

Minutes
Faculty Alliance
May 27, 2022
3:30 - 5:30 pm

[Join Zoom Meeting](#)

ID: 87635095221

Passcode: N6UA95MW

Members:

Gökhan Karahan, Past President, UAA Faculty Senate; Chair, Faculty Alliance

Ian Hartman, President, UAA Faculty Senate

LuAnn Piccard, 1st Vice President, UAA Faculty Senate

Sandra Wildfeuer, Past President, UAF Faculty Senate

Ataur Chowdhury, President, UAF Faculty Senate

Jennifer Carroll, President-elect, UAF Faculty Senate

David Noon, Past-President, UAS Faculty Senate

Andrea Dewees, President, UAS Faculty Senate

Jennifer Ward, President-Elect, UAS Faculty Senate

Glenn Wright, To be seated in August, UAS Faculty Senate

Julie A.K. Maier, UAF Faculty Senate; Past Chair, Faculty Alliance

Staff: Dustin Bawcom

Possible Guests: VP Paul Layer,

- I. Call to Order - Gökhan Karahan
 - A. Approve Agenda
Ian moves to approve. Ataur seconds.
 - B. Approve Meeting Minutes: [13 May 2022 Meeting](#)
Jennifer moves to approve. Ataur seconds.
- II. New Business
 - A. Update: Resolution to honor Jak Maier for her service [RESOLUTION OF APPRECIATION FOR JAK](#)
This will be printed, signed and framed and presented to Jak for her service.

- B. Changing the FA Bylaws to allow Past Chair to serve as an ex officio member of the FA.
There needs to be a referral from each of the Faculty Senates to change the Bylaws, which then needs to be approved by the President.
This is tabled until the fall when the Faculty is on contract.
- C. Future meetings? Frequency? Timing? GK
It was decided to meet monthly during the summer only if there is an emergency and bi-monthly during the academic year. The next Faculty Alliance meeting will be held August 19th 3:00 - 5:00 p.m.
- D. Structuring FA meetings
Tabled until the fall
- E. CITO search-Any faculty representative
Gokahn has volunteered to represent on the committee.
- F. BOR Tuition ad hoc committee update
Andrea is the Faculty representative for the ad hoc committee. We are asking the board to allow us to circulate a draft policy change that simplifies and clarifies what we expect from the tuition policy philosophy. There is an intention in the proposed policy to consider student's debt load which was not in previous policy. There might be work to do at the different universities to streamline the financial aid offices to make sure that students are able to get the aid that is available to them.
- G. UA HR Customer Service Experience
- H. Aligning ANSI plan and ANSI resolution-How to reconcile?
Discussion of the work and effort that went into the ANSI resolution. There was an inquiry as to the wording of #2 in the ANSO resolution which asks the board to tell each university to establish an office which is empowered to bring in digital content to every academic department and program and to ask the board to establish a committee that will tell faculty how to incorporate indigenous content into their classes. The intent was not to intrude upon faculty as they compose their courses and their respective syllabi, but to provide ways to give faculty members the tools to implement indigenous aspects into their curriculums.
- I. How to improve shared governance? Have a professional facilitator?
We have a clash of cultures to how we engage professionally and academically with the administrative leaders who do not come from an academic background, with several examples provided. It was suggested to invite President Pitney to the September meeting to ask her perspective under structured governance.
- J. How to communicate with the President, BOR, and Admin?
It is important that faculty have a strong collective voice.

- K. [Request for budget plan](#) to prioritize the mission of the universities
Tabled to the August 19 meeting.
- L. New business item: question about executive administration costs reported to the legislature in 2020. Total costs for chancellors, president, and the 2 VPs was in excess of \$2 million, about a half million dollars more than 2021 or 2019. According to the footnote in the report this was due to the amount paid departing system president Johnsen. Is it correct to say that the BOR approved both Johnsen's contract with the severance clause, as well as the severance eventually issued? Where is this recorded?
Tabled until the August 19 meeting.
- M. [Admin to Faculty and Admin to Staff growth rates](#); [Faculty Alliance Chair](#) report-June 22 Informational Item.
- N. Proposal for FA to create an ad hoc committee to create a "Shared Governance award." Andrea
We should give our first award at the end of the next academic year.

III. Old Business

IV. Senate Reports

- A. UAA - There was a discussion of ANSI. There is a reorganization of student advising, which will be discussed at the next meeting. Those two items will keep the Faculty Senate busy over the summer.
- B. UAF – We did not have a standard meeting. Nothing new to report.
- C. UAS–I requested that a faculty senate rep be added to a search committee for a new Dean of Students but have not received a reply from the Committee Chair.
A prospective student called during the Ad Hoc Tuition meeting so I stepped away for the last bit. Paul gave an update earlier in the meeting under new business and I added a few things..

V. Adjourn

Atuar moves to adjourn. Andrea seconds.



Faculty Alliance

Resolution 2022-04

RESOLUTION OF APPRECIATION FOR JULIE “JAK” MAIER’S COMMITMENT TO THE FACULTY OF THE UNIVERSITY OF ALASKA SYSTEM THROUGH SERVICE TO THE UNIVERSITY OF ALASKA FAIRBANKS SENATE AND THE UA SYSTEM FACULTY ALLIANCE

WHEREAS, Dr. Maier has long been an ardent supporter, promoter, and a very strong advocate of shared governance at all levels of the University system; and

WHEREAS, Dr. Maier navigated with great skill through the Covid-19 pandemic as she ensured faculty, staff, and students had a voice in decision making; and

WHEREAS, Dr. Maier has acted as a unifying force among the faculty of the three universities and provided a passionate and ever-advancing leadership in her role as chair of the Faculty Alliance; and

WHEREAS, Dr. Maier has passionately advocated for the reduction of excessive administrative costs and for the prioritization of academic programs throughout the University of Alaska system; and

WHEREAS, Dr. Maier was one of the most devout voices and had done an admirable job of bringing together many diverse voices to the table in advancing the Alaska Native issues within the University system; and

WHEREAS, Dr. Maier has led with integrity and honor, voicing faculty concerns, even in challenging circumstances, and openly invited dialogue within the system; and

WHEREAS, Dr. Maier has effectively and consistently communicated to Alaska State Legislature the importance of public higher education in the state;

THEREFORE BE IT RESOLVED THAT THE UNIVERSITY OF ALASKA FACULTY ALLIANCE RECOGNIZES AND HONORS THE CONTRIBUTIONS OF DR. JULIE “JAK” MAIER AND HER COMMITMENT TO THE FACULTY OF THE UNIVERSITY OF ALASKA SYSTEM THROUGH HER SERVICE TO THE UNIVERSITY OF ALASKA FAIRBANKS FACULTY SENATE AND THE UA FACULTY ALLIANCE.

