



Staff Tracks



Online at: <http://fp.arizona.edu/sac>

February 2006



Greg Fahey, Associate Vice President for Government Relations

2006 Legislative Session

As I write, the 2006 Legislative session is in its first week, and it shows the promise of being a spellbinder, what with it being an election year with a Democratic Governor and a Republican majority legislature, plenty of tax revenue to fight over and the Flores English learner judicial mandate to fuel the flames.

The legislative budget arm, the Joint Legislative Budget Committee staff issued an Update (a sort of recommendation) on the FY 2007 budget – which is what the Legislature will vote on in this session.

This JLBC report leaves the \$7 million for the UA College of Medicine-Phoenix in this base (\$6 million UA and \$1 million ASU), and funds enrollment growth at \$14.5 million for all three universities, but cuts the universities by \$8 million (\$3.1 million UA) for implementation of the 155 credit-hour funding cap, which passed last year. We are working to repeal that cap and retain the funding.

JLBC also projects that after funding formulas are addressed (e.g. K-12, University and AHCCCS enrollment growth), that there will be \$850 million of new money available. Of that, \$368 million is estimated to be continuing, and \$481 million is thought to be one-time money available for one-time projects.

But after the past few years this admitted availability of resources is excellent news. And the \$850 million is available after \$25 million is committed to mitigate the employee share of health insurance premium increases and \$24 million for the employer share of state retirement system increases.

The JLBC report does not recommend what the \$850 million should be spent on, but lays out a menu of possibilities. It reads as follows: tax relief; employee pay increases; border enforcement; repaying fund sweeps, and ending the K-12 rollover; new capital projects and building renewal; education reform and ending balance.

Tax relief is listed first in the JLBC document, and it will be a top priority for the Republican majority in an election year. But with the resources available there will be money for other things as well – and the Governor will not release her budget proposal until January 17.

However, in her state-of-the-state address Governor Napolitano spoke aggressively in favor of a pay increase for state employees (something the legislative leadership has also said they favor) as well as investments in education and the economy to build Arizona's future. In particular, she wants to create "Innovation Arizona" to attract world-class researchers to Arizona and support research that will result in marketable products and technologies.

The UA has a budget request that nicely fits the Governor's position and is in keeping with the legislative desire to improve Arizona. Our request includes:

Salary – both a targeted competitiveness fund and a more broad-based request that totals \$65 million.

Hello,

*President's
message*

I am excited and eager to start the New Year. So many ideas and programs are being worked on to benefit the staff at the University of Arizona.

Look around you. Recognize people who are dedicated to the University, who are always ready to help, and who make the University a great place to work. Now, take a moment and nominate those people for an Award for Excellence so the rest of UA can appreciate them also. The deadline to submit your nomination is **February 10**.

The Emily Krauz Staff Endowment Scholarship is open to any benefits-eligible UA classified staff member. Applications are Due **March 10**.

As you probably heard, we will be having our first ever (and hopefully annual) Crossroads Conference hosted by SAC. The theme is "Taking Control of Your Future – the next steps...." The committee is working hard to gear it toward professional and personal development. This conference will be held on **March 17**. I am happy to announce that our opening speaker will be UA President, Dr. Peter Likins.

I would like to invite everyone to attend the SAC General Meeting at the Swede Johnson Alumni Bldg. from 3:00 to 5:00 pm Feb. 6.

Be sure to visit the website <http://w3fp.arizona.edu/sac/> and view all the great features SAC member Grace Aranda has added. In fact, look for the following new feature: Online Bulletin.

Eva T. Gonzales,
SAC President

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Staff Awards for Excellence

Nominate dedicated University staff for an Award for Excellence so that the rest of the University can appreciate them also.

University Staff Awards for Excellence will be presented to approximately 11 members of the Classified Staff and the Academic Professional Staff, regardless of their length of service, classification or pay grade. These awards are designed to recognize outstanding achievement. Nominations are evaluated respectively within three paygrade levels: 1-15, 21-33, and 40+ to ensure an equal distribution of awards among employees at all levels. Individuals nominated must be benefits eligible.

The Billy Joe Varney Award for Excellence will be presented to one employee, with at least 15 cumulative years of employment at the University, who merits special recognition for a career of dedicated service to the University, its employees, and the community. Nominees can be chosen from any employment category. Individuals nominated must be benefits eligible.

The University Team Award for Excellence will be presented to a team primarily comprised of Classified Staff and/or Appointed Personnel. Team members should have complementary skills, be committed to a common purpose and share specific performance goals. They should also have established means by which to hold themselves mutually accountable. A Team shall be defined as three or more benefits eligible employees, regardless of their length of service. The award will be pre-

sented in recognition of the team's outstanding contribution to its unit, department, or University as a whole.

