

Agenda

Faculty Alliance

December 11, 2020

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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:

Ian Hartman, Kevin Kresin, Debu Misra-SW Administrative Review Update

Maria Williams- Post Baccalaureate Proposal

Ashley Carrick - Faculty Regent Discussion

Welcome to guests, and greetings. Thank you to the legislature for being accepting of a faculty

Ashley Carrick - Rep Wool's Office

- Last year two bills were filed. There were some differences; time length and tie breakers. Rep Josephson, FA, and this group, they came to the decision that their

office would continue to move this bill forward. Their bill was HB180 (new number this year). In the final version of bill, 2 year time length and majority to break tie breakers. As a review of faculty regent, and where AK fits compared to others

- There are 4 state university systems that have a faculty and student regent
- 6 have a faculty regent.
- This bill got a lot of traction while discussing with Rep. Wool. We talked a great deal about student regent power. Student regents have provided excellent leadership in the past and there have not been a great deal of conflicts of interest.
- While looking at this, we wondered why we didn't extend this to Faculty as well and include them in executive sessions. From here, we were looking at a system for nomination.
- The bill we submitted to be prefiled, HB180A. This needed to be adopted by the house education committee, however this was in mid-March and due to COVID, this was delayed.
- The voting for the nomination process had each faculty senate at each MAU nominating 2 members of faculty (tenured) at each campus. This would give the gov. 6 names to choose from. This allows the faculty institutions to have a say in the process. The governor would appoint one of these six members.
- Another note, this is the only bill that Rep. Wool has pre-filed for this session. This one we know we want to move forward because this a priority. I have been working on advocacy on this bill for 5 years. I will be carrying the bill and it is my number 1. I am hoping we go to Education, last year we went to Education and House Finance. We are going to advocate this year that it goes directly to Education.
- Limiting factors - length of session, how they chose to meet and some other unknown factors. However, we are pushing it and we intend to continue in that vein.
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- Heather - thank you for your advocacy. We are excited and grateful to see that 5 years of work is coming together.
- Scott - Thank you very much. We have talked about the process in selecting regent. We have elections for our representatives. How do you see the selection being made by the governor?
- Ashley - All regents go through the governor for final approval. State board and commission appointments and nominations are done through the Gov and the legislature.
- Syndonia - We were hoping to have shorter regent terms, and that this would rotate between the MAUs. We would like to have a similar model for the faculty

regent. 8 years is a long commitment, and we would like to have multiple faculty participate.

- Ashley - We have changed the term from 4 years, to 2 year after hearing from faculty alliance. In terms of rotating institutions, we decided not to put that in the bill. The student regent is not set in statute either, so it does not have to rotate. Rep Wool and his office agree that rotation of MAUs is a good idea.
- Maria - Thank you for your work. One of the thoughts we had with faculty alliance, there is a natural rotation. Heather (UAS), Jak (UAF), Vice President (UAA). Faculty alliance is a three year term regardless of whether you are a chair or not. After three years, the members are well in the know and have a great level of institutional knowledge. Our thinking is it would be good for the faculty regent would be the outgoing faculty alliance president. As an example, next year would be Heather Batchelder, the following term would be Jak, and so forth.
- Ashley - This is a good structure for faculty alliance. I did take notes on the idea, and I would like to see the faculty alliance bylaws to familiarize myself with this. There is one hiccup - we would like to have a couple of options on the bill to encourage folks who may be skeptical. There is some push back on the bill. The other thing that is a potential issue - one of the things that Rep Wool is keen on is to have this be non-regional. I feel like that the faculty alliance and senate groups have this level of professionalism and it wouldn't be a problem. I would like to review FA by laws so we can see how this may work.
- Debu - there is no regionalism within the Faculty Alliance, so this will not be an issue. This is in an internal process with elected officers. FA is well regarded by groups.
- Jak - I was on the board a number of years ago and the one thing that struck me was how important it was to represent all Alaskans. I believe that is the attitude everyone on FA take. We are here to advocate for all faculty and students. FA members have been steeped in this stuff for years, so we can hit the ground running if we elect from this group. Random faculty members would have a steep learning curve, as many are involved in their teaching and research. I would estimate that it would take someone unfamiliar with the process a year to get up to speed. I like that design that has it rotating between MAUs and electing from FA. The connectivity will be there, and it is important. However, if it is the best to go with 6 nominations that are picked from, I would suggest a 3 year term. This way they have the first year to learn, and the second and third to be effective.
- Heather - we should entertain the idea of putting someone in shared governance into the hat for this position. We would like to have a regent regardless. At this time, we have 7 minutes to talk to the board and this is at the discretion of the chair. Currently, there is not a lot of time for Faculty to communicate to the board. At other institutions, they meet with presidents and BORs every month to two

