

Minutes
Faculty Alliance
September 9, 2022
3:30 - 5:30 pm
[Join Zoom Meeting](#)
ID: 838 18383209
Passcode: 930087

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
Jennifer Ward, President, UAS Faculty Senate
Glenn Wright, President-Elect, UAS Faculty Senate
Andrea Dewees, Past President, UAS Faculty Senate

Staff:

Possible Guests: Vice President Paul Layer, President Pat Pitney (Approx. 4 pm)

- I. Call to Order - Gökhan Karahan
 - A. Approve Agenda
Ian moved to approve. Ataur seconds.
 - B. Approve Meeting Minutes: [August 19, 2022](#)
Jennifer moves to approve. Ian seconds.
- II. New Business
 - A. Vote on Changing [the FA Constitution and/or Bylaws](#) to allow Past Chair to serve as an ex officio member of the FA, any WL requests/implications [Work by Jennifer](#). “Gökhan Karahan moves to approve the motion that the Faculty Alliance will send each respective Faculty Senate a request to consider adding the Past Chair of the Faculty Alliance as an ex-officio member of the Faculty Alliance.”
Ian moves to approve the amended motion allowing an ex officio to resign if they do not wish to serve in the non voting position. Ataur seconds. 4 out of 7 vote yes to bring the question of change to the Faculty Senates.
Ian moves to approve each Faculty senate will vote on the amendment, not

in a consent agenda or informational item. Andrea seconds.

Guest President Pitney: Topics: Who will be selected to work on the Governance Group in VP Paul Layer's memo about shared governance and communication pathways? What is the best way to structure conversations around the Faculty, Alliance, and Senate? The goal is a working group forming a common table that comes forward with recommendations. President Pitney hopes the Faculty Staff and Students of all three Universities will be represented for better shared governance. There was a discussion of internal budget decisions and the reality of getting general funds from the State. Our priorities are compensation, cybersecurity, facilities, maintenance and repair, insurance premiums in terms of the absolute fixed costs necessary to run the Universities. There will be professional coaching and team building which is separate from the shared governance group.

- B. FA Retreat Planning. Potential Guest Speaker, Henry Reichman? [Sara Perman](#) Email?
- C. [2022-2023 Faculty Initiative Funds \(Previous, 21-22 RFP, 21-22 RUBRIC, Summary of Summer Communique with VP Layer\)](#)
There is a chance that we will get \$330,000 this year. There are some proposed changes with the completion of projects, the submission of reports, and the ability to apply again for the funds if the previous reports have not been submitted. The file will be sent to Faculty Alliance members via e-mail for their final vote.
Moved to adjourn. Jennifer seconds.
- D. [VP Layer Email on Governance Comment/Input on BOR's Proposed Tuition & Fees](#)
- E. [ANSI resolution](#) and [President's \(and BOR's\) Response](#)
- F. FA C&S Subcommittee Meeting(s) Update
- G. Other

III. Old Business

- A. Finalize future meetings: Frequency? Timing? ([Proposed](#))
- B. Review of the Academic Council Charter and Changes in the AC Membership:
https://docs.google.com/document/d/1yXa7YZa5BMLEpj4MucVhrqDr_FIDc5C/r/edit?usp=sharing&oid=112920012991785557472&rtpof=true&sd=true

IV. Informational

V. Senate Reports

- A. UAA

B. UAF

C. UAS

VI. Adjourn



Faculty Alliance Constitution

Article 1. Intent

It is the intent of the University of Alaska Board of Regents: 1) that the faculty shall share in the governance of the university, 2) that shared governance is an integral part of the business of the university, and 3) that participators in shared governance are empowered by the UA Board of Regents to carry out their governance responsibilities to the best of their abilities without interference or fear of reprisal.

Article 2. Name

The UA Board of Regents hereby establishes a mechanism for faculty system governance consisting of the Faculty Alliance, hereinafter "Alliance."

Article 3. Authority, Purposes, and Responsibilities

A. Authority

The Faculty Alliance receives its authority by policy 03.01.01 of the UA Board of Regents which derives its authority from the constitution and statutes of the State of Alaska. The Alliance shall carry out its functions subject to the authority of the UA Board of Regents and the University of Alaska President.