The UA Faculty Alliance approved this resolution on May 13, 2022.

Gökhan Karahan, Ph.D.
Vice Chair, Faculty Alliance

RELATIVE SIZE of ALASKA UNIVERSITIES' ADMINISTRATION and FACULTY

A Report Prepared for the Faculty Alliance

May 2, 2022

Description

This study analyzes the number of administrators (SW, UAA, UAF, and UAS), and faculty members across UAA, UAF, and UAS. In Section I below the analysis shows the size of administration and faculty relative to the Full-Time Equivalent student population (FTE). The average growth rates of the said metrics are shown in the tables. Section II shows administration size relative to faculty. Section III shows admin relative to staff. Section IV illustrates staff size relative to FTE. Finally, Section V offers some concluding remarks.

SECTION I: Size of Administration and Faculty Relative to FTE

This section presents the size analyses of the UA administration and faculty. Section I-A shows the size of different units in the UA system (the three independently accredited universities and the Statewide office) relative to FTE. The data in this subsection are organized such we divided the number of administrators (EX, FR, and the sum of EX and FR) by the total number of full-time equivalent students for each unit. For instance, we calculated the pertinent number of UAA administrators by the full-time equivalent student figures for UAA (in thousands). Similarly, the Statewide figures were calculated using the total FTE figures across the System. Section I-B shows the size of faculty across the three universities. The data in this subsection are organized such we divided the number of faculty members by the total number of full-time equivalent students for each unit. For instance, we calculated the pertinent number of UAA faculty members by the full-time equivalent student figures (in thousands) for UAA. Please note: The Statewide office presented to us two alternative data sets on faculty figures. These are by the UA HR figures and UA IR figures.

I. A. Administration Size Relative to FTE

Chart 1: Statewide Administrators Per Thousand FTE Students

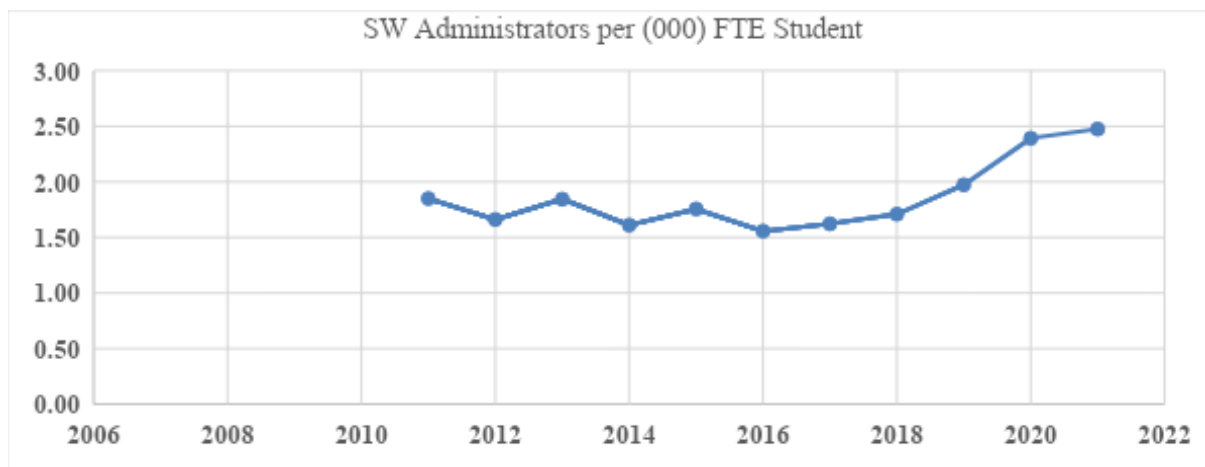


Table I: Annual Growth Rates for SW Administrators (relative to TOTAL FTE)

