

UNIVERSITY *of* ALASKA

Faculty Alliance

Friday, September 12, 2008

2:00pm-3:30pm audio conference. Bridge # 1-800-893-8850, pin 2151251

Fairbanks site: Carter Conference Room 204, Butrovich Building

DRAFT MINUTES

1. Call to Order and Roll Call

Members present:

Jill Dumesnil, Chair, Faculty Alliance; President, UAS Faculty Senate

Anne Bridges, President, UAA Faculty Senate

Marsha Sousa, President, UAF Faculty Senate

Genie Babb, 1st Vice President, UAA Faculty Senate

Jonathan Dehn, President-elect, UAF Faculty Senate

Jonathan Anderson, President-elect, UAS Faculty Senate

Patt Sandberg, UAA Faculty Senate GAB Chair

Cathy Connor, Past President, UAS Faculty Senate

Jon Genetti, Past President, UAF Faculty Senate

Pat Ivey, Exec. Officer, System Governance

Others present

Dan Julius, Vice President for Academic Affairs

Mike Humphrey, Director, Benefits

2. Adopt Agenda

MOTION passed

“The Faculty Alliance moves to adopt the agenda for the September 12, 2008 meeting. This action is effective September 12, 2008.”

3. Approve August 25-26, 2008 minutes

<http://gov.alaska.edu/Faculty/Minutes/2008/08-2526.pdf>

MOTION passed

“The Faculty Alliance moves to approve the August 25-26, 2008 minutes as amended. This action is effective September 12, 2008.”

4. Report from the Chair – *Jill Dumesnil*

Jill Dumesnil reported on SAC activities, noted that the next SAC meeting was September 23, and advised that she had forwarded the August Alliance motions to the president.

5. Emeriti Presentation – *Mike Humphrey*
<http://gov.alaska.edu/faculty/2008-09-08-emeritipresentation.pdf>

It is clear that ORP in any version does not have a retirement healthcare provision. The university has been working with Emeriti on ways to provide this. One option is a healthcare savings account that can be used for healthcare costs and create an ORP IV. The other is a combination healthcare savings account and insurance, which allows ORP IV participants to save money and use that money to pay for healthcare not covered by insurance. Medicare and pension will pay about 51 percent and will need tax advantaged savings plan to pay for difference. Emeriti is using Fidelity Life Cycle Funds to fund this and also set up a program with Aetna to manage the program. This would change the ORP IV employer contribution by the amount diverted to Emeriti. This concept will be introduced to the Board of Regents at the September meeting.

6. Old Business

- 6.1 Academic Master Plan
<http://gov.alaska.edu/faculty/2008-08-19AMP.pdf>
<http://gov.alaska.edu/faculty/2008-08-28.trans-motions.pdf>

Dan Julius thanked the Alliance for reminding SAC how important consultation is and in no way was the academic master plan meant to circumvent that. SAC was hoping to discover which governance groups should be consulted. The concept was that as the development of a master academic plan unfolds, that the provosts would go back to campuses and get input from their groups. He hopes SAC and the Alliance can meet jointly to discuss this further. A face to face meeting would allay fears. The charge was not intended to usurp MAU missions or governance roles.

Point three caught Alliance concern that consultation with the Alliance cannot be construed as having consulted with the entire faculty. The Alliance has to go back to the faculty on their respective campuses and consult with them. Affirmation of faculty consultation means that the Alliance has to go back to the senates. Julius agreed, saying that unless faculty and academic administrators at the MAUs buy into this, it won't be worth the paper it's printed on. That was not to say there won't be tough issues to work through. That is also why we say that there will still be duplication.

From the Alliance point of view, here is also some confusion about the term "governance." Item 4 is meant to address that. Some of the campuses weren't sure what some of these systemwide groups are doing. Julius requested a joint meeting of SAC and the Alliance in mid October to work on this.

Julius said no real guidelines exist for what the system is doing, and everyone is doing their own thing. The budget process is political and what we are trying to address the budget from an academic point of view and an academic master plan is needed to drive the budget process.