B. Purposes

1. Representation

To provide official representation for the faculty of the University of Alaska in matters which affect the general welfare of the university system and its educational purposes and effectiveness.

2. Consultation

To provide consultation to the UA Summit Team, UA vice president for Academics, Students & Research, UA President and the UA Board of

Regents.

3. Communication

To serve as an instrument by which information which is of interest and concern to the university system faculty may be freely collected, disseminated, coordinated, and discussed.

C. Responsibilities

The Alliance recognizes the faculty of the individual universities as having the primary responsibility and authority for recommending the establishment of degree requirements; implementing the degree requirements; establishing the curriculum, the subject matter and methods for instruction; determining when established degree requirements are met; and recommending to the UA President and the UA Board of Regents the granting of degrees thus achieved. The Alliance shall have advisory and coordinating role in academic affairs; no action of the Alliance shall abridge individual university's authority in academic matters.

When issues have statewide impact, the responsibilities of the Alliance may include, but are not limited to, coordination on matters relating to academic affairs such as academic program review; the addition, deletion or merging of academic programs; curriculum; subject matter and methods of instruction, those aspects of student life relating to the educational process such as degree requirements, grading policy, course coordination and transfer, student probation and suspension, standards of admission and scholastic standards; and faculty welfare issues, including, but not limited to compensation, benefits, appointments, reappointments and termination, workload, promotions, the granting of tenure, dismissal, ethics, and other matters affecting the faculty, the general welfare of the university and its educational purposes and effectiveness.

Representatives shall promote maximum dissemination of information to local faculty governance groups before voting in the Alliance.

Article 4. Membership and Organization

A. Membership

The membership of the Alliance shall consist of three faculty members from each of the faculty senates at the University of Alaska Anchorage, University of Alaska Fairbanks and University of Alaska Southeast. The representatives are the incoming president, the president, and the past-president of each faculty senate.

If a Faculty Alliance member can no longer serve, then the faculty senate of that university shall appoint that person's replacement.

B. Selection

Incoming presidents, presidents, and past presidents of faculty senates serving on the Faculty Alliance shall be selected in such a manner as prescribed by local faculty senates.

C. Term of Service

The term of service shall be three years: year one as incoming president of a faculty senate, year two as president of a faculty senate, and year three as past president of a faculty senate.



D. Recall of Members

Any member may be recalled by the faculty senate by which the member was chosen. The method of recall shall be determined by the local faculty senate. That faculty senate shall select a replacement to complete the term of office.

E. Officers

Alliance officers include the chair and the next chair in rotation.

a. Chair Rotations

The chair shall rotate among the Faculty Senate past-presidents from each university: UAA, UAF and UAS. The chair position shall rotate to each university in sequence so that the chair generally is located at each university every third year. This is subject to confirmation of the majority of Faculty Alliance. If for any reason the chair in rotation is unable or unwilling, or not confirmed to serve, the next chair shall be elected by a majority of the Faculty Alliance. The regular rotation shall resume following the term of the chair thus elected.



b. Duties

The chair shall serve as the official spokesperson for the Faculty Alliance. The chair shall a) preside over all meetings of the Alliance b) represent the Alliance, except that the spokesperson be required to present majority and minority opinions regardless of personal opinion. The next chair in rotation shall carry out the duties of the chair in the chair's absence.

The next chair in rotation shall become chair at the beginning of the next term of the Alliance. Terms begin at the May Faculty Alliance regular meeting each year.

F. Task Forces

The Alliance may establish task forces independently or in response to requests of the UA Board of Regents or the UA President to consider complex system-wide issues relating primarily to academic matters or faculty welfare issues. Issues and suggestions of the task force, from whatever source, shall be referred to local faculty senates before formal action occurs at the Alliance level.

Article 5. Meetings

A. Regular and Special meetings

The Alliance shall have meetings at least once per month during the academic year. At least once per semester, the Alliance shall meet with the UA President to identify system issues and plan for the coming year. Special Faculty Alliance meetings may be called by the UA Board of Regents, the UA President, the Alliance chair, or on petition of one-third of the membership.

B. Voting

Voting shall be by simple majority of the total membership, to include at least one member from each university, except for amendments to the Alliance constitution.