	EX	FR	TOTAL
SW	2.9%**	NA	2.9%**

Chart 2: UAA Administrators Per Thousand FTE Students-EX, FR, and Total Data

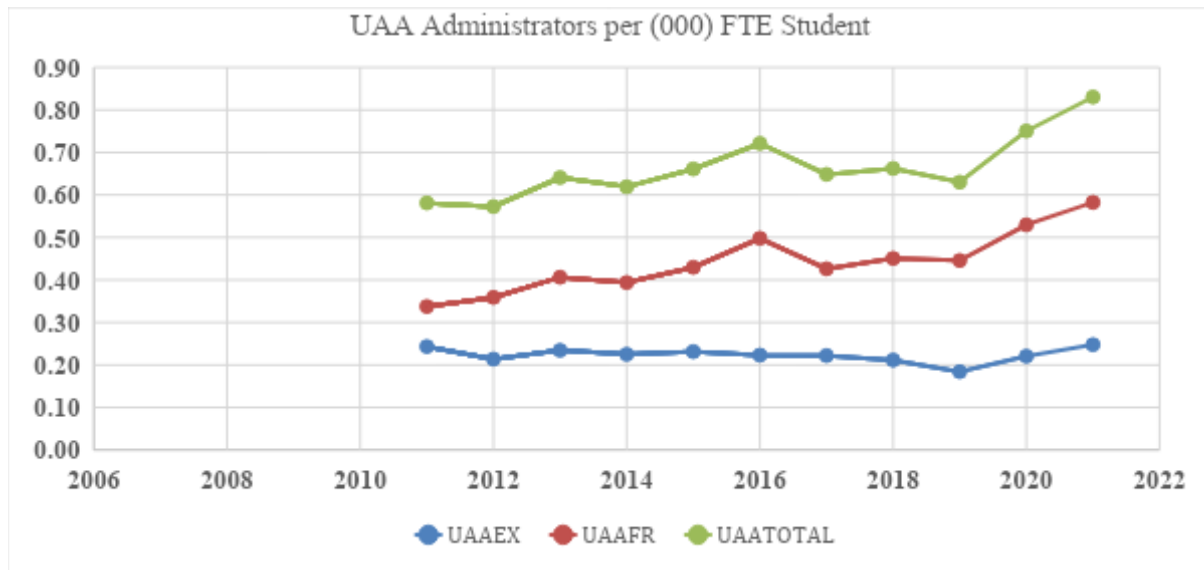


Table 2: Annual Growth Rates for UAA Administrators

	EX	FR	TOTAL
UAA	NC	4.4%***	2.7%***

Chart 3: UAF Administrators per Thousand FTE Students-EX, FR, and Total Data

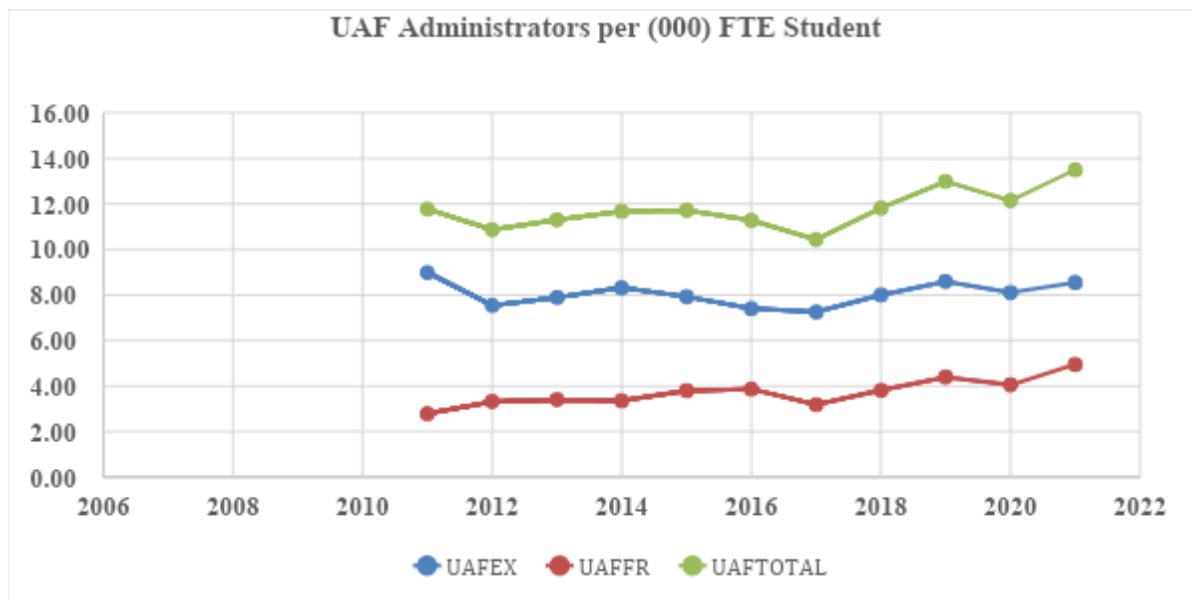


Table 3: Annual Growth Rates for UAF Administrators

	EX	FR	TOTAL
UAF	NC	4.1%***	1.3%*

Chart 4: UAS Administrators Per Thousand FTE Students-EX, FR, and Total Data

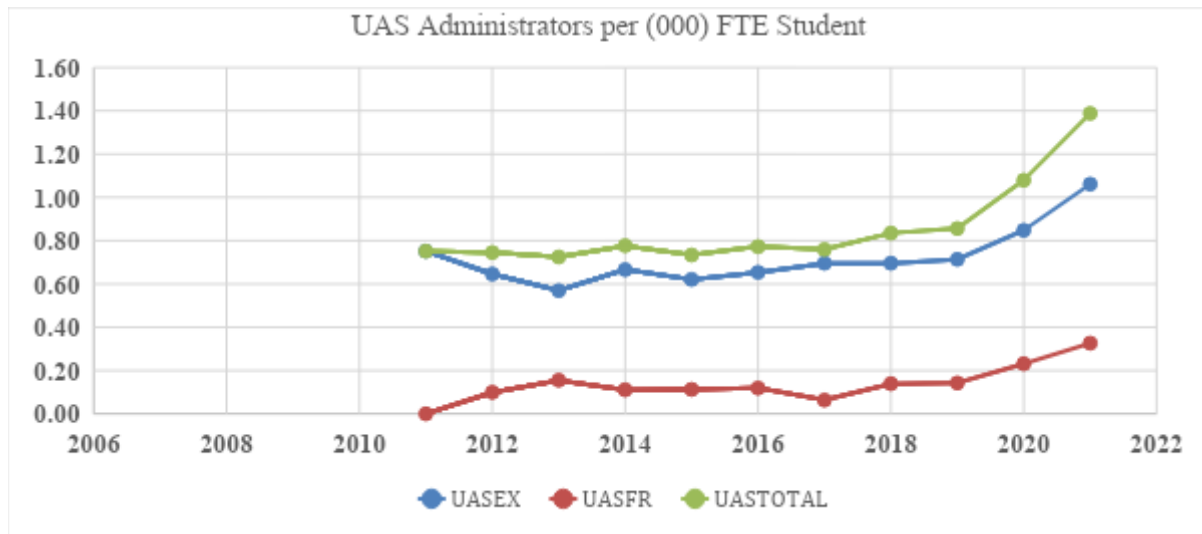


