

Agenda

Faculty Alliance

January 8, 2021

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Members:

Heather Batchelder Past-President, UAS Faculty Senate; Chair, Faculty Alliance

David Noon, President, UAS Faculty Senate

Andrea Dewees, President-Elect, UAS Faculty Senate

Jak Maier, President, UAF Faculty Senate; Vice Chair, Faculty Alliance

Donie Bret-Harte, Past-President, UAF Faculty Senate

Sandra Wildfeuer, President-Elect, UAF Faculty Senate

Scott Downing, Past-President, UAA Faculty Senate

Gökhan Karahan, 1st Vice President, UAA Faculty Senate

Kelly Smith, President, UAA Faculty Senate

Staff:

Ayden Harris.

Guests:

David Bishko

Maria Williams

We will take a moment of silence to honor Cyndee West.

David Bishko will provide an update on his review of the UA system.

- Brought on in October to give the president a transparent view of U in regards to admin processes and cost.
 - A lot of outside stakeholders feel that UA is high in cost compared to other universities.
 - Started by talking to 50 administrators and faculty members for their thoughts. President also asked to look into stressors and synergy opportunities.
- Brief overview:

- Summary of interviews
 - Consistent feelings in speaking with Faculty, and spoke to faculty that were suggested.
 - Faculty feel there are too many administrators and question why SW exists.
 - MAU Administrators spoken to were suggested by the Chancellors.
 - Believe that the faculty do not understand everything that needs to be done to run a University. They feel that Faculty do not understand the services they provide. Heavy Bureaucratic lift.
 - Also question SW. Recognize that SW works with the legislature.
 - Independence of MAUs
 - SW
 - SW feel that MAUs and Faculty do not understand their roles.
 - Overall, without understanding each group feels that the others are not pulling their weight.
 - A great deal of unhappiness with the HR consolidation and the move toward doing these things.
 - Feel that BOR is out of touch, governance is loose and should be more structured.
- Next, looking at the numbers: How do we compare to other Universities?
 - Believe that UA has about it that is unique, and this makes comparisons unfair. If UA is going to service the full state, we cannot compare to other institutions. Complex system.
 - Alaska is 30% more expensive than the lower 48.
 - UAF Research alone can make this comparison difficult, as the research done is a great deal. More research is being done at UA than in other comparable schools.
 - Comparisons should be done per student basis. UA's enrollment has declined much more than other universities.
- Scope of work is a broad, holistic view per request of President and Chancellors.
 - Comparisons of the central system are being done. However, looking at how the Universities would function without SW is not a part of the scope of work for this project.
- Methodology question for David from Andrea-

- NCHEMS report that we spend more on administration than other schools.
- What is your background to perform this project?
 - Airline industry, consultant. President Pitney's interest was the synergies part. She believes that the Universities could work better together. This is my expertise in the airline industries - alliances and agreements. Competing airlines working together, as an example.
 - This part of the project has not started in earnest. Transparent picture first.
- Information collected - has this been written down? Methodology, plan?
 - Project plan has been started and revised by Chancellors. Can share if there is interest.
 - I've looked at many of the reports from consultants, faculty members, internal data and IPEDs data are all being looked at.
- Request for plan to be emailed to Heather.
- Question - how much should SW be funded?
 - This is not part of the scope of work. I am looking at administrators all over the system. I was asked not to look at the Universities and SW independently as this is part of an additional review.
- Declining student numbers makes comparison very difficult. We are using different benchmarks defined by the Universities. Susan Henrichs suggested looking at low-population density states.
- When being asked to reduce budget - so many costs are fixed costs, more so than other industries. Variable (student and funding) and fixed cost estimates.
- In my comparisons, I am finding that the NCHEMS report is accurate. Administrative areas are far higher than others. In faculty, they are more but not as much as admin comparisons.
- Taking expense out, looking at the number of people, UA has been consistent over time. Faculty numbers have dropped slightly, but not much. Number of administrators and staff have been consistent. Cost difference is likely from title and pay increases.
- Question - when looking at people and cost, on the administrative side there is some perception that when administration is cut, its staff in lower positions and in student facing positions.
 - Title review is a part of the administrative reviews.