A representative who will be absent from an Alliance meeting may designate another Faculty Alliance member as a proxy for the purpose of voting during that meeting by providing advance written notice to the Chair of the Faculty Alliance.

Representatives may defer voting pending action by local faculty senates on the issue.

Article 6. Quorum

A minimum of a simple majority of the voting membership to include at least one member from each university shall constitute a quorum.

Article 7. Parliamentary Authority

The parliamentary authority shall be the latest edition of Robert's Rules of Order.

Article 8. Amendments to the Constitution

A. Constitution Approval

The constitution, once passed by the Alliance, shall be transmitted to the UA President for approval. A copy of the Faculty Alliance constitution shall be

maintained in the System Governance Office.

B. Amendments to Constitution; Distribution prior to Voting

Amendments to the constitution shall be sent to Alliance members and to the local faculty senates at least 30 days prior to the Alliance meeting at which they will be considered. Amendments to the constitution require seven Alliance member votes.

Article 9. Review and Transmittal of Proposals

The review and transmittal of actions from the Alliance shall be done according to Regulation 03.01.010

Article 10. Presidential Action on Recommendations

If the UA President determines that UA Board of Regents action is warranted as a result of a governance recommendation, including, but not limited to changes to Regents' Policy, the governance item is placed on the regents' agenda for discussion or action as appropriate and the sponsoring governance leader(s) are invited to participate in the discussion of the issue.

Spokespersons for governance groups may also present their views directly to the UA Board of Regents in accordance with board procedures.

Article 11. Handbook

The Faculty Alliance shall annually submit a directory of Alliance members, a description of the Alliance and how it works, and the annual Alliance calendar to the system governance executive officer for inclusion in the governance handbook. This handbook shall be posted online and publically available.

Article 12. Reports

The Alliance chair or designee shall prepare a report of Alliance activities. This report shall be submitted to the system governance executive officer for compilation into a single report of governance activities for submission to the UA President and the UA Board of Regents as part of the agenda for regular board of regents meetings. The system governance executive officer shall also maintain Alliance electronic and written communications systems.



Faculty Alliance Bylaws

Section 1. Membership (Constitution Article 4)

A. Voting Membership

The voting membership shall consist of members of the Faculty Alliance.

B. Corresponding with the Alliance

Incoming correspondence to the Alliance shall be addressed and sent to the Alliance chair with a copy to the system governance executive officer. All outgoing Alliance correspondence shall be sent with the approval of the Alliance chair.

C. Task Forces

1. Membership

The UAA and UAF and UAS faculty senates shall nominate representatives to serve on Alliance task forces. The Alliance shall endeavor to ensure that there is at least one task force representative from each university.

Requests to the Alliance for nominations to task forces established by the UA Board of Regents, the UA President, or others within the university community shall be relayed by the Alliance to the UAA, UAF and UAS faculty senates. The leaders of these groups shall submit nominations to the Alliance. The Alliance shall forward the list of nominees to the person requesting nominations.

2. Charge

The task force charge should be clearly stated, and should accompany any requests to the Alliance or from the Alliance to appoint or nominate faculty representatives. The ground rules for establishing each task force will be determined by the Faculty Alliance.

Section 2. Meetings (Constitution Article 5)

A. Public Meeting Notice

The Alliance chair shall prepare the public meeting notice in conjunction with the system governance executive officer.

Public meeting notices for regular meetings shall be distributed to the university community and posted on the Alliance web site at least ten days prior to the meeting. Notice shall be distributed and posted at least 24 hours in advance for special meetings.

B. Deadline for Submitting Agenda Items

Deadlines for receiving agenda items shall be set by the Alliance spokesperson no later than ten days prior to regular Alliance meetings and these deadlines shall be distributed by the system governance executive officer to administration, the UA Board of Regents and the university community.

C. Agendas

The agendas of each regular meeting shall include a standing agenda item for interaction with the Statewide Academic Council.

The agendas of each regular meeting or special Alliance meeting shall be distributed to the Alliance membership by the system governance executive officer as soon as practicable prior to the meeting.

The Alliance chair shall prepare the agenda in conjunction with the system governance executive officer, and approve the final agenda before distribution.