Table 4: Annual Growth Rates for UAS Administrators

	EX	FR	TOTAL
UAS	3.4%**	NA	4.8***

B. Faculty Size Relative to FTE

Chart 5-A: UAA Faculty Numbers Relative to FTE (in thousands)-HR Data

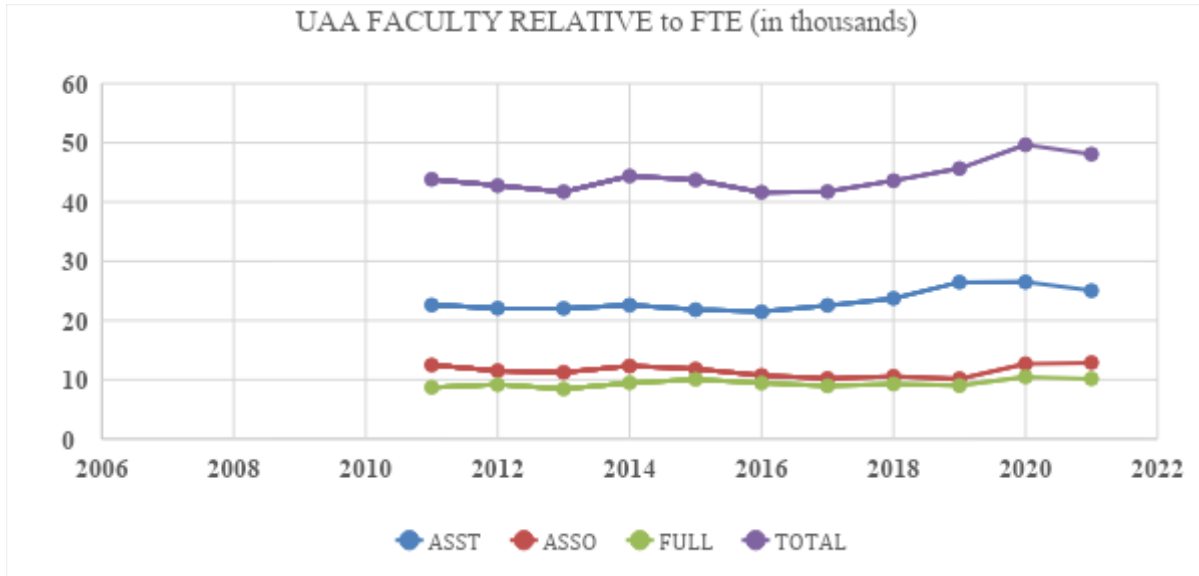


Chart 5-B: UAA Faculty Numbers Per Thousand FTE Students-IR Data

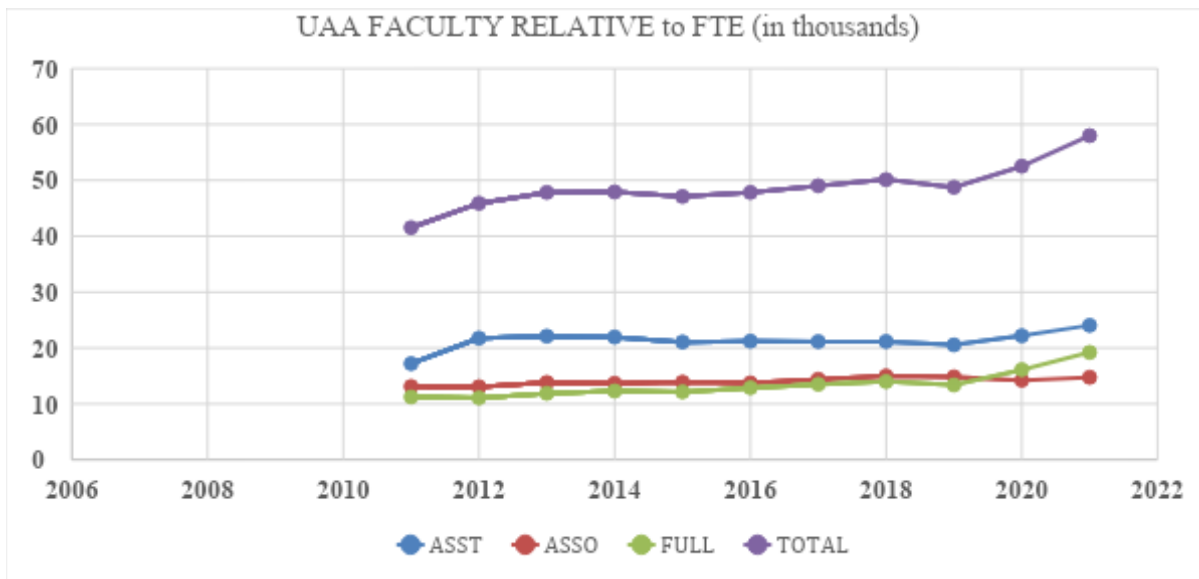


Table 5: Annual Growth Rates for UAA Faculty Numbers

	ASST	ASSO	FULL	TOTAL
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UAA	HR	1.7%***	NC	1.2%**	1.1%**
	IR	1.3%*	1.2%***	4.5%***	2.2%***

Chart 6-A: UAF Faculty Numbers Relative to FTE (in thousands)-HR Data

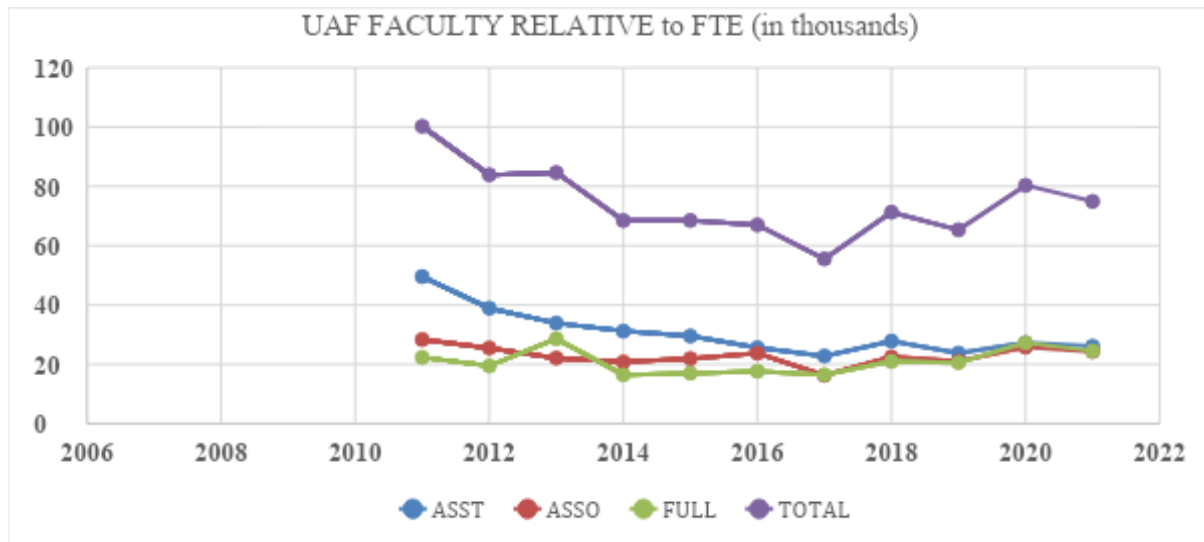


Chart 6-B: UAF Faculty Numbers Relative to FTE (in thousands)-IR Data

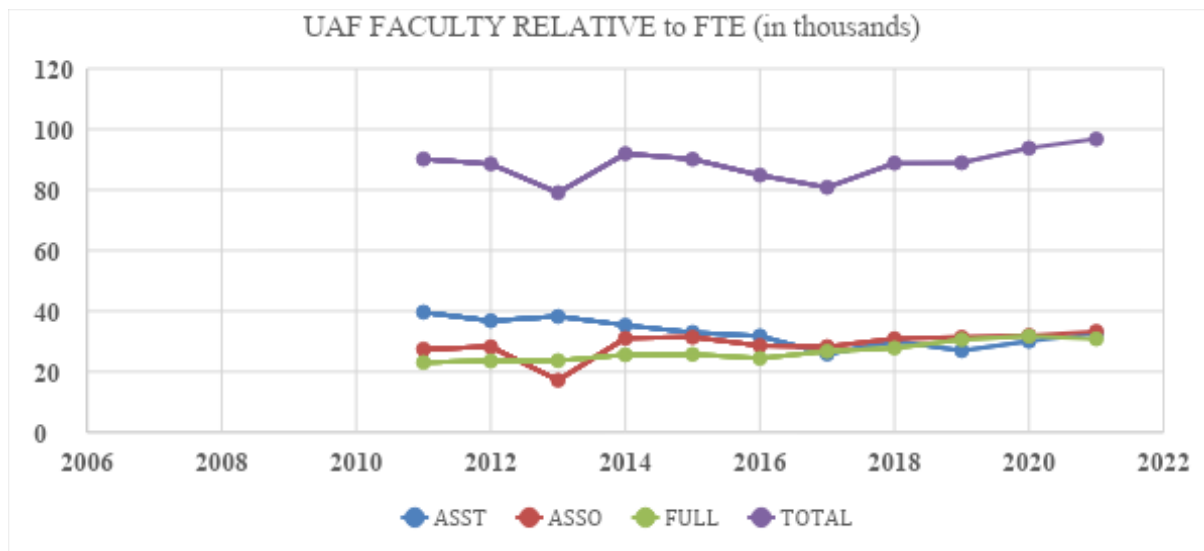


Table 6: Annual Growth Rates for UAF Faculty Numbers

		ASST	ASSO	FULL	TOTAL
UAF	HR	5.6%***	NC	NC	NC
	IR	3.1%***	2.9%*	3.3%***	NC

Chart 7-A: UAS Faculty Numbers Relative to FTE (in thousands)-HR Data

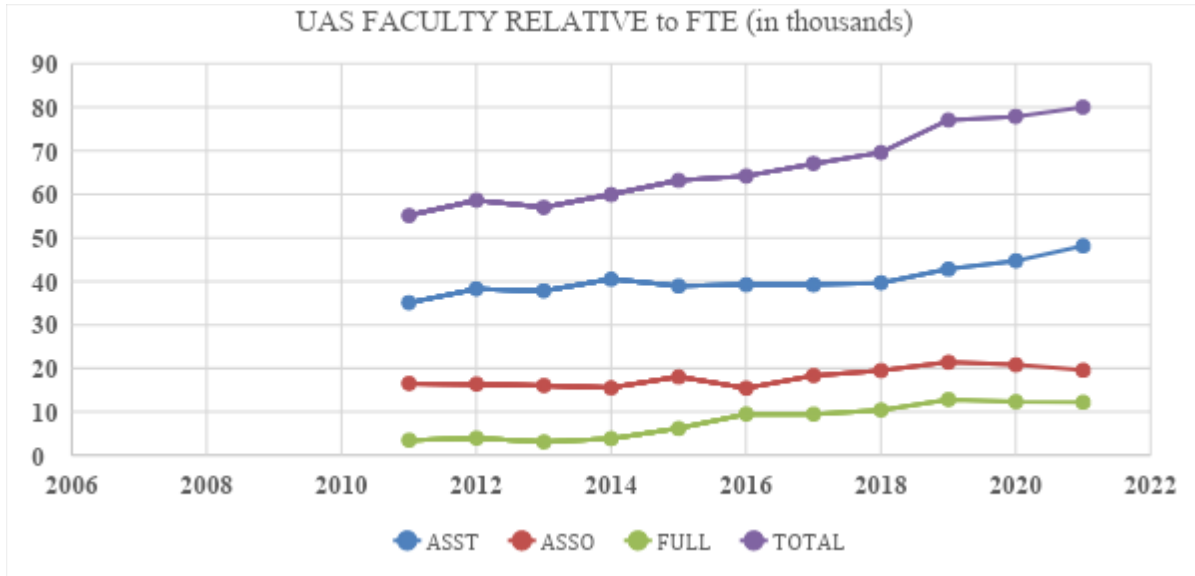


Chart 7-B: UAS Faculty Numbers Relative to FTE (in thousands)-IR Data

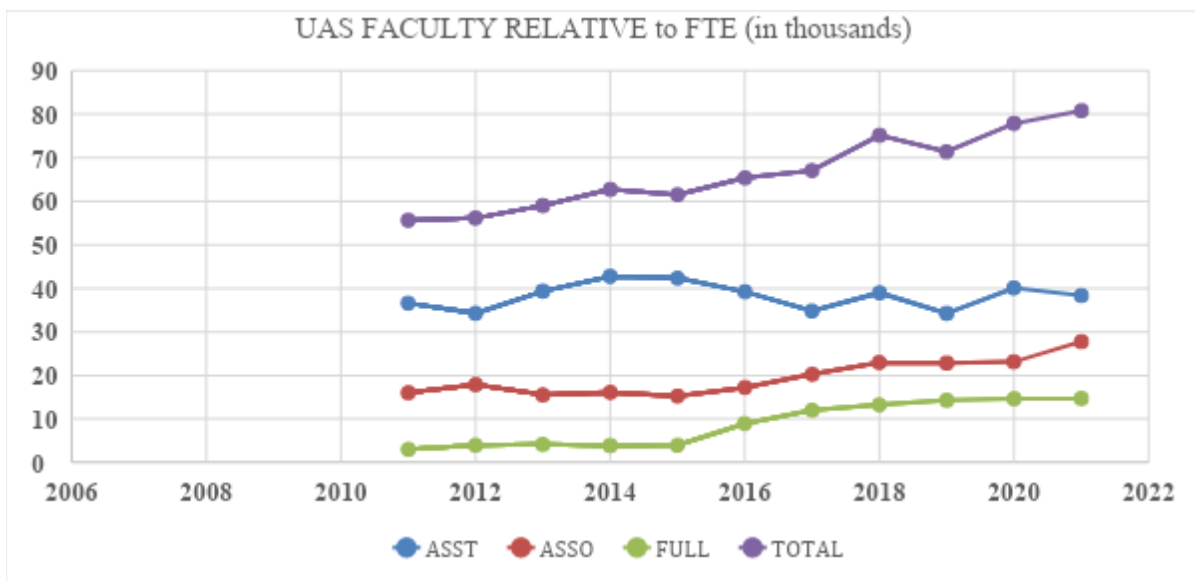


Table 7: Annual Growth Rates for UAS Faculty Numbers

	ASST	ASSO	FULL	TOTAL
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UAS	HR	2.3%***	2.9%***	1.6%***	3.9%***
	IR	NC	5.4%***	1.9%***	3.8%***

C. REMARKS on RELATIVE SIZES of ADMINISTRATION and FACULTY RELATIVE TO FTE

Please note the following caveats apply to the above analyses. First, the growth rates are annualized growth rates between 2011 and 2021. The models do not account for potential autocorrelation. The stars, ***, **, and * indicate levels of statistical significance at 1, 5, and 10 percent alpha levels. Fewer stars indicate *more* significant results. NC means no statistically significant change, NA means not applicable, and RED fonts show declines.

Administration

The annual growth rates indicate that the SW administration relative to FTE is growing significantly. Moreover, as the charts reveal, SW has the second-highest number of administrators relative to FTE.

Whereas the UAA EX administration figures are not showing significant changes, the UAA FR figures are increasing significantly and, thus, the total figures (EX and FR) increasing significantly. However, in terms of the number of administrators relative to FTE, UAA is the lowest (leanest) unit. Even though UAF growth rates indicate smaller growth, the number of administrators relative to FTE is almost 16 times as high as those of UAA and nearly 10 times those of UAS. Compared to its bigger sister institutions, UAS shows a significant increase in its EX administration. The models cannot be run for the FR figures because of a 0-figure in one of the years. Even though the UAS total administration is increasing significantly, the number of administrators relative to FTE is much smaller than UAF's and slightly higher than UAA's.

Some of the explanations behind these results are that:

- 1) the FTE figures are declining across the systems faster than the admin figures.
- 2) there is a minimum size of administration beyond which some university functions may be difficult to conduct, and thus, administration cannot reduce its size.
- 3) it is possible that the starting figures were not "optimal" to begin with.
- 4) the nature of the institution (i.e., research) may have created an "admin-heavy" structure initially.
- 5) the institution is unnecessarily admin-heavy.

Faculty

The highest significant increases relative to FTE are felt at UAS. UAA has smaller significant increases. Combining both HR and IR analysis, there are significant declines in junior faculty at

UAF. In terms of the number of faculty members relative to FTE, UAA has the lowest faculty numbers amongst the three institutions. UAS takes the second place. UAF has the highest number of faculty members relative to FTE.

Some of the explanations behind these findings are that:

- 1) the FTE figures are declining across the systems faster than the faculty figures.
- 2) as long as programs are not cut, there is a minimum size of faculty beyond which teaching becomes impossible, and thus, faculty size may not be reduced.
- 3) it is possible that the starting faculty figures were not “optimal” to begin with.
- 4) the nature of the institution (i.e., research) may be such that there are not many students in certain programs.
- 5) it is possible that some UAF figures are reflecting the fact that faculty are getting promoted into higher levels without much recruitment at lower levels.

SECTION II: Size of Administration Relative to Faculty

A: Size of Administration Relative to Faculty

This section analyzes the number of administrators (SW, UAA, UAF, and UAS) relative to faculty across UAA, UAF, and UAS. Average growth rates are shown in the tables. The data cover the 2011-2021 period, and are from the Statewide office.

