On The Move

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UNIVERSITY *of* ALASKA
STATEWIDE



Steve Smith (left) was hassled on his birthday by Mike Sfraga (right). Steve is a Boston Red Sox fan, but his cake shows how many times the NY Yankees have won the World Series. To show Series wins for the Red Sox would have required only a cupcake!







Above: *Guest speakers, Dr. Sidney McNairy (left), Director, Division of Research Infrastructure and Joseph Danek (right), Executive Director, EPSCoR Foundation, network during the conference.* ***Middle:*** *Frank Williams (at podium), Director of ARSC, opens the panel discussion on Informatics in EPSCoR states.* ***Right:*** *UA EPSCoR/BRIN team members from left to right, front row: Martha Hatch, Elena Sparrow, Terry Chapin and (inset) Nora Kelly. Back row: Nathan George, Kim Peterson, Brian Barnes and George Happ, Alaska EPSCoR/BRIN Director.*

NSF EPSCoR Conference Impresses National Visitors

"I'm impressed that the University of Alaska sponsored this national EPSCoR conference, having joined the organization less than two years ago," a South Carolina attendee observed at the opening session held this week at the Hotel Captain Cook in Anchorage. Attending from the 21 EPSCoR states, Puerto Rico and Washington D.C. were over 320 researchers, state legislators, administrators and industry reps. The tone of the conference was collaboration, camaradarie and information sharing.

"The states who are members of EPSCoR, (Experimental Program to Stimulate Competitive Research) are among those richest in natural resources, yet the most economically challenged and underfunded with research support from federal agencies," said Jim Johnsen, UA Statewide Chief of Staff.

The mission of EPSCoR is to encourage universities to develop research which will strengthen the local economy while solving problems of national importance. The conference is a way to tie these EPSCoR states together and to find out what research each is doing. The conference was about informatics, or improving communication and understanding. The states' researchers describe themselves as scattered pools of expertise in geographical isolation often sacrificing professional opportunities for quality of life.

Leonard Krishtalka, Director, Natural History Museum in Biodiversity Research at the University of Kansas stressed that biological data and research information need to be connected via supercomputers in order to be most beneficial globally. He cited an example of tracking data on the Nile virus mosquito where a model was done for the disease being spread by birds who traveled south for the winter. This model accurately predicted what happened.

Alaska EPSCoR Director and conference chairman, George Happ, and his co-workers did an outstanding job which was recognized by all participants.

Rich Greenfield Named External Relations Manager for IT Services

Rich Greenfield is the new External Relations manager with Information Technology Services. Based in the Anchorage offices of the State Library, Rich will be working with state and local agencies, libraries, schools, telecommunication service providers and user communities on information and networking issues. He will also monitor and analyze state and federal legislation related to the build out of the Alaska telecommunications infrastructure.

Rich comes to UA via the Library of Congress (LOC), where he most



recently worked with the Congressional Research Service as head of the Bill Digest Section. At LOC, he supervised several teams that track, summarize and index federal legislation. Supplementing nightly data feeds from the House and Senate, these teams add information from the Congressional Record and other sources on a daily basis to congressional databases, including the publicly available THOMAS system at http://thomas.loc.gov

Rich has a law degree from George Washington University and a library science degree from Catholic University. He worked at Georgetown and Harvard Law Schools as the foreign and international law librarian and as a consultant in Costa Rica, India and Malaysia. From 1998-99 he worked as Technology Coordinator for the Alaska State Library in Juneau.

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To submit information for this newsletter, send via email to bob.miller@alaska.edu or call 474-7272

UNIVERSITY of ALASKA
Many Traditions One Alaska

Hamilton & Comeau Lead Effort to Win School Bonds

Education First, a committee organized to promote voter approval of Proposition C, a general obligation education bond issue on the Nov. 5 ballot, kicked off its activity with a press conference this week in Anchorage at the Pioneer School House.

Co-chairs **Mark Hamilton,** UA president, and Carol Comeau discussed the importance of the bonds to education throughout Alaska. The bond issue would provide $170 million for long-delayed repairs and upgrades in more than 50 rural communities, $61.7 million for University of Alaska projects, and $5 million for renovations at the Anchorage Museum of History and Art.

Education First Committee member **Arliss Sturgulewski** introduced Hamilton and Comeau, as well as representatives from the Yupiit School District. In the audience or listed as committee members were educators, politicians, business leaders and Native corporation leaders.

Hamilton repeated his call that education is an economic investment for the state. Creating better schools from kindergarten through 12th grade, he said, is the seed corn for the UA system.

"Alaskans value education, in poll after poll, year after year," he said.

Roxen Users to Meet

The Roxen content management system users group meeting is on **Wednesday, Sept. 18, from 10 a. m. until noon** in the Board of Regents Conference Room, No. 109, Butrovich.