D. Meeting Records

The Alliance and its committees and task forces shall create written minutes, except for those times when the Alliance meets in executive session. The minutes of all meetings shall include all actions taken by the Alliance, shall be prepared and distributed no later than seven days after the meeting, and shall be made available to Alliance members and the public.

Alliance agendas and minutes shall be kept in the System Governance Office.

E. Open meetings

All Alliance meetings are open to all members of the university and the general public;

however, only Alliance members may participate in the meeting unless the rules for participation in a meeting are suspended by a two-thirds vote of the members present.

F. Executive Session

The Alliance may meet in executive session at any meeting when the subject to be discussed tends to prejudice the reputation or character of any person, or when the subject under discussion includes matters which are required by law or university policy or regulations to be held confidential. The portions of a meeting spent in executive session shall not be recorded.

G. Roll Call Vote

A roll call vote shall be ordered if requested by one-third of the members present.

H. Meeting Format

Regular or special Alliance meetings may be conducted by any communication technology.

Section 3. Quorum (Constitution Article 6)

Procedure for Voting by Proxy

When Alliance members cannot attend a meeting, they shall advise the Alliance chair prior to the meeting. Absent members may designate another Alliance member to vote as their proxy, and must notify the Alliance chair of this in advance of the meeting in an email or written format.

Section 4. Parliamentary Authority (Constitution Article 7)

A. Time Limit on Speaking

The Alliance chair may set time limits on each agenda item. No speaker shall then speak for more than the fixed number of minutes on any one topic unless more time has been granted in advance. The time limit may be extended by a two-thirds vote of the members present.

Section 5. Amendments to the Bylaws

A. Written Submission

Amendments to the bylaws must be presented in writing by voting members of the Alliance to the Alliance chair at least two weeks before the meeting at which they will

be considered.

B. First Reading and Action

Amendments shall have first reading and discussion at the first meeting after they have been received by the Alliance chair. Amendments may then be voted on at the same meeting or postponed for further consideration.

C. Voting on Amendments

Amendments shall be by a simple majority of the membership, and at least one member from each university must be in agreement.

D. Submission to the UA President

Within ten days after the meeting at which amendments were approved by the alliance, the System Governance executive officer shall forward them to the UA President with a request for response within 30 days.

**UNIVERSITY OF ALASKA FACULTY
AY23 FACULTY INITIATIVE FUND F
REQUEST FOR PROPOSALS**

1. SUMMARY AND BACKGROUND

A financial commitment of at least \$300,000 by the University of Alaska (UA) for FY23 to promote inter-university/college collaboration in program development, scholarly endeavors, and student engagement to reduce the cost of a degree and promote internship opportunities for students. The commitment is identified as the Faculty Initiative Fund (FIF) and may also serve as seed money toward the procurement of external grants and contracts.

System-wide projects that develop, facilitate, and sustain effective and innovative efforts to meet the University's academic mission and goals are also eligible for the FIF. These projects are intended to utilize the intellectual resources of UA faculty to address challenging issues of academic importance, including educational accessibility, course content, the cost-effectiveness of course delivery, and other initiatives that enhance UA's service to the state. In addition, traditional professional development opportunities and those focused on engagement and collaboration among faculty at all three universities are crucial to maintaining academic innovation, quality, and rigor.

The purpose of this request for proposals (RFP) is to provide an equal opportunity for FIF distribution to eligible faculty to 1) build the intellectual capital of UA through basic and applied research, 2) develop high-impact pedagogical practices, 3) generate new professional development programs for faculty that will establish and maintain collaborations across the system or 4) build on existing system-wide collaborative programs.

2. PROPOSAL GUIDELINES

The 2023 FIF has two tiers based on the size and scope of the project and budget.

Tier I: 12-month-long projects with a budget of no more than \$30,000 (at least five (5) awards available)

Tier II: Smaller projects are either smaller mini-projects or seed funds for larger projects with budgets of no more than \$10,000 (at least fifteen (15) awards available). Proposals serving the UA mission and falling within the following categories will be accepted for consideration of funding through the FIF:

1. Inter-university collaborations or inter-college collaborations within a university.
2. Scholarly endeavors and student engagement
3. Start-up funds to promote obtainment of external grants and contracts or other cost-reducing measures
4. Projects that show a community partnership(s)

These activities may include basic and applied research, research and/or development of high-impact pedagogical practices.