- Question - do you have any potential recommendations at this stage?
 - At this point, unsure. Some recommendations in mind, but at this point do not know about formal suggestions. Working on a presentation to detail the information gathered. Focus is to give the President the information and move forward.
- Question - while looking at costs for the administrators, are you looking at the expenditures and budgets for each office?
 - Looking at categories defined in the IPEDS report. Not looking at titles within departments.
- Comment - COLA is not given to faculty (COLA is not given to staff either). Documented salary raises that got a lot of criticism because it raised the costs. Nationwide huge admin raises.
 - Faculty agree that the cost should be kept low for students.
- Comment - Chancellors are making twice what the governor makes, and the president makes more. We have seen increases consistently, but no increases for faculty. In some cases students are finding lower tuition in other states. Comparison to outside universities in terms of cost, but we have done comparisons on faculty and student ratios. If we are going to do this, we need to make the comparisons equally across the board.
- Question - who suggested faculty that was spoken to?
 - President, Myron Dosch, and Chancellor suggested reaching out to Heather.
 - Faculty at UAA recommended [Nalinaksha Bhattacharyya](#)
- In response to some of the comments - I should clarify. Benchmarking is a way to look at exercises like this. What I have found is that there are a lot of unique things about UA that create more complexities. If you neutralize those factors, it does appear that UA is more expensive on the administrative side compared to faculty. I am looking at all the categories overall. There is more lopsided leaning toward administration.
 - Chancellors have in the past have stated that Administration has been cut by 20%. However these cuts are applied to support staff, student facing positions. Not administration.
 - Staff cannot be cut further, we are at the bone. However, **Administrators** and their office budgets should be looked at.
- What is this going to look like when it is finished? Will this be used to ensure change, or are we just giving these reports to others. Have you seen the admin reviews from the Universities?
 - Disclaimed for what I am doing - I am just looking at data that is out there. There is a problem with that, as schools do not report the same. (Management percentage as example).

- Staff at SW are also concerned about their workloads.
 - Comment - administrators may feel busy, but they should look at their tasks and see what should be done and does not need to be done. Only focused on the mission.
 - Comment - Second to the above comment. Also, please ask President Pitney to seek explicit feedback on the products produced from this project.
 - Who would you like to see give feedback?
 - Staff, faculty, administrators, all affected members of affected communities.

Agenda:

1. Approve Agenda
 - a. Motion to approve the agenda at 4:28pm - Motion made by Kelly and Jak.
2. [December Minutes](#)
 - a. Please send any corrections to Ayden
 - b. Sandra moves to approve.
3. Faculty Regent - Resolution: Senate Support Vote from all three Senates and FA - legislative request
 - c. [House Bill - HB180](#)
 - i.
 - d. <https://docs.google.com/document/d/1dgiggqx8pG5z5pBXY-r5P8jqGAyah1X8/edit>
 - i. Question - feedback from Senates? When will this be sent?
 1. Letter may need to be changed. The rotating appointments at the outset may be a non-starter. 2-4 year terms.
 2. Broad support for Faculty Regent. It may be best to go with the bill that is presented and address those concerns in the letter. It is likely that the governor will find this in a positive light if they have some control over it.
 3. We would like to see Faculty Senates support for Senator Josephson's bill. Shows cooperation between Universities.
 4. Legislature goes into session on the 19th.
 - e. [Legislative communique](#)
<https://docs.google.com/document/d/1rbpL5ipU2jiCBMykkBxRpyr9yx93gyJ6SWyxEHSSZkA/edit?usp=sharing>
4. Legislative update/BOR 1/15- FA Chair will present a five minute oral report

5. Statewide Administrative Review - Update (Collaboration and Sustainability - Input). Chairs, shared drive, 30 SW Offices/26 positions

- f. [Rubric/guidelines for administrative review](#)
- g. Faculty Representatives: UAA - Ian Hartman, UAF - Debu Misra, and UAS - Kevin Krein
- h. President Pitney has agreed to the transparent review, and this will be communicated to the legislature.
- i. FA, SGC and SCL will be giving an oral report at the Jan 15th BOR meeting.

6. OERs Provost are coordinating a presentation for the BOR - Possible ASA February Meeting Senate Support

- j. [Overview of Open Education Resources for UA](#)
- k. [draft_UAS_Strategic Plan for Open Education](#)
- l. [motion--create ad hoc committee on OERs.docx](#)

7. Alaska Native Studies Council/SW Goals and Metrics- Update- Maria Williams

- Thank you to the group for all your work and advocacy.
- Unfortunately, we do not have that many updates.
- We met on December 17th and discussed working between the campuses and units. (Maria, Jak, Gokhan)
- None of us have been contacted by our chancellors to serve on anything
- Pressure is coming from outside on the president regarding the UAA Chancellor search. Alesia will serve on Chancellor Search
- UAA and UAF are a concern in regards to Alaska Native students and education.
 - UAF has multiple degree programs, but there are not very many faculty to teach students.
 - UAA has a lot of GERs.
 - Concern that we are losing our tenured Alaska Native Faculty.
- UAA Research - looked at the history of the Alaska Native Studies program. Est. 1993 through protest movement by students. First office of Alaska Native Studies department was a closet. Overt racism has been in the history of our programs and it does not feel as though this has changed. Need for increased support and
- Question - have you heard any more about representation for the search committee for the chancellor? Is there only one person, because we had heard about a tri-chair situation.