6.2 [Distance Education Legislative Audit Update](http://gov.alaska.edu/faculty/2008-07-31.de-auditsummary.pdf)
<http://gov.alaska.edu/faculty/2008-07-31.de-auditsummary.pdf>

Distance education really is growing by leaps and bounds but without a plan as to who is going to do what and where. SAC attempted to gather a group together and decide on some basic principles and did this last May. Jill Dumesnil has a copy and that can be distributed, i.e., incentives for creativity, looking at best delivery methods, shared revenues. SAC laid out a set of principles and haven't implemented them because of the audit. The audit team gave us an oral report and waiting for the management report that puts it on paper. Once the official audit report is received, SAC will set up an ad hoc committee to address the issues brought up in the audit.

Anderson said concept of how to deliver a class gets very close to telling a faculty how to teach the class. To the extent those kinds of pedagogical decisions made centrally make the faculty very nervous. Elements of the technological delivery impact pedagogy, the direct responsibility of the faculty.

Jonathan Anderson will join the distance education group developing the vision. The Alliance considers distance education a big part of academic master planning.

6.3 Electronic Faculty Activity Report Update

Since the Alliance motion was distributed, UAF has cancelled the use of the electronic activity report developed using Digital Measures software for this year, since Digital Measures didn't make the software changes UAF wanted.

6.4 Other Old Business

There was no other old business.

7. New Business

7.1 [New Faculty Alliance Initiatives – 2008-2009](#)

7.1.1 [Sustainability – Jill Dumesnil, Marsha Sousa, Anne Bridges](#)

Sustainability is high on the Board of Regents list. Larry Foster headed up the effort at UAA. His efforts led to the establishment of an office of sustainability and the hiring of a sustainability director. When director comes on board, Foster will move on to other things. If Alliance is interested in sustainability, Foster will give an update.

[Sustainability will be a topic for discussion at the president's retreat.](#)

7.1.2 [Need-based Financial Aid - All](#)

Securing additional need based financial aid is high on the agenda for the Coalition of Student Leaders. Alaska ranks near the bottom in this department. The Alliance supports the Coalition's efforts.

7.1.3 **Civic Engagement** – *Jonathan Anderson*

Jonathan Anderson heads up this effort, which has become a national movement through Service Nation.

7.2 Other New Business

There was no other new business

8. Administration Advisory Council Reports

8.1 Systemwide Academic Council – *Jill Dumesnil*

<http://www.alaska.edu/swacad/sac.htm>

SAC has not met since the last Alliance meeting and meets next on September 23.

8.2 Human Resources Council – *Genie Babb*

Jonathan Anderson is the actual lead.

8.3 Instructional Technology Council – *Marsha Sousa*

<http://www.alaska.edu/itc/>
<http://www.alaska.edu/itc/meetings/>

UAF and Statewide will be adapting Google APS as the official email server.

8.4 Research Advisory Council – *Jonathan Dehn*

There has been no RAC meeting since Craig Dorman was VPACAD. Dehn wants to make sure RAC stays RAC and doesn't become merged with SAC.

8.5 Business Council – *Cathy Connor*

<http://gov.alaska.edu/faculty/2008-08-01.bc-rolesresponsibilities.pdf>
<http://gov.alaska.edu/faculty/2008-09-02.draftUAprivacypolicy.pdf>

The Business Council met on the first day of classes so Connor could not attend.

8.6 Student Services Council – *Genie Babb*

<http://gov.alaska.edu/faculty/2008-05-08.ssc-alignmentdoc.pdf>
<http://gov.alaska.edu/faculty/2008-01.proposedalignmentbetweenMAUs.pdf>

The attachment came out of meeting last may; something staff came up with in response to DJ asking staff for input. Some of the items could affect faculty. No idea where it stands; lots of problems with a lot of things. JD will email the Banner student team members.

8.7 Student Success Steering Committee – *Jill Dumesnil*

<http://gov.alaska.edu/faculty/2008-05-08.ssc-alignmentdoc.pdf>
<http://gov.alaska.edu/faculty/2008-01.proposedalignmentbetweenMAUs.pdf>

The last version was the April draft.