A complete proposal will include the following:

1. A descriptive title and abstract. Identify which Tier (I or II). The abstract must identify the goal(s) of the proposed activity and describe the major steps required to meet the goal(s).
2. A detailed proposal not exceeding five pages in length. All successful proposals will include thorough descriptions of how the proposed activity or activities will serve the UA mission. The narrative should address the criteria for review listed below. Proposals requesting funding for research may involve single or multiple investigators. Inter-university collaborative research efforts are highly encouraged. Submissions describing inter-university professional development activities that serve the goals of course alignment, course sharing, and or the establishment of new or improvement of existing learning networks are strongly encouraged.
3. A budget that includes personnel, supplies, travel, and contractual services.
4. A CV or short bio of no more than two pages for all investigators. The brief biography of the principal investigator (PI) will be listed first.

The Amount, Duration, and Expectations of the Award:

All funds awarded must be expended by the end of the award period. Moreover, a formal request for a project extension must be made to the respective unit(s), Dean(s), or Director(s) for approval.

Efforts will be made toward a diversity of disciplinary representation and equitable distribution across the three universities.

Faculty are limited to serving as PI on one proposal. However, they may serve as a co-PI on one additional proposal but may receive funding for their work on only one proposal. Faculty workload hours committed to the project must be acknowledged in writing by all of the relevant unit(s)' Dean(s) or Director(s) and included with the submission. Research assistants may receive hourly compensation for work on the project; undergraduates may commit 20 hours per week during the fall and spring semesters and 40 hours per week during the summer. Undergraduate wages will be provided according to the current wage schedules. Graduate student wages will be provided according to existing university guidelines.

Awards cannot be used for: (a) personal expenses, (b) academic expenses such as classroom textbooks, or (c) travel unrelated to the funded project. Travel that supports the goal of the proposed activity may be supported. F&A/indirect costs are not allowable under this funding opportunity.

Proposal and Report Format Requirements:

Please use one of the following typefaces identified below:

- Arial, Courier New, or Palatino Linotype at a font size of 10 points or larger;
 - Times New Roman at a font size of 11 points or larger; or
 - Computer Modern family of fonts at 11 points or larger font size.
1. A font size of less than 10 points may be used for mathematical formulas or equations, figures, table or diagram captions, and when using a Symbol font to insert Greek letters or special characters. However, the text must still be readable.
 2. Paper Size and Page Margins: Use standard paper size (8 ½" x 11"). Use at least one-inch margins (top, bottom, left, and right) for all pages. No information other than page numbers should appear in the margins, including the PI's name.
 3. Page Formatting: Use only a standard, single-spaced, single-column format for the text. Number all pages sequentially and center them at the bottom of each page.
 4. Figures, Graphs, Diagrams, Charts, Tables, Figure Legends, and Footnotes: You may use a smaller type size, but it must be in black font color, readily legible, and follow the font typeface requirement. Color can be used in figures; however, all text must be in a black font, clear and legible.
 5. Grantsmanship: Use English and avoid jargon. If terms are not universally known, spell out the term the first time it is used and note the appropriate abbreviation in parentheses. The abbreviation may be used after that.

3. PROJECT PURPOSE AND DESCRIPTION

The 2022-2023 Faculty Initiative Fund will support projects that promote inter-university and/or inter-college collaboration within a university for teaching, research and scholarly endeavors, student engagement, and community partnerships to reduce the cost to degree and promote student internship opportunities. Requests for seed money toward the procurement of external grants and contracts also qualify for this funding. In addition, FIF-funded projects aimed at an institutionalized environment of cross-campus communication that inspires learning, advances, and disseminates knowledge while fostering the exchange and advancement of new, more efficient approaches to educating Alaskans and engendering high academic standards will be considered. System-wide projects that develop, facilitate, and sustain effective and innovative efforts to meet the University's educational mission and goals are also eligible. Specifically, the purpose of this funding opportunity is to 1) build the intellectual capital of UA through basic and applied research, 2) develop high-impact pedagogical practices, 3) generate new professional development programs for faculty that will establish and maintain collaborations across the system or 4) build on existing system-wide collaborative programs.