weeks. I can share these resources with you, and am happy to do so. We are here to support you in this endeavour!

- Ashley - thank you, I will certainly pass this along to Rep Wool. This bill is a work in progress, and we are still working on this. We would love to see a letter from the faculty alliance addressing this bill as it is now. We would like to see a letter from each faculty senate to support it. Testimony will also be really important. Bills get scheduled sometimes with just a few hours notice. It isn't always to testify, but when it is possible, we would love for faculty to call in. Ultimately, we want to see the bill pass. It may not happen this year, as it's hard to see how much personal legislation will make it through. My job is to make sure it won't be pushed down, but that may be difficult. We want to get it through the house at least. If we can make it through the entire process, we will be thrilled.
- A lot of legislatures (rep) are concerned about having multiple voices at the BOR. This bill offers a potential solution to part of this problem. The biggest issue we are dealing with is that people don't really know the process. We will have to run with it internally and we will need input from faculty on this. Your feedback, documentation, or support or suggestions, are important. Please submit these to us.
- Heather - I will get started on FA letter. We have members from each FS, and they will take this charge back to the senates. We can always reaffirm the need for the faculty regent. I am also going to send a thank you to the legislature. The changes made so far by Pres. Pitney have been minimal, but our request for a system wide review has been accepted and is moving forward.
- Ashley - another hiccup for legislature - Conflicts of interest (voting on programs). Another thing that comes up in questions to our office is favoritism, professionalism. We expect this from students, and I feel that if we trust a student regent in this, we can absolutely trust faculty to do this.
- Heather - I can say that we are professional, we want to support all of the faculty. Unfortunately faculty image has been injured, and we would like to see this change. We would like to see transparent processes and we understand that some things will change and go away. Our goal is make sure that all faculty and students regardless of MAU are represented and taken care of.

SW administrative review

- Ian - We have met once, we have another meeting on wednesday. The charge of the group is to put the sw administrative under a microscope and look for redundancies, and look for candidates to reduce. My overriding concern on this is to subject 30 separate offices and each one has a budget of a couple hundred thousand to a couple million. My assessment going in is that these offices are the same that the MAUs have. My question I would like to have answered - is this

defensible. If we have IR office functions at each MAU, do we need the system level office? At a minimum there is a lot of opportunity to reduce a little, at a maximum we can restructure the office.

- In some of my research, a lot of these systems have moved to the office of the president. (similar to our SW). Larger state institutions don't have 20-30 different functions, they are paired down to provide core functions for the president. They take about 2-4% of the budget. Our SW has 50-60 million dollars. It has historically taken 8-10% of the budget. It is 2-3 times than larger systems. It would seem that there is an opportunity to cut 10-15 million conservatively and use that to bolster MAUs. I'm perfectly willing to be wrong about this stuff. If it turns out that these functions are actually required, I would be surprised but, I would accept that. So, that is the general overview of how I am addressing this. I would love some feedback from FA on this before we meet next week.
 - Debu - Ian covered most items. My comment is that I am looking at a broad framework instead of just SW. Budget is 257M, no capital funds. How can we lean up the administration without losing functions. It should be a discussion between all MAUs and SW. We need to approach this as a cohesive group. Otherwise, we will just be providing reports that get filed away.
 - Scott - The final draft was out to the campus planning and advisory board. Ours is very similar to UAS's. Are you on the UAF committee? My question is do we have that connection at each of our universities?
 - Debu - The faculty opinion can't be the only one, the committee opinion also matters. As faculty we can give practical suggestions. However, convincing the other players is as important. We need to focus on what is the most important for the system.
 - Syndonia - if all 3 groups get together, we can compare across the board. This will give our recommendations more weight. Staying in touch, even if it is just once a month for the groups to compare notes, will help this move forward.
 - Heather - There is a connection between the groups. There is a lot of interaction between the groups and they are talking. Steve asked for these guidelines, and they have been adopted. UAS and UAF have raised their focuses, as well. Redundancies are being looked at between SW and the MAUs, which is huge. It is concerning to me. VP Layer said he was looking at 26 positions, and he said that they are in upper level administration.
 - Jak - I thought this was a great idea for all 4 major groups to get together to find out what is going on with everyone. I sent out a doodle to all the committees to see about meeting next week. Folks will get back to me. I agree with everyone that it's important that all groups are talking to each other. If we want to do these at FA meetings, that is fine, but it may need to be its own standalone meeting.
 - Ian - there is going to be a couple of opportunities to maintain contact with the faculty. It's fallen into place that the faculty reps at SW are also on the MAU