Make Us Aware of Broken Links & Other Web Problems

There are many web sites currently housed under the www.alaska.edu banner. The number of additional pages grows daily. **Kate Wattum**, web information coordinator for Public Affairs, would like to know if you encounter broken links or other problems.

"Because of the inherent changing qualities of the web - problems with broken links (or the most irritating 404 error) will never be completely resolved," Wattum said. "However, we as a web user community can work together to make a giant attempt at reducing the number of broken links here at Statewide."

As people peruse the UA system pages and come across broken links, (or other problems like distorted images, spelling errors, confusing information) Wattum wants to know about it. Copy the URL of the site that has the error and send it with a short description to her at syweb@alaska.edu. She will check out the problem site, deal with it herself, or forward the message to the appropriate site owner. A record of the problem will be recorded and followed up on.

Knowles Will Name New Student Regent

Governor Tony Knowles says he will name a new student regent to the UA Board of Regents before his term ends on Dec 2.

At the request of UA student leaders, Knowles has called for special elections at each of UA's main regional campuses so students can select their candidates for the board. Knowles will select a new student regent from the list of candidates submitted by the campuses.

The new student regent will succeed Joseph Hardenbrook who was among three regents not confirmed by the legislature in the last session.

Until a new student regent is selected, Derek Miller, President of the Associated Students of UAF, is serving as the official Student Coalition spokesperson to UA President Hamilton and the Board of Regents. Miller has attended the university since 1998. He is a business administration major and in his second term of office as ASUAF president. He is also chair of the System Governance Council.

The Board of Regents will hold its next meeting on Thursday and Friday, September 12 and 13, in Anchorage.

UA Hosts Regional Conference at UAA

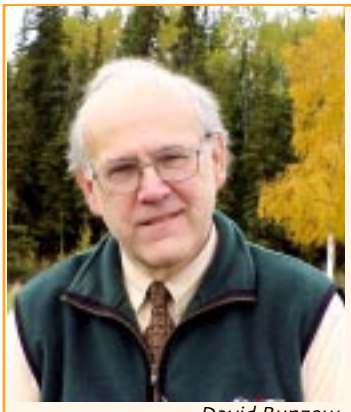
The University of Alaska is hosting the University Continuing Education Association West Regional Conference in Anchorage, **October 2 - 4, 2002.**

Participants and presenters alike will be coming from all over including many from right here in the Alaska System. For more information or to register go to www.alaska.edu/uacp/ucea

ARSC's Faculty Camp Attracts Researchers

The Arctic Region Supercomputing Center's second annual Faculty Camp was held in August, and it attracted more than a dozen faculty from around the country.

Faculty from the University of Alaska were joined by researchers from Stanford University, the Institute for Systems Biology, the University of Montana, University of Miami and the National Cancer Institute. Together they worked intensively at the center learning how to better take advantage of ARSC's high performance computing resources in their individual research areas. The camp ended Aug. 23. Researchers participated in hands-on training to broaden their expertise in other high-performance computing areas.



David Bunzow

SW Employee Earns National Accreditation

David Bunzow, Environmental Health and Safety Manager for the statewide Office of Risk Management, recently became certified through the National Registry of Clinical Chemists as a Chemical Hygiene Officer. The national examination was conducted at the annual convention of the American Chemical Society, held in Boston, Massachusetts.

David described the process as being "...tough but interesting and challenging..." He hopes to use the accreditation to network with CHOs at other colleges & universities to benefit all UA campuses. OSHA requires employers with laboratories (including academics) to have written chemical hygiene plans and to designate chemical hygiene officers to administer their plans.

For Sale or Trade

Send your items for sale or trade by e-mail to: **bob.miller@alaska.edu**

Ben Shilling, 479-8214:
2000 Millennium Edition Bigfoot Camper. Purchased new spring of 2001. Immaculate condition, used very little, 8.2' long, made for short bed pickups. Must see to appreciate. Fall special price $13,000 obo.

Lisette Richmond, x1833:
1993 Toyota Tercel, 91k miles, excellent condition in and out. 4 speed manual, $2800 obo.

Gene McGill, x5507:
OEM, Aluminum, 6 bolt, 16-in. rims for GMC/Chevy half-ton truck. Incl. tires in various conditions. $200.

Jana Canary, x7130 or 479-3796 or fnjdc:
1989 Chevy S-10 Pickup. 4WD, 5-speed, extended cab, 118K, one owner. $3300.

Cathy Fitzgerald, 474-7421:
2001 KX 250 in great shape, never been raced, only used for trail riding. 1 pair of Fox Riding Pants Men's size 38. 1 pair MSR Riding Boots size 12. $5,000.00 obo. Call Chris at 378-4463 or 374-4769.

Nettie LaBelle-Hamer, 474-6167:
Excellent condition Lifestyle Cardiofit exercise machine. Total body motion with low impact. 10 resistance settings with speed, calories and distance computed and displayed. Purchased new for $250. Make an offer.

Stainless steel over the stove hood fan and light. Broan microtek system 1, very good condition. Make an offer.

Joyce Helens, 907-786-6949 or 907-529-9213:
1998 White Mazda MPV 4X4 (minivan) All Sport 5 door, 4 captain's chairs and a rear bench seat, seats 7 plus cargo/pets/kids/camping stuff. '98 was the last year Mazda made the 4X4 van. 2 sets tires, excellent condition. 65k miles, CD, roof rack, alloy wheels. $15,800.

Very large antique primitive hutch with original curved glass and doors, hand-hammered metal door hardware/key. Some carved wood relief. From a European farmhouse. Can e-mail pictures. Best offer over $2k.

***On the Move* is Online**
Go to: **www.alaska.edu/opa/onthemove.**

Deadline for the next issue is Monday, September 23 by the end of the day.

Fall 2002

On The Move PLUS

The Professional Development Program and Public Affairs are teaming up to bring you On the Move Plus.

The Professional Development Program in conjunction with Public Affairs is pleased to present the first Professional Development Addendum to *On the Move*. Four times a year, your statewide employee newsletter will expand its capacity to provide information related to Professional Development. Look for upcoming training dates, resources, and new programs! We will also feature a special interview with one of our leaders. This quarter we highlighted the leadership style of **Joe Beedle**.

Do you have a UA Star on your team?

UA Stars are working in **teams** and coming up with **great ideas** to get the job done. UA Stars put in the **extra effort** when challenges arise, and they find ways to support the organizational mission and **lead** by example. UA Stars make a difference!

The UA Stars Statewide Employee Recognition Program

The Professional Development Advisory Committee is rolling out a new employee recognition program for Statewide.

This program, **UA Stars**, was developed so employees could thank and recognize each other. A series of four different bookmarks were designed and can be given as a recognition tool.

Come to the HR office to request a bookmark for the UA Star you know, and then detach the bottom portion of the bookmark to enter that person in the monthly drawing for $25. That's right, each month we will have a drawing and one lucky winner will get $25 bucks for the weekend! The first drawing will be held Friday, September 27th.

A special thank you to the **UA Foundation** for sponsoring this program and to **Adela Batin Jackson** in Public Affairs for her design work. For more information contact Melissa Hill at 474-2730.

Professional Development

Career Planning

Supporting Individual and Organizational Goals

Upcoming Training

September
Career Power
9/25 – All Day

October
Career Coaching
10/1 & 2 – 8:00 a.m.to 12:00

Conflict Resolution
10/9 – 1:30 to 4:30 p.m.

Career Power & Coaching
10/29 – All day
Condensed one-day session for upper level managers

Q & A – What about...

Q. Who can attend the training sessions?
A. Training sessions offered through the Human Resources Professional Development Program are open to all University employees.

Q. How much will the training cost my department?
A. Nothing; if you work for Statewide you attend trainings free of charge.

Q. Am I required to take annual leave for training?
A. No, training offered through the Statewide Office of Human Resources is considered Professional Development. You will need to check with your manager to request time away from work to attend.

Spotlight



A conversation with one of our leaders – Joe Beedle Vice President for Finance

By Melissa Hill

The Value of an Education

Growing up, Joe was the eldest boy in a low-income family of twelve where being lucky meant not having to wear third generation blue jeans. He considers himself fortunate to have the opportunity to attend college, and earned his degree in Business Administration and Finance from UAF in 1975. He became a role model for his younger siblings when his classmates elected him Class Commencement Speaker.

"There are no limits to what people can accomplish, and I believe a good education enables and inspires achievement."

Finding Balance

It's evident that the "no limits" attitude truly has been the self-propelling factor for Joe, but he also attributes much of his success to the support of his family and especially his wife, Barbara. They have been married for 30 years and have two grown children, Marie and Joe Jr. who both recently graduated from college.

"We have a family at work and a family at home and you have to balance them both."

After reviewing Joe's resume, hearing about his family, and reading through the long list of community activities, it's hard to imagine he finds time to sleep and eat, much less pursue a rewarding career in finance.

Giving back to the Community

Over 50 different community organizations have benefited from his leadership, energy, and expertise. Some of the organizations that have benefited from his ser-



Joe Beedle at a recent Finance meeting.

vice include: UAF Alumni Association, United Way, UA Foundation, Fairbanks North Star Borough Comprehensive Planning Advisory Committee, Fairbanks Chamber of Commerce, A.P.R.N. (AK Public Radio Network), and countless others who seek his expertise and inspiration.

