

UAS Staff Council Agenda

December 9, 2011 @ 9:00 am

Location: Egan 211 (Juneau) • Room 110 (Sitka) • Paul 303 (Ketchikan)

Toll-Free Number¹: 800-893-8850 **Participant PIN:** 8036459

1. Call to Order and Roll Call

- | | |
|---|--|
| <input type="checkbox"/> Mary McRae Miller, President | <input type="checkbox"/> Marianne Ledford, Ketchikan Member-at-Large |
| <input type="checkbox"/> Gwenna Richardson, Vice-President | <input type="checkbox"/> Kim Davis, Sitka Member-at-Large |
| <input type="checkbox"/> Debbie Muller, Secretary | <input type="checkbox"/> Members of the Public: |
| <input type="checkbox"/> Mischelle Pennoyer, Juneau Member-at-Large | |

2. Adopt the Agenda

3. Adopt the Minutes for November

4. President's Report

5. Staff Compensation

6. Bylaws

Do we want to change terms, offices, representation in Staff Alliance?

7. Educational Benefit Resolution

How do we want to respond to proposed upcoming changes to the benefit?

8. Committee Checkin

- | | |
|-------------------|--------------------|
| a. Communication: | Next Meeting Date: |
| b. Healthcare: | Next Meeting Date: |
| c. Training: | Next Meeting Date: |
| d. Wellbeing: | Next Meeting Date: |

9. Campus Reports

- a. Juneau – M. Pennoyer
- b. Ketchikan – M. Ledford
- c. Sitka – K. Davis

10. Other Business

11. Public Comment

12. Adjournment

13. Next Meeting Date: January 24, 2012

Attachments:

- DRAFT November Minutes

¹ Note that this conference line has limited capacity; we encourage people to attend the local meeting with their campus representative.

UAS Staff Council Minutes - Draft

November 15, 2011 @ 8:30 am

1. Call to Order and Roll Call

- Mary McRae Miller, President
- Gwenna Richardson, Vice-President
- Debbie Muller, Secretary
- Mischelle Pennoyer, Juneau Member-at-Large

- Marianne Ledford, Ketchikan Member-at-Large
- Kim Davis, Sitka Member-at-Large
- Members of the Public: Nicole Duclos, Anita Parrish, Gloria Merry, Linda Blefgen, Dana Mackey, Mae Delcastillo, John Pugh, Hildegard Sellner, Elizabeth Williams joined 9:00 a.m. from Bill Ray Center

2. **Adopt the Agenda** - no amendments to agenda, Kim Davis moved, Marianne Ledford seconded, motion passed unanimously.
3. **Adopt the Minutes for October** – no amendments to October minutes, Gwenna Richardson moved to adopt, Debbie Muller seconded, motion passed unopposed
4. **President's Report** – tuition benefit – proposed changes, SW Staff Alliance and UAF Staff Council have developed resolutions to present to President Gamble...do we at UAS want to draft a resolution as well? See Other Business.

- 3.5% salary increase has made it through the 1st Governor red line, if want to send comments, concerns be sure to send from personal email – not allowed to do political stuff at/from work.
- President Gamble has called for a review of all SW policies. There will be a way to comment.
- Safety Dan Garcia has “Spikey’s” available, will send intercampus mail; if you see an area that needs attention – call Vicki Johnson in Juneau, Mike Funk in Ketchikan, Maintenance in Sitka
- Budget – took out everything else (besides salary increase) – 37 ½ million Capital for renew/remodel (this means no Freshman Dorm)
- SW Listening campaign with external stakeholders continue – Sitka Nov. 30, Ketchikan Nov. 28 Juneau Dec. 15 – 1 downtown, 1 Valley
- Listening Campaign for internal stakeholders will be in the Spring
- Vice Chancellor Carol Griffin retiring Dec. 16
- Beth Behner, Chief HR will retire in Dec.
- Julie Becker, Director of Risk _____ will retire in Feb. 2012
- 6 year course sequence, Barbara Hegel – work into degree
- Int'l Education Week
- Finish in 4 pledge – 50 from UAS, 61 from UAF
- Numbers up/using our support – disability, etc.
- Thanksgiving Dessert Wed. before to Jesse Grant
- There will be a change to System Governance Council Constitution – chairs will automatically have a vote and move from Government Relations to V.P. Academic Affairs (were assured there would be no change in ability to do it's work)
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5. **VP Elections** new Vice President-elect is Mae Delcastillo. We hope she can attend the Dec. meeting in Ketchikan. Would assume duties Jan. 1, 2012.

