

WHEREAS, Scott J. McCrea has served as the University of Alaska Fairbanks Staff Council President from June 2001 through May 2002; and

WHEREAS, In this role, Scott J. McCrea established clear visions for the betterment of constituent welfare, strengthening of relations with administrators, students, and faculty, as well as contributing to the University community as a whole;

WHEREAS, Interests and concerns of the University of Alaska Fairbanks staff have been represented ardently and unequivocally by Scott J. McCrea at the highest levels of Governance through his tireless participation in Staff Alliance, Board of Regents (BOR) meetings, and strategic planning activities; and

WHEREAS, Scott J. McCrea has facilitated and consistently supported the work of all University of Alaska Fairbanks Staff Council committees; and

WHEREAS, Scott J. McCrea has served the University of Alaska Fairbanks Staff Council as a leader, activist, and advocate in a manner deserving of the Council's greatest esteem; and

WHEREAS, The University of Alaska Fairbanks Staff Council wishes to record officially the outstanding service rendered by Scott J. McCrea as he concludes his term as president;

THEREFORE BE IT RESOLVED, That the members of the University of Alaska Fairbanks Staff Council acknowledge Scott J. McCrea's exemplary leadership and express great appreciation for his contributions to the welfare and morale of our constituents.

Dated this 7th day of June, 2002.

II Chancellor's Remarks – M. Lind

Chancellor Lind thanked Scott McCrea for his service this past year and said he's particularly pleased with the efforts that went into the New Staff Orientation.

Accreditation was this last year, with the visit in October, the preliminary report in December, and the final report in January. Chancellor Lind said the benefit of the hard work put into the Accreditation was the process itself. The university was encouraged to take a serious look at what is being done and will continue to use the findings of the self-study as a guide in the future.

Chancellor Lind said that the university saw some good things happen with students in terms of scholars and the competitions they were involved in. The university had an increase in enrollment. Most importantly the number of applications and acceptances for this coming fall are higher than those of a year ago. Chancellor Lind said things are moving in the right direction.

The university planning efforts are well underway and the Master Plan will be presented to the BOR next week. The current focus is on what's going to be in the best long-term interest of the university for all of the property that lies north of the campus.

Chancellor Lind said that construction of a new building (38,000 ft.) would begin this summer. The building will be located behind the Elvey Building and will include research and office space. The university hopes it will be ready for move by a year from this fall. The building will be referred to as the West Ridge Research Building and will take up a portion of the parking lot behind the Elvey Building.

The university also asked the legislature for help for some additional buildings, to include a bioscience

The surveys were distributed by Elizabeth Solano to all UAF Staff including the rural campuses during the month of November 2001. The employees' comments were returned at approximately ten percent of the overall distribution. The ad hoc committee met as a group, reviewed the surveys, and formed a list of the most frequently stated complaints and suggestions.

- Desk manual w/current updates
- Banner manuals needs to be updated (last update 1998)
- Catalog, HR manual, Reg's & Policies with table of contents
- A systematic program...day 1-2: dept. mission, meet other staff, campus tour, dept tour; day 3-5: roles & responsibilities, expectations, campus resources; day 6-10: specifics of jobs, computer training, skill development
- Many employees reported that there are no guidelines, no manuals, etc.

4. What role does the department head/supervisor/director play...do they make it a point to introduce themselves, maybe take the new employee to lunch?

- In general this is not a problem, checklist – introductions
- Take employee around
- Send department email introducing the new employee
- Department newsletter
- Most employees reported that supervisors, in general, were available to do the introductions

5. Is there specific information that you learned on the job that you wish you were told or taught when you were a new employee?

- Who to contact for Banner training and Banner questions
- Lessons learned for smoother transitions
- Who to contact in special circumstances, especially in supervisor absence
- Organization chart and information regarding the department's role in the Univ. system
- Financial services & HR calendar of events
- Learn recruitment procedures
- Parking policies...new employees should be exempt from parking tickets on their first day

6. Do you have any suggestions or comments about orienting/training new employees, based upon your experience, i.e. what works best or what hasn't worked in the past?

- Need organization chart
- Who to contact when?
- "The Experts" list
- More exposure to continuing training
- "Cross training" to allow for continuing training
- Provide link to the UAF Staff Council web site and who to contact for information about local representation. Encourage new staff to participate in Staff Council. It's a good way to learn more about the University.

JCSFOS - First Day on the Job Orientation

1. Local Introductions/Job Functions
 - Staff/Faculty
 - diversity & documentation
2. Building tour
 - Anderson (UAS/UAF areas)
 - Sherwood
 - Keys/Parking
3. Familiarization with the office & office policies
 - Office/Desk
 - Supplies

15. 3 large containers of lemonade dry mix

16. 150 lbs. of charcoal

III. Suggested changes to purchases for next year

A. Double number of hotdogs (200) and hotdog buns.

B. Get 4 blocks of cheese.

C. Get more plastic ware. (forks, spoons, knives)

D. Get bigger plates.

IV. Suggested changes to layout of ballroom

A. Put bowls of chips on tables.

B. Put tablecloths on food tables.

C. Have more trashcans set up throughout ballroom (and larger in size, if possible)

D. Have chairs set up along the walls and back.

V. Additional Issues Discussed

A. Grounds Crew Student Workers

1. A number of grounds crew students attended (this happened last year also)

Larry Ledlow said that this issue was discussed several times this past year and wanted to touch on it one more time before the end of the year. Larry Ledlow said that this has to do with the university environment, promoting diversity, and also ensuring employees are treated fairly by adding the term sexual orientation to the policy.

Scott McCrea informed Staff Council that the motion was tabled after a meeting he and Larry Ledlow had with President Hamilton. President Hamilton was concerned that this type of motion would have an impact on the university budget. Faculty Senate did pass a similar motion and requested that it go to the March BOR, however, the motion did not get on March BOR agenda. Forums on the issue were held to gather more information have an open discussion.

Scott McCrea proposed the following amendments to the motion. Delete the phrase “or sexual orientation” and add a new statement that states “In addition discrimination against any individual because of sexual orientation is also prohibited.” Delete the phrase “the UAF Faculty Senate and”. Delete the word “March” and add “September”.

Representative Linda Cook stated that a laundry list will continue to be added to as people find fault in one or another thing someone does, and the issue is more importantly and effectively addressed in training. She said that a clear message needs to come from upper management informing employees and students that discrimination in any form will not be tolerated.

Scott McCrea noted that former representative, Kurt Carlson, also wanted Staff Council to consider not having a laundry list.

Representative Liam Forbes said that a stronger statement would be “no discrimination will be tolerated” and then add a list of examples. He also stated he would like an opportunity to discuss issue with constituents.

Representative Sue Sharpton stated that this is a human relations training issue and is not a legislative issue.

Representative Joyce Allen-Luopa said that at the current state of human consciousness it would be nice to have things clearly defined in writing. She said this is both a human rights training issue and an effort to make it clear to everyone what isn’t tolerated.

Representative Sarah Comstock stated that Federal and State policy does not include sexual orientation. She said that Staff Council needs to decide whether this is coming from a Federal and State level or a UA policy level.

MOTION PASSED (unanimous)

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The UAF Staff Council moves to extend the meeting time to finish business.

EFFECTIVE: Immediately

After a discussion, the motion as amended passed with 9 in favor and 5 against.

MOTION PASSED AS AMENDED

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The University of Alaska Fairbanks Staff Council requests that the University of Alaska Board of Regents amend the UA Nondiscrimination statement (Policy #04.01.020) as follows. Additions to the statement are in bolded caps.

Delete = (())

Add = CAPS

Questions to Ask Yourself

- Do my constituents know who I am?
- Have I made an effort to gather sufficient information?
- Have I communicated this to/from Staff