review committees. In terms of the three of us meeting, we will do that independently on a semi-regular schedule in advance of the statewide meeting. If FA is another form of us to touch base, I would be happy to come in and provide updates. There are a few folks in FA I am not running into in other meetings. To the extent that we can ensure that more people know what is happening at these reviews, the better. It would be a shame if we had good conversations that were not communicated out. This is a huge task. Its hard to make heads or tails of this stuff, so we will need to tap into the expertise that faculty have. We won't be able to know everything. If you happen to have suggestions, or know anything about specific offices. My impressions is that VP Layer would be at the meetings and provide numbers and be open and honest. He seemed to indicate that this was a process that was overdue. We have not had the best experience in the future, but I am hoping that this is a new day.

- Debu - Leadership has made the comment that it may be inappropriate to have SW leadership present.
- If we are going to do this right, we can't just cut the position. Wholesale transformation has to be on the table. We were pretty mindful to suggest this at the first meeting.
- Debu - I had made a specific request for one shared drive folder with folders for each MAU and SW so that everyone can see everything from each other group. I have not heard back yet, but it seemed to be received positively.
- Scott - this gives us a chance to fundamentally change the direction of the U. this is a chance to potentially direct funding downward, not upward. When you get into discussion about positions, you can make an argument for why they are needed. If you start to look at our structure, however, that changes the conversation.
- Heather - this is the direction that FA was hoping these reviews would go. We would like to see what it would look like to transform SW. We should also look at comparative data to look for patterns, or if we see something that should be centralized/decentralized. Looking at centralization of past offices to see if it was necessary. At our campuses, we are looking at their time spent on SW vs MAU work. It should be SW working on MAU issues.
- Ian - the phrase I've heard used is SW needs to be in service to the Universities. There is a lot of research we need to do. Rather than SW being leadership, the leadership would come from the MAUs and SW would be in service those MAUs. Sw has been command centric. At this point, we can argue more with budget than anything else.
- Syndonia - Pres agrees with this. She is the interim president, but if she can make these changes, then that could carry over for the permanent president. President has said she is committed to 3 separate accreditations.

- Heather - She also says that we can't do everything, because programs are getting smaller. SW needs to do the same. Sandra mentioned LEAN - Toyota model. This should not be applied to this situation.
- Sandra - President mentioned it, but did not say that she would institute this. She said that the back end of the house should be reduced to support the "front end".
- Heather - LEAN should not be in any institutions. I have seen this model fail in multiple situations.
- Sandra - I only brought this up because I heard the president say she wanted to bolster the front end.
- Debu - some housekeeping, the committee works are going to take a lot of time. Something needs to be done about this. Perhaps the faculty senates or alliance need to let the deans and provosts that they have been appointed, and so their workloads need to be adjusted. Overload or otherwise.
- Jak - Have brought this up to senate and to Provost Prakash. She has said that this comes from the deans. We may need to elevate to the Chancellor, as the money should be coming from SW or the Chancellor's office. Dean will say that this should be placed in the service bucket.
- Syndonia - The Chancellor could provide some money.
- Heather - we need to wrap up here, but we can take this to our chancellors to see about getting additional funding for our faculty.

1. Approve Agenda

- a. Agenda approved.

2. Minutes- Ayden Harris will work with the Alliance- organizing website and minutes. Ayden has gotten access to older recordings. As soon as I get these labeled correctly and identified, I will forward any relevant recordings to FA.

3. Faculty Regent - Resolution

- a. [Maria's doc](#)
- b. [House Bill - HB180](#)
- c. [Legislative communique](#)
<https://docs.google.com/document/d/1rbpL5ipU2jiCBMykkBxRpyr9yx93gyJ6SWyxEHSSZkA/edit?usp=sharing>

4. Strategic Enrollment- Donie

- What are the problems, where are the trends, what are the weaknesses and strengths. These are grassroots, bottom up process. Mary engaged a consultant who talked about other Universities, and potential opportunities for U.

- Planning process that uaf has been taken on for a few years. This was started by Mary Kreta who was hired to address declining enrollment. She did a variety of things, but strategic enrollment was hers as well. The basic idea is that you form a series of teams of faculty and some staff to do a situational analysis of different areas. We had one group that was looking at the UAF face in websites and marketing. It sounded basic, but there were some small changes that would make things so much easier (button for application at bottom of page). The first few years was undergraduate focus. There was a steering committee and I was the FS lead at the time.
- Economic analysis - this quantitative tool was great and showed where the investments would do well. The steering committee prioritized actions. UAF's enrollment has not declined, it has gone up. I think part, it's because we had so many folks in the process working toward this.
- Website initiative was cheap and made a big difference,
- The biology department was able to get an online program, and we were able to get some money to the faculty so that they could work on building this program.
- We are going through another round, and the individual colleges are working on their own plans. CEM as an example. It makes a huge difference to have a huge group working together on the same process. I would recommend it, and the guy that we worked with. This guy was incredibly helpful. He assisted with econometric analysis and models, as well as working on price points for scholarships and such. One of the findings was that students will pay more tuition if they have received a scholarship. They feel better about the higher tuition because it makes the students feel more valued.
- We are in the process of differential tuition.
- Heather - it sounds like a great process. It's meaningful work, I'm glad you are seeing results.

5. Statewide Administrative Review - Update -12/3 meeting- faculty

- d. (Collaboration and Sustainability - Input)
- e. [Rubric/guidelines for administrative review](#)
- f. Faculty Representatives: UAA - Ian Hartman, UAF - Debu Misra, and UAS - Kevin Krein

6. OERs Provost are coordinating a presentation for the BOR - Possible ASA

February Meeting

- g. [Overview of Open Education Resources for UA](#)
- h. [draft UAS Strategic Plan for Open Education](#)
- i. [motion--create ad hoc committee on OERs.docx](#)

7. Alaska Native Studies Council- Gokhan found a discrepancy between the data we received from Steve Patin and the Affirmative Action Reports

- During the early months of the semester we got a data set of five years of data that came from Steve Patin. About a month ago, we got another set of data for affirmative action. The numbers are different in these reports. I am wondering what data set we should look at. AK Native numbers are changing. Affirmative action data is only 3 years - 18, 19, 20. It shows a drastic decline. The report from Steve does not show the same steep decline as the most recent data set. I am trying to locate these sets.
- Heather - Steve did say that 2020 data was not there. If you have a moment before the end of the semester or before the 17th if we can figure out how this can be explained. Paul is also looking into this. Thank you for finding this. We will keep this item on the agenda.