Chart 8-A: Administration of SW, UAA, UAF and, UAS Relative to Faculty (in thousands)

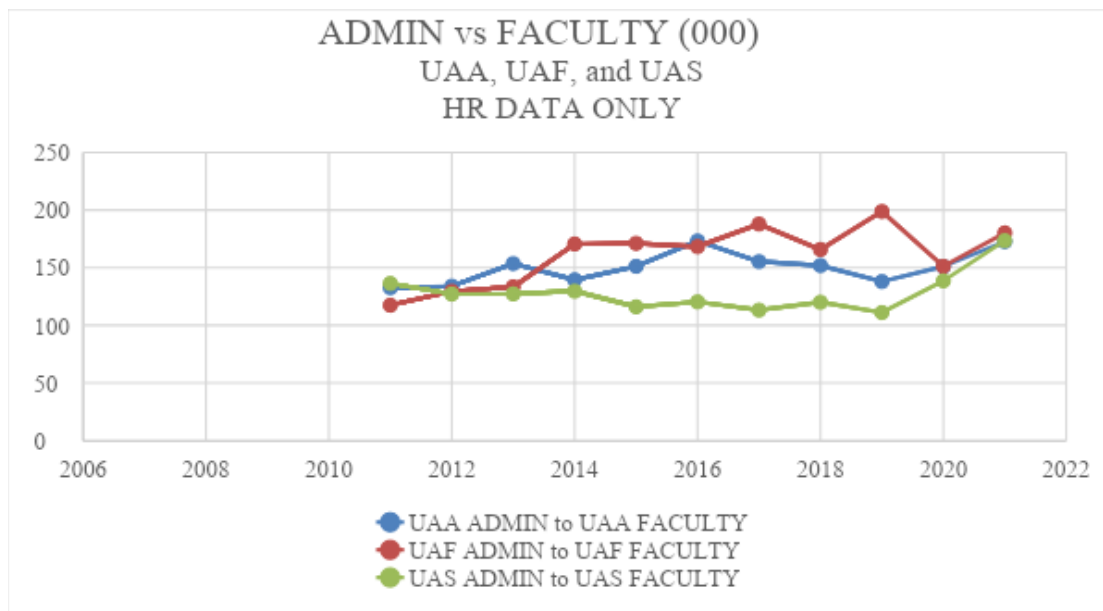


Chart 8-B: Statewide Administration Relative to Total System Faculty (in thousands)

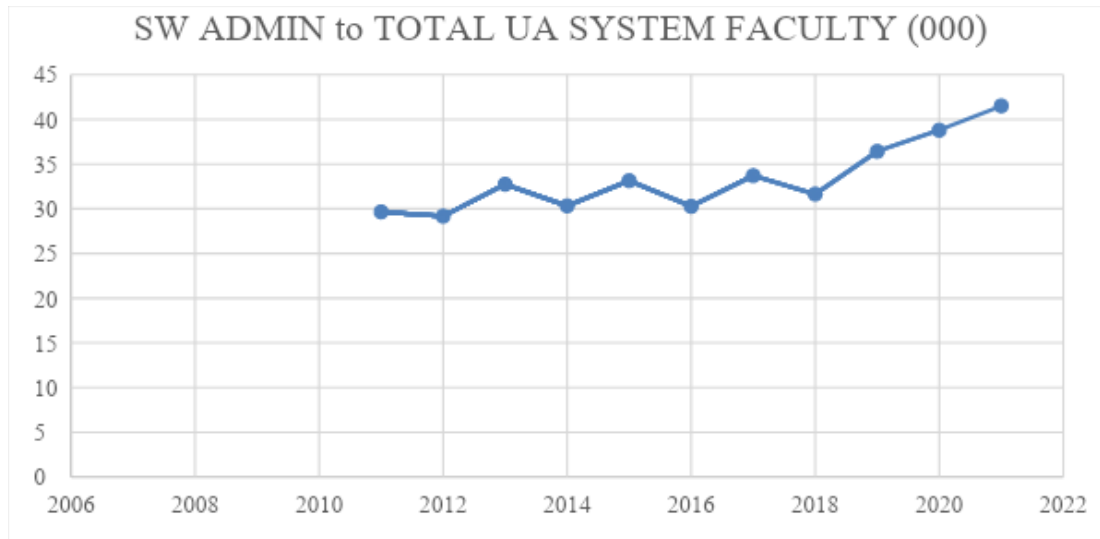


Table 8: Annual Growth Rates

GROWTH RATES	
SW	2.95%***
UAA	1.53*
UAF	3.63**
UAS	NC

B. Some Remarks on The Above Results

The Statewide administration shows significant increases relative to the total system faculty. UAS shows no significant change in the 2011-2021 period. UAA shows a smaller increase. UAF administration relative to faculty shows the highest increase. In terms of the number of administrators, all three seem to have converged around 175 by 2021. This number translates into 6 faculty members for each administrative personnel or 0.175 admin persons per faculty. Looking at the SW figures, we see that we have 0.03 administrative personnel per faculty or about 333 faculty members per admin.

The conclusions are similar to Section I ones. Some of the explanations behind these growth rates and numbers are that:

- 1) the faculty numbers are declining a lot faster rate than administration. This may especially be true for UAF.
- 2) there is a minimum size of administration beyond which some university functions may be difficult to conduct, and thus, administration cannot reduce its size.
- 3) it is possible that the starting figures were not “optimal” to begin with.