UA Mission: The University of Alaska inspires learning, and advances and disseminates knowledge through teaching, research, and public service, emphasizing the North and its diverse peoples.

4. PROJECT SCOPE

The project scope should describe the project rationale and design with details regarding venue requirements, travel needs, consultant/speaker/contracting fees, project supplies, administrative support, and workload expectations of participating faculty. Detailed descriptions of the project's completion timeframe and the project management methodology are required. The project management methodology should delineate the leadership role(s), major activities of the PI (or PIs), and the major duties of supporting personnel.

5. REQUEST FOR PROPOSAL AND PROJECT TIMELINE

All proposals in response to this RFP are due to the Office of Academics, Students & Research no later than 5 p.m. on November 7, 2022. The review period will end on December 12, 2022, with awards announced on December 19, 2022. All applications must be submitted via Google Forms or by emailing a PDF to the Office of Academics, Students & Research Office (kajames6@alaska.edu). All submissions will receive an email confirmation of receipt within two business days. Disbursement of project funds may begin on January 9, 2023.

Award funds are to be expended by the deadline in the application. Project extensions may be granted through formal requests made to the appropriate College Dean(s) no later than 30 days before the original end date of the project. Project extensions may be no more than 12 months in length.

6. BUDGET (including budget justification)

The budget should be detailed and include the following: total personnel services, including benefits, allowable travel; contractual; commodities; and other categories as appropriate. The budget narrative should explain and justify the budget and demonstrate that the proposed budget is adequate. The combined budget and budget justification should be no longer than three pages. Proposed expenditures should comply with all UA policies and regulations. For assistance, please get in touch with the Office of Grants and Contract Administration.

7. INVESTIGATOR QUALIFICATIONS

The principal investigator must be a UA faculty member. Collaborators not affiliated with the UA system may not exceed 20% of the total workforce or receive more than 10% of the total award value. Proposals must include an acknowledgment from the appropriate dean(s) or director(s) that workload issues of the relevant faculty have been discussed and agreed upon.

Participating investigators must provide biographical information in an abbreviated CV or short bio. The short biography may be no more than two pages in length per participant. A traditional format is highly recommended (e.g., NSF format).

8. PROPOSAL EVALUATION CRITERIA

At least three reviewers will review all proposals: these will include at least one faculty member with expertise in the proposed area and two other faculty members selected by the Faculty Senates and UA Faculty Alliance. Project proposals will be reviewed according to the review criteria listed below and scored by the review team. Selected submissions will move forward to the UA Faculty Alliance for funding recommendation.

The Review Criteria Are:

1. Overall Impact: What is the likelihood that the project will exert a sustained, powerful influence on the ability of UA to meet its academic mission and contribute to the development of a culture of education in Alaska? How will the project contribute to the Board of Regents' strategic goals for UA? How will the achievements of the project be communicated to the UA community?
2. Significance: How does the proposed activity serve the UA mission of teaching, research, and service? For example, what are the benefits for the home institution and the university system? Does the project advance research, creative activity, performance, or other scholarly endeavors?
3. Collaboration: If the project is based on collaboration across the UA system, how will it be implemented? How will it address existing barriers to inter-campus opportunities for professional growth, collaborative research, and joint efforts at creative activity or aligned academic outcomes? Does the project include non-UA collaborators? If so, how do they contribute to the project's goals and the UA mission?
4. Investigator(s): Are the PIs, collaborators, and other researchers well suited to the project? Do they have appropriate experience and training? If established in the field of study proposed, have they demonstrated an ongoing record of accomplishments that suggests successful completion of the proposed activities? Do the investigators have complementary and integrated expertise; is their leadership approach and organizational structure appropriate for the project?
5. Innovation: Does the proposal support or lead to innovative approaches or methodologies? Does the project have the potential for intellectual property, technology transfer, or commercialization?
6. Approach: Are the overall strategy and methodology well-reasoned and appropriate to accomplish the project's specific aims?
7. Budget and Period Support: Reviewers will consider whether the budget and the requested support period are fully justified and reasonable for the proposed research.