The University Department Award for Excellence will be presented to a single department in recognition of its outstanding departmental excellence in the management of its people and resources. Nominations should include specific examples of exemplary performance in the criteria themes outlined below. Judges will look for the degree to which departments meet and/or exceed the selection criteria. The department selected by the judges to receive the University of Arizona Department Award for Excellence will receive a commemorative plaque.

All of these honors, with the exception of the Department Award for Excellence, carry with them a university-funded monetary award and, therefore, must be based on achievements in activities beyond normal duties. Check out the nomination forms and award criteria online at http://fp.arizona.edu/sac/emp_recognition/awards_for_excellence/2005/index.html.

Awards for Excellence nominations must be received not later than **4 p.m. on Friday, February 10, 2006**.

Questions should be directed to the co-chairs of the UA/SAC Awards for Excellence Team:

- Anne Lopez, 621-9026, alopez@al.arizona.edu
- Grace Aranda, 621-3931, garanda@u.arizona.edu
- Eva Gonzalez, 621-4788, eva@physics.arizona.edu

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And the following decision packages:

Arizona's Consortium for Developing Educational Success.....	2,000,000
Enhancing University Access through UA South and Continuing Education	2,000,000
Excellence in Pharmacy Education and Research	3,000,000
Investing in Agricultural Centers and County Extension Offices	1,500,000
Comparative Borders Initiative.....	4,000,000
Economic Development through Innovation, Management, & Technology.....	10,000,000
Excellence in American Indian Academic Programs & Outreach.....	3,000,000
School of Water, Environment, and Society	4,000,000

By the time you read this, the Governor's recommendation will be out and that she will be supporting some of these packages along with a robust pay plan. And with the right effort I think that we can be successful in gaining passage of a significant appropriation for the UA.

You can be part of that effort. While the President and the official lobbying team are "walking the halls", you can have an affect as well.

Your actions would be as private citizens, not University lobbyists. But that is how you can have the most influence. Acting as a private citizen to contact your legislator by letter, email, telephone, or in person. You can access our website at <http://www.uaadvancement.arizona.edu> to learn who your legislators are, and stay current on the issues by reading the information that appears there.

It is important that you use your own resources to communicate with legislators. That means your own time, computers, postage, stationery, and telephone. Use of University resources would be a negative to many legislators and undo any beneficial impact. Also, a positive, respectful tone in communications is also important.

In closing, let me say that there is much good that can be accomplished this session given the resources that are available. Your lobbying team will do its best to achieve all that we can for you, and high on our list of goals is obtaining an excellent pay package.

I will stay in touch on our website.

Greg Fahey
January 13, 2006



Wildcat Family Spirit Award

Compiled by Robert Perrill, Research Specialist, Sr., Valley Fever Center

The Wildcat Family Spirit Award was developed in response to employees wanting to show their appreciation for fellow employees and others for exemplary customer service, innovative improvements, outstanding performance or for fostering diversity, creativity or cooperation.

Anne Marie Jones

Anne is doing very well doing what used to be 2 ½ jobs, often handling high-level matters such as finding classes for students and determining affiliate status for hundreds of nominees. She surpassed herself this August when she helped create hundreds of new seats for an unexpected over enrollment of over 300 new freshmen over last years total. Students will never know all they owe her! — Jerry Hogle

Anne Marie Jones has a long, varied employment history at the UA, beginning as a student worker in 1978. She has worked in Student Housing (now Resident Life), OB-GYN, Employee Records, System's Control, Budget Control, in the Office of the Provost (twice) and for the College of Agriculture and Life Sciences. She left the UA to live in San Diego for five years and worked in the event

planning industry. She returned to Tucson, and the UA, in 1992, and worked in the College of Agriculture and Life Sciences for 12 years. In February, 2004, Anne Marie became the Program Coordinator, Senior, to the Vice Provost for Instruction, Dr. Jerry Hogle. She encourages staff members to "network and enjoy the people you meet and work with" and she would like to see increased op-

portunities for staff to network across campus. Anne Marie is a single mom with three teenage daughters, Katherine (17), Jessica (16), and Megan (13), and she has a black Labrador named Allie. Anne Marie enjoys boating with her family and friends, photography, quilting and home decorating.

