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Rural Affairs Committee Meeting Minutes of April 9, 2009

Present: Ashley Munro, Crystal Wilson, Holly Royce, Bryan Uher, Susie Baird, Jennifer Elhard, Jen Stutesman, Travis Brinzow, Juella Sparks, Marianne Freelong, Jennifer Youngberg, Becky Walker, Byrd Norton, and Liz Recchia

Excused: Colleen Abrams

1. Call to Order – Liz called the meeting to order at 9:30 am
2. Staff Recognition Award-- Ashley reported that they received three good nominations but that two of those packets were not complete. The candidate they chose for the award was Barb Nelson. Susie wondered if they received a packet for Agnes McIntyre but Ashley said they had not. Juella suggested that Ashley check with Nichole to make sure no applications were submitted to the Staff Council Office. Holly said that she was still collecting money from directors. All directors had paid except for the director from the Kuskokwim Campus. Susie said she would speak with their director.
3. Discuss Theme(s) for Committee to Focus on this Year
 - a. Cost of Living Differential--Liz introduced Jeannine Senechal, Director of Compensation, to discuss the cost of living differential since members had questions on the subject. Jeannine reported that the university and state geographic differentials are the same. Jennifer Elhard asked what could be done to get the university to look into the cost of living differential. Jeannine said that it's unlikely the university will

Staff Affairs Committee
Meeting Minutes
March 25, 2009
2:00 – 3:00 pm

Roll Call - Present: Mary Sue Dates, Heather Leavengood, Debra Hao, Jenny Day, Julie Carpenter, Martin Klein, Marianne Freelong, and Linda LaSota (substituting for Jennifer Elhard)

Excused: Juella Sparks, Carol Shafford

- I. **ACos >>BDed:** Linda LaSota, who is on the Compensation Task Force, stated that responses concerning the recommendations draft need to be submitted this week and provided the name, Jeannine Senechal, and e-mail address,

fnj9@alaska.edu, for the chair of that committee.

At this time, it is not clear whether a final draft will be issued from the Compensation Task Force to the Staff Council for comments. Mary Sue Dates will send an email requesting that the final draft be distributed to Staff Council before it is presented to the Business Council. The general consensus is to distribute the current draft of recommendations to as many people as possible, and send opinions, concerns and suggestions to the Task Force as soon as possible. Martin Klein explained that Juella Sparks has been fighting hard to get this information out to the staff and has refused to agree to anything until UAF staff has had the opportunity to voice their opinion and concerns. The following concerns have been voiced:

- i. How will UAF be able to enforce supervisors to evaluate their employees?
 - ii. How will evaluations be monitored so that it is a fair process for all?
 - iii. Why should compensation for doing "my" job depend on a supervisor doing theirs "evaluations"?
 - iv. What about those employees whose supervisors are out in the field a good portion of the time?
 - v. How can employees feel comfortable in getting an objective evaluation when budget will come into play?
- c. **Child Care vs. Tuition Waiver:** Staff has expressed a concern that it may be required to choose between providing affordable child care for their children or advancing their education. This topic was brought up only once during a UAF Staff Council meeting. It was brought to staff attention so consideration and thought could be put into it before any decisions were made. This is ONLY to make the staff aware of different conversations being held.
- d. **Grievance Procedures:**
- i. Where can staff go when difficulty arises over their treatment at UAF?: This is not clear. Too many people usually give up and quit before they can get all the answers they need. Martin Klein

Directory is on-line. Kris Racina is on board with getting this issue resolved. She has assigned student workers to begin the process of getting the handbook online.

- ii. Can we get clearer guidelines on grievance procedures?: Juella has been working to get a mediation program established. Mary Sue will contact her to find out the status of the program. The goal of

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