8.8 Retirement Committee – *Jon Genetti*

There have been no meetings of late.

9. Senate Reports UAA UAF and UAS

UAA - <http://www.uaa.alaska.edu/governance/facultysenate/index.cfm>

See also <http://gov.alaska.edu/faculty/2008-09.uaasenatereport.pdf>

UAF - <http://www.uaf.edu/uafgov/facultySenate.html>

UAS - <http://www.uas.alaska.edu/FacultySenate/>

UAA – The written report is attached. The Senate developed a set of six goals for the year.

UAF – Buck Sharpton will be guest speaker at the UAF Senate meeting; anticipate Carl Kowalski on Google APS and Museum report.

UAS – The Faculty Senate met last Friday and received reports from chancellor and provost. The main item of business was a GER proposal. Senate will ask the faculty about reevaluating the GERS including the categories. The provost restructured the schools and identified the campus as teaching driven. It is not known but will be investigated how that impacts UAS research. The provost also wants to take active role in search committees to make sure faculty have teaching credentials, and will review all grant applications to see if they fit at UAS.

10. Board of Regents Meeting September 18-19, 2008

This was an item of information.

11. Agenda Items for October 10, 2008 meeting

Agenda items may include but may not be limited to the UAA CAS electronic faculty workload pilot project, sustainability, community service, and distance education.

12. Other Items of Interest

There were no additional items of interest.

13. Comments

There were no additional comments.

14. Adjourn

The meeting was adjourned at 3:30 pm.

Duplicated
under
8/25-26/2008
section.

Faculty Alliance

Jill Dumesnil, Chair
President, UAS Faculty Senate
11120 Glacier Highway
Juneau AK 99801
Phone: 907-796-6242
Fax: 907-796-6447
jadumesnil@mail.uas.alaska.edu

August 29, 2008

To: Mark R. Hamilton, President of the University
Dan Julius, Vice President, Academic Affairs

Jill A. Dumesnil

Fr: Jill Dumesnil, Chair, Faculty Alliance

Re: Alliance Actions, August 26, 2008

The Alliance had a very productive meeting this week as you may gather from the attached minutes. Also attached are two motions for your response.

The motion regarding the electronic faculty workload speaks to the need to abandon the beta testing and use of the electronic faculty activity report that was developed using Digital Master software because it is unworkable. The Alliance, however, is not opposed to a systemwide electronic faculty activity reporting system that is simple, accurate, searchable, secured, where the data only has to be entered by faculty one time; a system that is developed by UA faculty and staff, and one that augments rather than conflicts with promotion and tenure criteria.

The motion relating to the charge for the academic master plan speaks to the Alliance concerns and the need to hold off until it is vetted through the Alliance and senates. It is hoped, since the Alliance and SAC both meet on November 14, that the meetings can overlap a bit so the Alliance and SAC can jointly discuss this further. Meanwhile, Alliance members are taking it to the first senate meetings in September for input prior to the November 14 meeting. The Alliance strongly recommends against moving forward to the President's Cabinet and the Board of Regents with any academic master plan charge until Alliance and senate concerns are addressed and faculty governance is on board.

We discussed the summary of the oral report on distance education by the legislative audit team and look forward to receiving the final audit report. Since the electronic faculty survey portion of the audit was improperly conducted, we are understandably nervous about the final audit report. To quote the Alliance minutes, "This document [referring to the summary of the oral report] prevents the university from addressing the individual needs of students and is administrative-centric rather than student centric. If SAC proceeds to handle distance education through ad hoc committees, it needs to involve faculty members who actually teach distance education, and the distance education courses cannot be moved away from the root program unit." Otherwise it results in administration



dictating curriculum and that is the primary faculty responsibility. We were pleased, however, that the audit team seems to think that, overall, we are doing a good job in distance education.

We also discussed the impact of your July 1 travel reduction memo on faculty travel. While you have publicly orally stated your position that it excludes faculty travel, some faculty are being told at the campus level that it does affect their travel. If you would send a follow up memo to the chancellors excluding faculty travel, it would be greatly appreciated.