Cynthia Ann Bierk-Plokes

Cynthia was the "first responder" for grad students displaced by the Katrina Hurricane. In her characteristically engaging and competent manner, she soothed the students, identified resources, listened to their at times traumatic stories, referred them to the right places and, in general, did all she could to assist them and make them feel welcomed. She did all of this in addition to her many other duties and in spite of the fact that our other assistant is on paternity leave. — Maria Teresa Velez

Cynthia Ann Bjerk-Ploke is an Admin. Associate in the Grad College Dean's Office. She worked at New Mexico State University in Las Cruces, NM, before coming to Tucson. She began working at the UA in 2002 because she enjoyed being in a university system and in 2004 she moved to the Graduate College. Student Services are very important to her "because that is what we are all

about." At different times in her life, Cynthia wanted to be an airline stewardess, a nurse, and a missionary, the common theme was she always wanted to help people. Her life has been influenced most by her mother, the Dalai Lama, and Ammachi (stands for "Blessed Mother") who is said to be a living Saint. Cynthia is married with two children and three grandchildren. She enjoys meta-

physics, gardening, jewelry making, yoga, reading, hiking, camping, bird watching, and she has two cats. Her footsteps are guided by a quote from Gandhi, "You must be the change you want to see in the world." After winning the SAC Wildcat Family Spirit Certification of Appreciation she said, "I am honored to receive this award and these kind thoughts. I am simply doing what I love."

Patricia E. Steward Lopez

From September 1—12, 2005, Patricia was the first point of contact for worried families and their displaced students seeking admission to UA as a result of Hurricane Katrina. With her natural gifts of kindness and courtesy, Patricia soothed nerves, collected vital information, and contributed greatly to the swift reaction of the U of A to these requests. She once again earned her reputation for seeing each student as the precious individuals they are. — Lynne Tronsdal

Patricia E. Stewart Lopez started working at the UA as a volunteer in Human Resources back in 1989 and in 1990 she accepted a position as receptionist in the College of Arts and Sciences, Academic Services. Patricia currently works as an Administrative Associate in the Department of Enrollment Management. She worked directly for Lynne M. Tronsdal, Assistant VP for Student

Retention for approximately three years. She credits Lynne, her supervisor for the past fifteen years, with greatly influencing the direction of her life. She obtained an Associates Degree in General Studies/Business from Pima College where she also received the Best of Pima Award for her meritorious and outstanding work. She is currently a junior at the UA, majoring in Family And Con-

sumer Sciences. She would like to see registration for required classes be made easier and more equal pay in the same pay grade and position title. Patricia is married and enjoys traveling to new places - by train. When asked about something no one would guess about her she said, "I get upset sometimes," but she does her best to not let it show.

To request a certificate, visit our website at http://fp.arizona.edu/sac/certificate_of_appreciation.html

Attention Classified Staff: Work/Life Assistance is Available to You from UA Life & Work Connections

by Caryn Jung, MS, Senior Coordinator, UA Life & Work Connections
Child Care and Family Resources ♦ Elder Care and Life Cycle Resources ♦ Work/Life Support

Greetings classified staff members! As we begin another busy semester, UA Life & Work Connections colleagues want you to know that we recognize the multiple demands placed upon your time, ranging from direct professional service responsibilities, to perhaps University and Classified Staff Advisory Council (SAC) committee and event commitments. We also understand that you may be responding to dependent (child and elder) care issues and the desire to explore alternative work arrangements, or that you may be interested in pursuing improved communications, nutritional and well being practices.

In support of evolving work/life needs throughout your life cycle, UA Life & Work Connections, a unit of Human Resources in the division of Campus Life, invites you to visit <http://lifework.arizona.edu> to learn more about:

- ⇒ customized, child care and parenting consultations with the Child Care and Family Resources Program
- ⇒ financial assistance for qualifying child care with the Employee Child Care Voucher Program
- ⇒ low-cost care assistance with the Sick Child and Emergency/Back-Up Care Program
- ⇒ lactation resources and alternative work strategies with the Work/Life Support Program
- ⇒ elder care and aging resources with the Elder Care and Life Cycle Resources Program
- ⇒ confidential, individual and department counseling/consultation with the Employee Assistance Program
- ⇒ departmental health screenings and fitness/nutrition consultation and education with the Worksite Wellness Program



You may also call 621-2493 to inquire about our full range of employee and student programs available from UA Life & Work Connections. We look forward to supporting classified staff members and SAC with our diverse range of work/life services. Wishing you a healthy and rewarding 2006!

THE UNIVERSITY OF ARIZONA®
Staff Advisory Council
Tel: (520) 621-9947
Website: <http://fp.arizona.edu/sac/>