8. Update form FS: UAS, UAF, UAA

- UAS - We had our last meeting of the semester last week. We spent a lot of time talking about the mission statement which is being revised. NWCCU strongly encouraged us to develop a mission statement that lends itself to measurable goals and outcomes. It's been a process, as everything is with COVID. A lot of faculty are a bit confused on the rationale for altering the mission statement. There has been some concern, however we have to measure these things as fast as possible. One of the large hangups is research and scholarships in the mission statements. Because UAS is more teaching heavy (75%), there have been hangups on wording and goals. We also passed a resolution supporting the accelerated masters that LuAnne introduced early in the semester. We discussed developing a faculty excellence award for forward thinking faculty who go above and beyond. In Jan/Feb we have the mission statement, we probably have a resolution for the bill for faculty regent.
- Heather - We are also looking at the post-baccs. Its moving from 60 to 30 credits. If you are getting a 60 credit post-bacc, why wouldn't you just get a masters? That will be going out soon.
- Jak - 60 credit max is turning into a 30 credit max. Moving approval from president to Chancellors, 12 credit minimum, 30 credit max.
- UAF - We met on monday and we had a guest speaker who spoke about shared governance from faculty perspective. It was well received. Faculty have been enjoying this presentations. We also passed a motion to wave GRE for FALL 21, spring 22. We had already done this for SAT/ACT. This will keep our graduate students coming in. We updated regulations on transfer credits which define more clearly the courses that students coming in from other Universities can and cannot

transfer. We made some changes to academic disqualification. With COVID, we have not been able to implement this yet but will in Spring. FS time has been extended, and sent a memo to the Chancellor that he delays the move of programs from CLA to CRCD. They had no plans on how it would happen, so we have requested to delay this. These are PhD conferring programs and it doesn't seem to be a good fit for CRCD. The folks who were being asked to move felt the shift was rapid and they were not a part of the discussion. They feel this should be a holistic move consisting of students, tribal leaders, faculty and stakeholders. Research - depending on the unit, faculty receive different support. We are trying to have more transparency on what departments offer research faculty.

- Faculty accelerator - for faculty development opportunities. Canvas pilot is starting. Faculty from all 3 universities are involved.
- Invitation to codesign program review - regular review, from Provost.
- Jak - OER - UAF had a group that met last year, and I will try to meet with them again.
- UAA - Most of our energy has been focused on the replacement process for outgoing chancellor. We are changing to our interim, who has been the dean of students, AVC for a time. We are in the middle of institutional accreditation with site visit next fall. Admin review - we are looking at shared services. Staff across the university programs would work in a central unit to support other programs. We have been working with the provost and budgeting committee to develop a strategy to designate our general funds. When provost Runge came in, we looked at the process and continued on the same process that we have had. I agree with having a transparent process so that people know how to increase their access to budget. We agreed that it was time for faculty to step back and let administrators apply numbers to values the committee came up with. I'm feeling good that we were involved in the process. Our interim chancellor - previous process was to have the president choose the chancellor. However, in this case, recommendations were taken from the UAA community and local community. It feels like we are having more involvement and that is a positive move. Debu's comment on compensation has been floating around here, and I have talked with the chancellors and the provosts. There are a lot of things we have done without additional compensation. Title 9 - we had some conversations about the training. Hopefully everyone is aware that the Biden administration is changing Title 9. I would be interested in hearing if the faculty at other campuses like or dislike this training. The Canvas pilot was started at UAF, and it was opened to the other Universities. We need as many faculty involved as possible. We are looking for a new director KPC.

- Discussion on what to include and not include in syllabi was also discussed. Would be interested in hearing what other faculty do on their syllabi.
- Sandra - UAF has worked on the syllabus quite a bit, and has an addendum to link to, with policies that get updated. We are still working out some of the details, but it has been approved by the faculty senate.
- Heather - Canvas pilot will last longer than this semester. We have a panel that has been using it who will talk in the Spring. From chat: Sandra: I am involved in it.
- 30+ courses at UAF, 20+ courses at UAA, and a few at UAS, last I heard
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- Donia/Sandra from chat - My impression is that UA just signed up for 3 more years of Blackboard, so there won't be any changes for a while yet. It gives time for a change over... Canvas uses 1/3 less bandwidth than Blackboard.

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-Img17F81x0OEkG3bUln-jE/edit?usp=sharing>

https://docs.google.com/document/d/11b3K-0h1ryRgVk-OrAgfwOF0_6TKSyR5NGVL4An5-qU/edit?usp=sharing

If you have figures or metrics, ideas of how we can do a cost analysis for the programs, please add to this. We are still working to gather data on this. Cost savings vs tuition loss.

Adjourn 5:03pm