- I know nothing about the chancellor search other than we wanted Alesia Townsend Baines to be on it. (Please check for spelling of Alesia's name!)
 - Kelly and Alesia are two of the 3 tri-chairs.
- FA supports the Alaska Native Studies Council. If FA can offer any support in resolutions or actions, we intend to support fully.
 - Members of Alaska Native Studies Council are on action teams. Two months to establish a baseline, and 2-3 months to establish a plan.
 - Steering committee has been created by the President consisting of University leadership and Council members.
- Would like to have the Alaska Native Studies Council elevated to a leadership role.
- What is the best way to support Alaska Native Student success? Would this be something like changing the program requirements? A lot of Alaska Native students are interested in things like Biology, so what constitutes an Alaska Native Program? We would like for them to look at this holistically.
- Concern about the faculty on these committees. They have their normal job, and they are also trying to do these councils and committees. It's a lot of work for them.
 - Letter was sent to leadership that stated that faculty members are being asked to do this and were appointed to committees. Request for compensation at the least for faculty that are serving on these committees.
 - Course release at the very least to free up time, but many faculty do not want to choose between students and administrations.
 - CBA and workload are poorly written.
 - UAA Faculty Senate Diversity committee pushed a resolution.
- Another consideration - upper level solutions such as Alaska Native Vice Chancellor does not necessarily solve the problem. Additionally, having one individual working as faculty and serving on multiple committees. Doing this, they cannot meet the requirements of tenure.
- Our Alaska Native Faculty should be supported and not treated as a token or window dressing.
- AAUP session talking about promotion and tenure, it gave examples such as giving credit to people for serving on committees. Talked about this as an equity opportunity. We should give credit for what they are doing, instead of punishing them for serving on committees.

- This affects all faculty. Expected to deliver a tremendous amount of service without proper compensation, promotion or tenure. A faculty member was given a one year notice and could not finish her dissertation. She is the chair of 10 graduate committees and was given a one year notice. This is not tenable, or appropriate.

8. Update from Faculty Senates: UAS, UAA, and UAF

- David UAS - Revision of mission statement. OERs were discussed, and we tentatively approved a Faculty Excellence Award for faculty that are going above and beyond to support their students. Dual enrollments and handbook revisions are being looked at this semester.
- Kelly UAA - We will likely go through the semester with similar protocols. Asked people to think outside the box in regards to in person commencement ceremony. We don't know if we will be able to pull it off, but would like to try. Alaska Airlines Center has been rented out for hospital overflow, and may be an inoculation center. The lease on this is offsetting the cost. Building use policy is due to come out. We have an interim Chancellor and are starting the search for the new chancellor. The committee structure was not everything that was requested (search firm as an example) that the president does not want to pursue. However, the President has a number of faculty in mind to be on the search committee. Expect that there will be a formal announcement on this next week. Looking into Alaska Native Student success - there is a gap that needs to be addressed.
- Jak UAF - have not had another meeting since the last alliance meeting. Several issues. Wrote a memo to the chancellor requesting that he delay the move of Alaska Native Studies from UAF to CRCSD until there is a plan in place. Delayed until Jan 22. Unfortunately, the holiday occurred at this time. With the change in accreditation we have to revamp the assessment of our GER courses. A tool was created by some faculty members and tested last spring. It was then given out to all faculty and told that they have to use it. A letter went to the chair of the GER committee but I have not heard back yet. The UAF Office of accreditation is looking for faculty volunteers to be a part of a group to look at program review. Program review process in the past has always been determined by the Faculty Senate. Feb 1st meeting and Feb 15th meeting to discuss expedited academic review.

9. Cost Savings/Tuition Loss - Brain Drain - Loss of Tenured and Tenure Track

Faculty -Ask for program reinstatement, review of the cost savings and loss of tuition. The first document provides a possible memo draft or resolution, the second document is a possible draft template - but also contains the UAA FS resolution that points out the CAS is the most impacted with the deleted programs and UGF distribution issues.

<https://docs.google.com/document/d/1aCOeRBUpf-OMwebhXych-ImgI7F81x00EkG3bUln-jE/edit?usp=sharing>

https://docs.google.com/document/d/11b3K-0h1ryRgVk-QrAgfwOF0_6TKSyR5NGVL4An5-qU/edit?usp=sharing

- These documents have been given to the President and to everyone involved. Several of these programs are strong programs and don't need review.
- If anyone has any additional data, or information that is useful for this, please let the group know.
- Adding new metrics for Alaska Native Students that has been requested by Alaska Native Student Councils is a big priority.
- UNAC elections process - Secretary, Org and VP positions are all being elected.
 - From Chat - Any active member that meets the eligibility requirements may be nominated by a faculty peer or may self-nominate. To appear on the ballot, each nominee will need to submit a candidate statement (maximum 250 words) with an optional candidate 'headshot' photo in .jpg format (maximum 150 pixels). Someone from here should run for secretary or Org VP.
 - Requirements to nominations - some restrictions. Can self nominate.
 - How are people recruited for this?
 - This should be coming from RA.
 - UAF Org VP was left out of election email.
 - Concern about leadership of UNAC.
 - Yearly elections are in the bylaws, this can be changed.
 - UAS has a good tie-in to their representation. However, if UAF faculty are not being represented, this should be followed up on.

Adjourn - Moved to Adjourn by Donie and Gokhan at 5:01pm.