Beyond that, we were able to finalize the Alliance meeting schedule for the academic year and identify liaisons to the various administrative councils.

Last but certainly not least, we also wish to reiterate that both of you have a standing invitation to all Alliance meetings and we welcome your participation. We especially look forward to our discussions at President Hamilton's retreat with us in Fairbanks on October 29.

CC: Interim Chancellor Rogers, Chancellors Ulmer and Pugh
Provosts Henrich, Driscoll and Everett
Faculty Alliance members



Faculty Alliance

MOTION RELATING TO ELECTRONIC FACULTY WORKLOAD

MOTION: passed unanimously

“The University of Alaska Faculty Alliance moves to reject the use of Digital Measures software for electronic Faculty Activity Reports throughout the UA system. The Alliance supports the idea of an effective, efficient electronic reporting system tailored to the unique needs of the University of Alaska.

Our concerns with the proposed system being tested at UAF focus on the following liability, accreditation and union issues.

- Potential FERPA violations.
Much of the data is specific to students (grade distributions in classes and graduate student advising by name, with project title, graduation dates, etc.) There is no demonstrable security provision within the Digital Measures software to protect this data.
 - Data stored with Digital Measures, not solely controlled by and at UA.
In addition to FERPA concerns, much the data is proprietary or personal, and the data storage is not at UA in the current system. This jeopardizes potential classified research, developments for business relationships and personal security.
 - No data entry validation.
The current system does not provide for accurate data entry, or validate entries to other databases. Any data extracted from the system should be treated as suspect and could potentially misrepresent the university during any evaluation including an accreditation process.
 - By more than tripling the number of data fields, this system changes the criteria under which faculty are evaluated.
This is not in the spirit or the letter of the UNAC and UAFT Collective bargaining agreements. Changes in faculty evaluation criteria should be negotiated with the Unions.
- Second, our concerns focus on technical problems, some of which have not been addressed in more than one year.
- Lack of reliable search functionality.
Since two thirds of the data fields in the Digital Measures system are free form alpha-numeric, making a complete and effective search is virtually impossible. Invariably data will be missed or misrepresented in a search. This does not help administrative tasks of reporting faculty performance.
 - No data entry validation.
In addition to the concerns above, faculty could enter joint publications, or grants and contracts which are not editable by their colleagues. The potential for error is too large, and the interaction with other databases to check for accuracy is absent.



- Limited or no use of existing database efforts on campus.
The current system does not effectively use the Banner system, and none of the other campus databases that keep track of faculty performance. This system is an incredible duplication of effort.
- Not time saving over the current system for faculty or administration.
The Digital Measures system is so time-consuming it has a significant negative impact on academic responsibilities. Given the problems stated above

Given the problems stated above, the Faculty Alliance does not support the use of the Digital Measures eFAR system, requests that all further beta testing be cancelled throughout the UA system and that the development of a product specific for UA begin immediately involving the collaborative efforts of faculty and staff.

This action is effective August 26, 2008.”

APPROVED: _____

DATE: _____

DISAPPROVED: _____

DATE: _____

COMMENTS:



UNIVERSITY *of* ALASKA

Faculty Alliance

MOTION RELATING TO CHARGE FOR ACADEMIC MASTER PLAN

MOTION: passed unanimously

“Faculty Alliance moves that it cannot endorse the academic master plan charge for UA as presented by Dan Julius without shared governance in accordance with Regents Policy and University Regulation 03.01.010. In its current form, the document does not constitute faculty involvement, provides no opportunity for expansion, contains no provision for sustainable consistent faculty involvement in academic master planning in the long term but rather relegates decision making to SAC and/or ad hoc committees. The Alliance is encouraged by the second sentence, of section 5 that ... *governance bodies will be ...involved in the review/development of this plan prior to recommendation to the President's Council) and its implementation*’, and look forward to working collaboratively on this very important mission. This action is effective August 26, 2008.”

APPROVED: _____

DATE: _____

DISAPPROVED: _____

DATE: _____

COMMENTS:

