

## NOTES

### Faculty Alliance

January 22, 2021

Nsmr\$`ssq \$Q iixrk\$

[lxtw>33e@woe2-ssq 2w3r<5;:45;768<\\$](#)

\$

Q iixrk\$H \$5;\$45;\$768<\$

Sri\$et\$ sfmi\$

/578:68<;==@5;:45;768<' \$W\$Lsyw\$sr-\$

/5:==44:<77@5;:45;768<' \$W\$Wer\$Nswi-\$

#### 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 - Logged in at 2:54pm

#### Guests:

Paul Layer

Meeting started 3:04pm

Paul Layer will provide a SW update.

- Board meeting - UAA skiing reinstated, UAA Hockey fundraising, Land grant moving forward.
- Feb BOR -
  - Did You Know on Health Programs. Will present on UA's health programs across systems.
  - Updates on Foundation, IT, and David Bishko's update on his project.
  - ASA - revised mission statement from UAA and UAS.
- Alaska Native Success Initiative kick off next week, Wednesday. Looking at Qualitative (equity and campus culture) and Quantitative.

- We will not be doing an OER presentation at this meeting. Hopefully this will be at the May meeting.
- House bill on Faculty Regent - Request that Regent be tenured and full-time. This was brought up as non-tenured faculty have served in comparable positions.
- Staff Resolution on Governance - VP Layer has spoken with Staff. Governance structure is being looked at, main goals:
  - Facilitate communication between groups
  - Run support for governance groups
  - Student group support for student governance
  - If a tested structure is not working, there will be flexibility to change the structure.
- No announcements from Gov's office on new Regent appointments.
  - Regent Garrett was not confirmed last legislative session. By law, their term expires. Because of the emergency declaration, the session was extended through November. If they had met, they would have voted to confirm or not. However, they did not. Term expired 30 days after the end of the legislative session. Governor chose not to renominate Regent Garrett. Governor can choose from a list, but there was only one other student. The student is eligible, but there has been no movement.
  - At the February meeting there will be a Resolution of Appreciation for Chancellor Sandeen and Regent Garrett.
- Questions for Paul?
  - Reports for Alaska Native Success Initiative?
    - Steve Patin is a good contact for this. There is also a page on the President's page. Regent Perdue as requested for information.
  - Clarification on Faculty Regent -
    - The bill as written says that the Faculty regent must be full-time tenured Faculty member at the time of service. We have a lot of non-tenured full-time faculty that participate in leadership. (Clinical, Research faculty).
      - Wanted this to be brought to the attention of the Faculty Alliance.
    - Faculty Regent should be protected. This position will require a great deal of work for the faculty member.

## **Agenda:**

1. Approve Agenda
  - a. Motion to approve - Donie and Sandra
2. Approve [January 8th Minutes](#)
  - a. Scott moves to approve, seconded by Kelly

- i. If approved by Faculty Alliance, would like to give regent Garrett a thank you from the Faculty Alliance.

3. Faculty Regent - Resolution: Senate Support Vote from all three Senates and FA  
- legislative request

b. [House Bill - HB180](#)

c. <https://docs.google.com/document/d/1dgiggqx8pG5z5pBXY-r5P8jqGAYah1X8/edit>

- i. Letter to Legislature on Faculty Regent. Based on Josephson's bill.
- ii. Depends on legislature if Faculty Regent has voting rights.
- iii. Goal to have Faculty Senates supporting the regents. Once we get feedback, we will send this out to legislators.

d. [Legislative communique](#)

<https://docs.google.com/document/d/1rbpL5ipU2jiCBMykkBxRpyr9yx93gyJ6SWyxEHSSZkA/edit?usp=sharing>

- i. Updates to representatives on what is being done at the Universities.
  - ii. Student Regent can vote, so Faculty Regent should also be granted voting rights. Why are students expected to behave appropriately, but that same extension is not given to Faculty?
  - iii. Could remove the line that says Faculty Regent could be non-voting. Remove this line completely.
  - iv. Note from chat: there is verbiage in the BOR bylaws that addresses professionalism. if someone is confirmed to the BOR they must adhere to the policies
  - v. Wool's bill in Senate, Josephson's not in House yet.
  - vi. This is a faculty member that is being appointed. They are not being voted - in terms of representation, that appointment makes a big difference. The degree to which this person represents faculty as a whole may differ depending on the person. May be some push back with current administration appointing the regent, this may get some push back.
    1. Governor has to appoint from a list, so the list should be carefully created before going to the Gov's office.
- e. Meetings with Chancellors should be set up to discuss a collaborative environment.
- i. One from each University from CNS committee. Once we get the time set, we can send messages to the task force and find out who is available.

1. Ian Hartman, UAA suggested by Donie
  - a. On SW review, may not be available.
  - b. Joel Potter also suggested. Multiple options from UAA.
2. Andrea Dewees - UAS volunteered.
3. Need UAF representative -
  - a. Suggestion from chat - Debu Misra
  - b. Donie has volunteered if UAF Rep is needed.
- f. Issue - highly talented faculty are on committees and are already working above their workload. They are not being compensated. Debu is on UAF and UA review board. He is not receiving additional compensation for the additional work. Need to keep in mind that many faculty are overworked.
  - i. Representatives from each campus from FA will be at the meeting.
  - ii. Heather will send out the time.

#### 4. Staff Council Resolution

[https://docs.google.com/document/d/1Q6KRqMVYX3vzSAj53wtRQkqNAe5jZ-QZ1f4Bp\\_AdPGI/edit](https://docs.google.com/document/d/1Q6KRqMVYX3vzSAj53wtRQkqNAe5jZ-QZ1f4Bp_AdPGI/edit)

- UAF Staff Council - SW is hiring two new admin assistants. Once to support VP Layer, the other to support Steve Patin.
  - VP Layer assistant - Faculty Alliance and Coalition of Students
  - Steve Patin assistant - Support Staff Councils.
- Staff Council is concerned because they were included in the decision to split the governance groups between two people. Feel that it is more cohesive to have one person/office. Concern about HR assisting with the Staff Council. Asking that Steve Patin halt the recruitment process so that this can be discussed.
  - **Whereas**, staff serving in leadership positions within staff governance are not given release time (like faculty) makes taking on these duties challenging to begin with, and
    - Differences were explained in what this means for Faculty. Mat Mund was talking about the Staff Council Chair and Vice Chair do not get any work release time.
- Do we want to support this resolution to pause hiring until there is discussion on what the best model is?
  - Wait until the Staff Alliance reviews.
  - One governance aide would keep groups connected.
  - Due to administrative review, should we halt the hiring process until review is complete. (If an upper level admin position is lost, an assistant would not be needed).

- Was an assumption that there would be a new governance position hired to serve all governance groups, instead of two assistants.
- FA support for resolution - Pending Staff Alliance review and endorsement of this resolution.

5. Statewide Administrative Review - Update (Collaboration and Sustainability - Input). Chairs, shared drive

- g. [Rubric/guidelines for administrative review](#)
- h. 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 Senate Support - **Will not be discussed at Feb meeting per Paul. Will likely be talked about at May meeting (see updates from Paul Layer at beginning of notes)**

- i. [Overview of Open Education Resources for UA](#)
- j. [draft\\_UAS Strategic Plan for Open Education](#)
- k. [motion--create ad hoc committee on OERs.docx](#)

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

- History of Systemic racism at UA campuses. Pull past reports to show what has been done before, so that progress can be made.
- Past experience shows that there is hesitation to make progress. Solutions should come from bottom up. Some defensiveness on the part of the campus administrations. Real change is needed.
- What sort of data is being looked at?
  - Faculty attrition
  - Student graduation rates
  - Qualitative research on why people left.
    - In the past there has been no way to collect this data. HR needs to improve this.
- Gap in achievement for students and success for faculty. All of this data would be useful for programs as well, to look at their success rates. This is something that should be included.
  - Data should come from the campus IR office. Some offices have cherry picked data in the past.

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

- Kelly UAA- Several things going on. Chancellor search has taken a great deal of time. Short meeting to discuss the search parameters and traits that

new Chancellor should have. Committee has not met as a whole, just the tri-chairs. Short time, meeting again next week. Faculty members have been inquiring about Chancellor search, so communication will be going out. Faculty Senate are looking at labor and government lines and where faculty vs union should take the lead. There is a pause on the shared services process due to HR and other officials talking to people whose positions will be directly affected. A trial implementation will likely start soon. Zero positions that are currently filled will not be eliminated, and people will not physically be moved. GF - there is a draft that is not being widely shared yet. In general, they came up with a model that will be implemented over time. It would tax part of the GF that has been allocated to colleges, and then give that money back on a performance scale. Deans have agreed on what the performance matrix looks like.

- Scott UAA- The deans and provosts have developed a way to look at credit hours and GF. Deans are advocating for beneficial changes. Review has a Feb 5th deadline. Administrators who are part of the review are submitting reports. Looking at getting information on how to review this data (rubrics, metrics). Involved in a discussion about the relationship between community and Anchorage campus. Looking to coordinate class offerings. Multicultural director search has been launched.
- Pres Pitney's contract has been extended through 2022.
  - Did the BOR reach out to any Faculty groups prior to extending the contract?
    - A Regent reached out to Heather and Mathew Mund. Unknown if they talked to Students.
    - Faculty groups should be kept in mind in the future when these kinds of decisions are made.
- Dave UAS - Third faculty alliance meeting since senate meeting. No major reports. We have had some conversations about the relationship between the three campuses. Adjunct appointments, scheduling have been talked about. 3 campuses in SE work together fairly well. Arts & Sciences has a new interim dean. In the process of launching a new Dean search. Chancellor has been great as far as transparency, dean search has been very transparent in process. Programs, administration and staff are being reviewed. Not much left that can be cut. Upcoming items for faculty senate - we have a new mission statement, so now a process to measure outcomes will be drafted.
  - UAF had a conversation about workload and course loads. Workloads are not due until March.

- In there are position cuts, UNAC CBA wise: faculty position cuts are due 2/15. Have any other campuses seen any cuts to tripartite workload?
- Jak UAF - Faculty Senate has not met since last FA meeting. In an administrative committee meeting today, we discussed the move of 4 programs from CLA to CRCD under new VC Charleen Stern. One faculty member wrote a long letter that was recommended to be sent to the BOR. The letter addresses Alaska Native Equity and Success and the need to do better. Faculty are not concerned about moving to CRCD, and are hoping for additional support. Provost is promising the move will be beneficial. The concern is that the administrative drive restructures have resulted in faculty losses. They restructured Geological Engineering and are firing two professors. Developmental Ed at CTC had 6 faculty before on fund 1, and now only has 2 due to funding. Has heard from multiple faculty that they are planning to retire due to these changes. Institutional knowledge is being lost. Atmospheric science will be presented in Feb. Has requested to hear from the task force instead of administration. All motions have been passed and approved by the Chancellor. Motion to address guests on Blackboard is in process. Changes in honors policy, and changes to TOFL, SAT/ACT. Post Bacc and accelerated Masters are also being looked at. Assessment tools for GERs are being discussed - a presentation is being set up to review the tool and implementation. Changes to the regular review process, but there has not been a meeting on this yet. Compensation for faculty involved with these extra duties - these have fallen flat - no course releases or compensation. Two Senate meetings, Feb 1st for standard business, expedited review on Feb 15th.
- Pedagogy committee - Ad Hoc distance ed committee formed before pandemic. A lot of the focus has been on quality teaching on any modality. Committee has been morphing into the pedagogy committee to highlight best practices for teaching. One minute highlights, teaching spotlights as part of the committee will be done at each FS meeting. Jak is new System Governance Chair.

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/1lb3K-0h1ryRgVk-QrAgfwOF0\\_6TKSyR5NGVL4An5-qU/edit?usp=sharing](https://docs.google.com/document/d/1lb3K-0h1ryRgVk-QrAgfwOF0_6TKSyR5NGVL4An5-qU/edit?usp=sharing)

- Any good methods on program evaluations, or outcomes from program deletions

Adjourned @ 5:04pm.