The Senate has received a request on how to best present faculty service awards. These are the awards given to faculty based on the number of years they have been at the University. In the past these have been past out at the Departmental level.

Student Retention issues include: reconsideration of the use of the No Basis Grade; moving the drop/add date later in the semester; elimination of the requirement for an advisor's signature on course change documents submitted to the registrar; elimination of the requirement for a Dean's signature approving students taking more than 18 credits; other matters.

Various legislators will be guest speakers at the Senate meetings.

- B. ASUAF - C. Wheeler

No report was available.

VI Committee Reports

- A. Rural Affairs - B. Oleson

The committee met on the 16th and addressed a convenient meeting time for this semester. The committee addressed the Job Evaluation Project and reminded representatives to inform their constituents of the appeal process. Communication to the rural sites continues to be an area which needs improvement.

- B. Staff Affairs - G. Matheke

The committee continues to monitor the recommendations that the Parking Committee is developing. The Parking Committee has requested actual figures for the cost of parking and is in agreement that parking cannot be viewed as an automatic teller machine. The committee continues to monitor health benefits and will ask Patty Kastelic, Executive Director for Statewide Human Resources the status of a wellness program to help offset the increased health costs. Staff Affairs is also addressing the possible combining of sick and annual leave.

- 1. Resolution to rescind Regents¹ Policy P05.10.01 J 3

After a brief discussion a motion was made and seconded. The resolution was passed with unanimous approval.

RESOLUTION PASSED (unanimous)
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WHEREAS, Regents¹ Policy P05.10.01 J 3 creates an unwarranted hardship for numerous students throughout the University of Alaska; and,

WHEREAS, Regents¹ Policy P05.10.01 J 3 is unwarranted by any consideration of costs; now,

THEREFORE BE IT RESOLVED, That Regents¹ Policy P05.10.01 J 3 be rescinded at the September meeting of the Board of Regents.

Effective this eighteenth day of September.

- 2. Motion to reaffirm position on the inclusion of 'sexual orientation²' in Regents¹

After a brief discussion, a motion was made and seconded. The vote was unanimous.

MOTION PASSED (unanimous)
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The University of Alaska Fairbanks Staff Council reaffirms its position in regard to non-discrimination based upon sexual orientation. Members of the Council urge the Board of Regents of the

University of Alaska to include the words 'sexual orientation' in their policy.

Alternatively, the members of the University of Alaska Fairbanks Staff Council support the adoption of a policy statement similar to that of the State University of New York which states, 'Attitudes, practices, and preferences of individuals that are essentially private in nature, such as private expression or sexual orientation, are unrelated to performance and provide no basis for judgment.'

Effective: Immediately

- 3. Motion regarding proposed Job Evaluation Project Appeal Process and UAF staff member on the appeal committee

After a brief discussion, a motion was made and seconded. The vote was unanimous. Marie Scholle requested clarification for the no comment statement. Grant Matheke stated that the Council had no problems with the appeal process as written, but the Council left the door open for further review if their are future drafts to the process. This will be addressed in a cover memo to Patty Kastelic, Executive Director for Statewide Human Resources.

MOTION PASSED (unanimous)
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The UAF Staff Council forwards the proposed Job Evaluation Project Appeal Process without comment. The UAF Staff Council recommends that Laura Bender from the Institute of Marine Science serve as the UAF employee representative on the appeals committee.

EFFECTIVE: Immediately

1996 Job Evaluation Project
University of Alaska

Introduction

As the 1996 Job Evaluation Project evolved, the following emerged as important goals:

- identification and clarification of proper internal relationships between staff positions at the University, at each MAU, and across the system;
- establishment of documented and understandable career ladder opportunities within the University community for staff employees; and
- development of on-going administrative policies/procedures attendant to the project which would best serve the interests of both the University of Alaska and its employees consistent with available resources.

In any project of this magnitude and complexity, there is always the possibility that unintentional errors and/or poor judgments are made despite the best efforts of everyone involved. The interest of the University is best served by providing an administrative procedure by which an employee may dispute specific result(s) of the project prior to their implementation, and by undertaking a detailed administrative review of the disputed decision with the objectives of accuracy, equity and deliberate consideration of specific employee concerns.

WHAT RECOMMENDATIONS OF THE PROJECT ARE SUBJECT TO APPEAL?

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of this prohibition will subject the violator to disciplinary action.
The University administration will make every effort to ensure the

Unit 17 Physical Plant Custodial - Representative and alternate vacant
Unit 18 Physical Plant and Planning & Project Services - representative and 2 alternates vacant

F. System Governance Council - M. Scholle

Board of Regents - The Board will be addressing at their September meeting the inclusion of sexual orientation and if the University will participate in the Retirement Incentive Program.

Legislative - Vice President Redman will be lobbying to get more funding for the University's operating budget, as well as getting the University included in the confidentiality bill. System Governance will be distributing a legislative survey.

Equipment - Marie is working on getting funding for equipment that will help reduce repetitive motion disorders.

College Town Day Dinner - Representatives were encouraged to attend.

Rural sites were asked to send conc orientation