6. **Tobacco Surcharge** – do we want to draft a resolution or table until next month. The surcharge is \$600 per year. John Pugh says President Gamble is rethinking timing (this year) and sees it as a morale issue. Chancellor Pugh also said there are several areas that are more costly to the University than Tobacco users. Marianne Ledford had to leave at 9:20 a.m. before we reached voting. Kim Davis moved, Debbie Muller seconded to wait until next meeting to vote on drafting a resolution.

7. **Retreat Preparation** – Mary Miller sent out a draft agenda a couple weeks ago. At least 2 members hadn't received and requested agenda be resent.

8. **Committee Check In**

- a. Communication: There were issues with website that Nicole Duclos graciously offered to fix.

- b. Healthcare: Elizabeth & Gwenna – several meetings cancelled, Nov. 10 was last meeting...HRA/HAS topic – very complicated – a lot of tax rules and special items for veterans – probably won't happen until FY14

Changes in deductible & cost to employees – won't know until next year. System Governance said costs up about \$6 million this year. Michelle Revnick “usually goes up and down...should be down year, but not looking like it so far.”

- c. Training: Evaluation training was really good – 12 attendees, Dana Mackey agreed to chair the Staff Training Committee until May 2012
Need someone for Feb. and Mar. Chief Benefits Officer will speak in April

- d. Wellbeing: Next Meeting Date: will meet during retreat
Staff anniversary – samples ordered, Mischelle bringing to retreat, Marianne working with Kirk & other universities, John Pugh said possibility of day off would have to have commitment from dept. and work w/ cabinet (can't dip into leave pool). Other suggestions were to replace plaques/clock with dinner at Chancellors, or parking place close to building – no enforcement.
Student employee recognition has gone by the wayside. Chancellor Pugh will remind Kirk McAllister of discussions.

9. **Campus Reports**

- a. Juneau – M. Pennoyer – no report – Mischelle not in attendance
- b. Ketchikan – G. Richardson filled in – had Wellness end of Oct., degree seeking enrollment opened Nov. 14, November will have financial visits – TIA Creff, Fidelity, Pers/Ters
- c. Sitka – K. Davis – Wellness cholesterol and massages, degree enrollment opened, even with SW glitch – some classes already ½ full, Student Government having Thanksgiving meal 17 Nov. Photo shoot, Dec. 1 and there will be a Holiday Dinner and awards Dec. 2ⁿ

- 10. Other Business** – Tuition waiver issue – Legislature is where started – actual data on Fail Rate, Waiver students have a 2% fail rate which is 1/3 of the regular student rate of 6% - How can we help students fail less (what is different between “waiver students” versus “regular” ? Age and stage?

John Pugh – President Gamble is under pressure, if we don’t do something, we may lose the entire program – the individual, personal benefit is not what will sway the Legislature – we must make it “value added” to the University.

Possible suggestion – take away the opportunity for a waiver for 1 semester for failing

Be careful how it (suggestions or resolution) is framed.

Elizabeth Williams would serve if there is a committee organized.

Gwenna Richardson suggested that all the information be presented to the Staff and they be asked what they want. Kim Davis seconded that motion. Agreed would discuss feedback received at the December meeting. Decide if we’ll do a resolution, see if there’s a mandate.

Dana Mackey suggested we make sure UAS says something.

For Faculty new hires, 6 month waiting period can be waived.....

- Discussed briefly the Occupy Movement

- 11. Public Comment** – Gwenna thinks we should comment on Tobacco Surcharge, too. Discussed. Is Faculty Alliance opposed? Maybe we can work together? Petition against?
- 12. Adjournment** – Debbie Muller moved, Gwenna Richardson seconded. Passed unopposed.
- 13. Next Meeting Date: December 8, 2011 in Ketchikan**