"Serving the community is really an investment; you have to give something back to receive the benefits, and I've benefited a lot in terms of learning and leadership opportunities, friendships, and business networks."

For anyone interested in leadership, he recommends looking for ways to participate in community activities to gain experience-exercising leadership.

"A good example is John Pile's involvement in the Aurora Borealis Rotaract club." (Rotaract, a branch of Rotary, is a service club for young leaders aged 18-30).

Moving through the Ranks

Joe's career in Finance began modestly. He worked as a college intern at a local bank, and in less than 18 months, was promoted to an officer position. After holding various upper level management positions, he became Executive Vice President of Key Bank Alaska. After 19+ years in Alaska's banking arena, he was appointed President and Chief Executive Officer of Goldbelt Incorporated. Goldbelt benefited from Joe's visionary leadership. During his six years with the urban Native Corporation, they doubled their assets, grew to 12 tourism-based subsidiaries, owned real estate in Alaska and Washington and employed over 600 people. Glacier Bay National Park Concessions, a cruise line, the Goldbelt Hotel, and the Mount Roberts Tramway are some visible examples of the economic impact he made in Southeast Alaska.

Coming to the University

While working at Goldbelt, Joe gained an acute appreciation for the Alaska Native culture. Stroll by his office and you will see his appreciation for the rich heritage in the artwork he collects. Joe shaped the future for Goldbelt by balancing Alaska Native traditions and the current economic and political systems. Perhaps that is why he is here today, to help shape the future of the University of Alaska.

"Three things attracted me to the university; first, the current leadership, not only the leadership in the administration, but also the leadership within the Finance department. Jim, Mari, John, Pat, Randy and a lot of other great people are all exceptional leaders."

The second attraction was the diversity of the job, and when you get Joe talking about finance his mind shifts into overdrive. He truly is passionate about finance and after talking with a few of his staff it's obvious they have a high level of respect for his energy and knowledge.

"The last thing that really attracted me to the university was the service itself. Education opened that first door for me, I wouldn't be where I am today without it. I truly enjoy being part of an organization that inspires learning."

Motivating Others

Perhaps one of the hardest things about managing employees is motivating them. With limited resources, managers are seeking intrinsic motivators to accomplish more with less. Joe recommends managers find ways to measure and balance two principles, the **Principles of the Work** (represents the customer service and urgency to respond, or the work itself) and **the Principles of the Culture** (represents the level of participation, the attitudes of the working teams, and the image and integrity of the organization). A tool Joe uses in the Finance Department is *The Six Characteristics of a Healthy Organization*.

"Leadership is about development, communication, empowerment, activation, and energy – you can't do it on your own."

Joe empowers his working team with information and places the challenges before them. Rather than making those tough decisions, he engages the finance team members and collaboratively they develop solutions. He feels privileged to be part of that team and recognizes his role as a team member.

"I work for the people who work for me…I am the limiting factor to what they can accomplish. If something doesn't get done because it sits on my desk for too long or I haven't taken the time to review it, I am hindering success."

Jim Lynch, Associate VP for Finance, had this to say about Joe's leadership style.

"I have the highest regard for Joe, not just as a manager, but also as a leader. He sets the standard to be followed. The unique combination of high personal standards for performance, integrity, and his ability to communicate a sincere appreciation for the work of others always amazes me. He cares as much about people who report directly to him as he does about our technicians and coordinators. His sincerity allows him to subtly serve as a mentor for everyone around him."

Lisa Holzapfel works as a property manager in Land Management. She also shared some thoughts about Joe.

"Joe is a gifted administrator who treats every member of the University team with equal respect. His management style and honorable personality motivates staff to give 110% to the University mission. He exemplifies quality leadership and the University is fortunate to have a leader with such fine qualities willing to serve its mission."

According to the **Harvard Business Review**, *Are You Picking the Right Leaders*, integrity, effective communication, reasoning & analysis, and work team development are the four critical areas that should be considered when an organization seeks a leader. Joe's ability to balance task and people are what contribute to his success and the university is fortunate to have his expertise, inspiration, and energy.

For more information on leadership and information in this article, visit the Professional Development office. www.alaska.edu/hr/training.

The Resource Report



The Resource Report comes to you from the **Harvard Business Review**, Business Classics, Managing Your Boss. This Harvard Business Classic focuses on enhancing communication between you and your manager. Studies show a healthy working relationship with your manager increases retention, productivity, and enhances employee growth.

Learn what proactive steps you can take to better maximize communication with your manager. Find out if your manager is a reader or listener and flex your communication style to get the feedback you need to be successful. Come to the **Conflict Resolution** training session to learn more about this topic, Wednesday, October 9th. Participants will learn how to communicate more effectively, resolve conflict when it occurs, and identify their preferred style for dealing with conflict. Register online for this training session at http://www.alaska.edu/hr/training