SECTION III: Size of Administration Relative to Staff

A: Administration Relative to Staff

Chart 9: Administration Relative to Staff

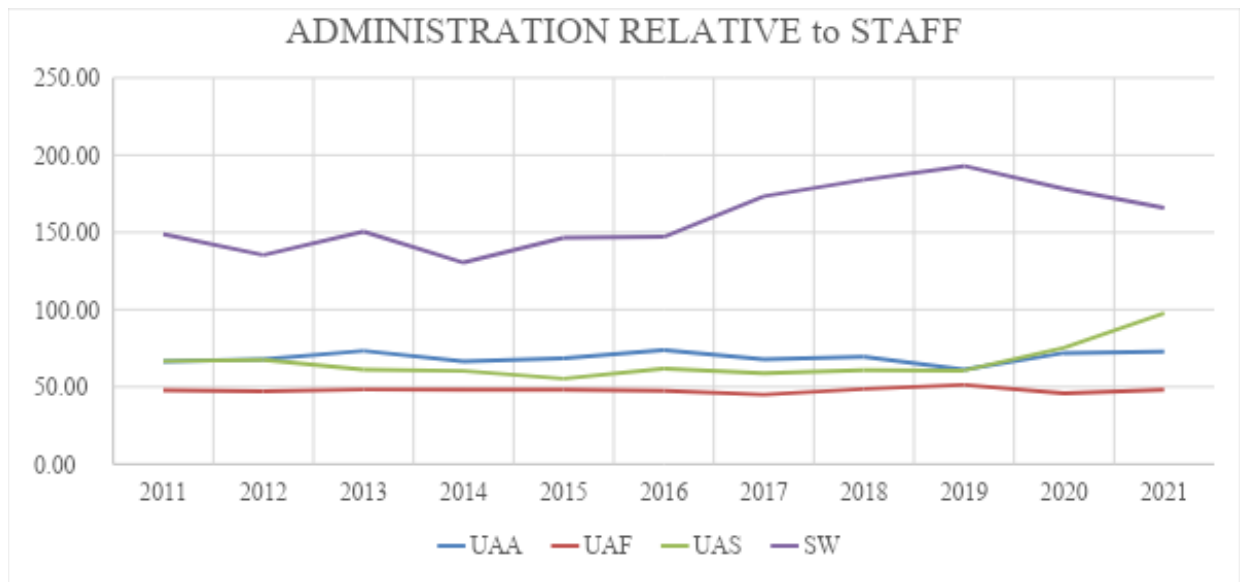


Table 9: Administration Relative to Staff Growth Rates

GROWTH RATES	
UAA	NC
UAF	NC

UAS	NC
SW	2.9%***

B. Some Remarks on The Above Results

SW has the highest administration load relative to staff, with UAA and UAS following at a distance. UAF has the lowest administrative figures relative to staff. The SW admin figures relative to staff are about two to a little over three times higher than the three independently accredited institutions. To add to this, whereas the three institutions show no significant growth relative to staff, the SW administration is growing at a significant rate. The SW data includes the EE figures we were given.

SECTION IV: Size of Staff Relative to FTE

A: Staff Relative to FTE

This section looks at staff size across the reporting units (SW, UAA, UAF, and UAS) as a percent of FTE (in thousands). The chart figures are staff members per thousand FTE figures.

Chart 10: Staff Relative to FTE

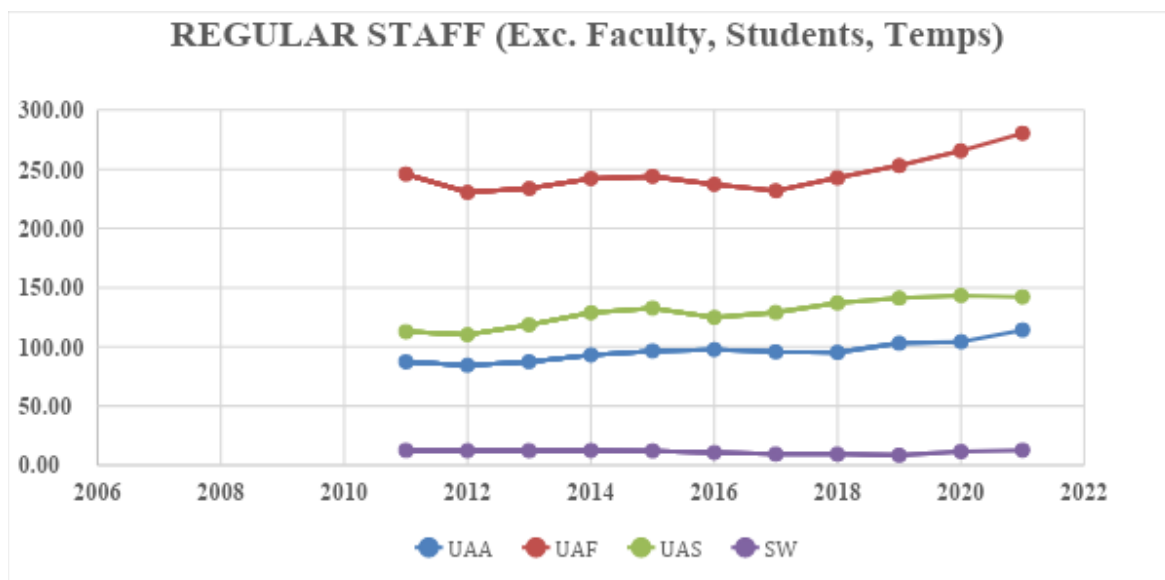


Table 10: Staff to FTE Growth Rates

GROWTH RATES	
UAA	2.49%***
UAF	1.29%**
UAS	2.57***
SW	NC

B. Some Remarks on The Above Results

UAF has the highest staff figures with UAS second, and UAA third. The SW staff figures relative to FTE are negligible and also show no significant growth.

SECTION V: Concluding Remarks

It is true that the pool within which we draw our students has been shrinking since 2012. Moreover, it is likely that the financial exigency decision in 2019 might have given the wrong signal to prospective students that the UA System is not stable and does not offer much hope. It is also likely that whatever is happening to Alaska is not unique, and not immune to the national socio-economic trends. Even though we hope that we hope to stabilize the university system one day, there are some conclusions that we can draw from the above analyses. The admin size across the system is likely large, and this is particularly true for UAF and SW relative to FTE. However, when we analyze the admin figures relative to staff, then the only unit that shows a high number with significant growth is the SW office. Faculty numbers relative to FTE are larger for UAS and UAF. In terms of staff numbers relative to FTE, both UAS and UAF numbers exceed those of UAA and SW.

One common theme that emerges from all these analyses is that the SW admin figures and growth are substantially larger than the three independently accredited universities.

Even though we may not have proper numbers for such analyses, it may be interesting to see if declines in FTE figures are driven by the lack of faculty offering various programs and built-in expectations that the UA as a system is a declining system.

Additional Information: The data were provided by the SW office and encompass period 2011-2021. For growth rate calculations, we have used semi-log models where applicable. These results do not account for potential autocorrelation.