9. REPORTING

Final reports are due to the Faculty Alliance Chair and Office of Academics, Students & Research Office by December 31, 2023.

1. Is it worth it for faculty to ask for funding of program development when the University does not have it within its strategic priorities and/or that funding does not align with the G&M document?
2. Can the System have some access/oversight to the selection process before the winning proposals are announced? In the two prior FIFs, the Academic Council was somewhat involved in selecting the best proposals. The FA will discuss to what extent this is feasible and come to some consensus before our first meeting of the academic year on August 19, 2022.
3. Can we extend the concept of collaboration to “within a university” collaboration? In other words, should all proposals involve collaboration across the three universities and/or community campuses? Can for instance UAA’s College of Engineering and College of Business and Public Policy collaborate and submit a proposal together?



Faculty Alliance

Resolution 2022-02

Resolution to Support ANSI Goals

WHEREAS: The University of Alaska System voted unanimously to support the Alaska Native Success Initiative, due to the documented history of non-support encountered by Alaska Native students, staff, administrators, and faculty that creates a hostile learning and work environment for Alaska Native peoples. This hostile environment contributes to low retention rates of Alaska Native students and faculty.

WHEREAS: The University of Alaska System is unable to adequately retain and promote Alaska Native professors, such that Alaska Natives make up over 20 percent of the population in Alaska, which is closely reflected in the student populations at UAA, UAF, and UAS; yet the systemwide population of Alaska Native faculty is 3.4% overall (5.7% of the Assistant Professors, 2.5% of the Associate Professors, and 1.3% of the full Professors).

WHEREAS: The aforementioned numbers are a reflection of systemic inequities at the structural and curricular levels.

WHEREAS: The University of Alaska System has systemically and historically failed to meet the needs of Alaska Native students, and failed to adequately incorporate Alaska Native peoples, languages, histories, and organizations across the curricula.

WHEREAS: Fiscal contributions from Alaska Native organizations in the form of scholarships and grant funding, as well as federal Title III funding for components of the university that qualify as being Alaska Native Serving Institutions, are significant. Hence, there must be explicit data and reporting to how these funds are spent and if they result in Alaska Native student success, and improve the current low rates of retention.

WHEREAS: The governmental sovereignty of Alaska Native Tribes and the fiscal sovereignty of ANCSA Corporations contribute to the vibrancy and health of the University of Alaska system.

WHEREAS: The University of Alaska System has attempted to respond to many of these requests by developing the Alaska Native Success Initiative; however, making system improvements and

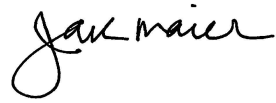
moves toward equity requires conscious systemic and structural shifts on the part of all faculty, staff, administrators, and students.

WHEREAS: University of Alaska System would do well to review their hiring practices and monitor the diversity of their faculty in regards to Alaska Native hires, and to develop methods to increase inclusion of Alaska Native peoples, languages, histories, and organizations in order to ensure that educational pathways are accessible to Indigenous peoples and inclusive of their Ways of Knowing as much as possible.

THEREFORE, BE IT RESOLVED: the Faculty Alliance calls on the University of Alaska system administrative leadership and Board of Regents to commit to the following five priorities that we believe will contribute significantly towards Alaska Native student success:

1. Dedicate no less than 3 percent of the University of Alaska System's total unrestricted general funds or \$9 million per year, depending on which is higher, to endow Alaska Native senior-level professorships at each university and recruit Alaska Native faculty at the junior-level until faculty diversity matches that of the State of Alaska.
2. Develop an Office of Indigenous Excellence and Innovations at each university involving the Alaska Native Studies Council, student leaders, and ANSI leads, which will provide the structure required to ensure the success of ANSI and is empowered to bring Indigenous content to every academic department and program to encourage inclusion and decolonization.
3. Implement a mandatory anti-discrimination training program that requires faculty, staff, and administrators to maintain certification in anti-discrimination practices. Create a reporting system for anti-Native behaviors, similar to that of Title IX. The training program would be developed by members of the Alaska Native Studies Council and ANSI leaders.
4. Examine the existing Native student support centers and ensure they have adequate funding and staffing.
5. Review the University of Alaska system hiring practices and monitor the diversity of their faculty regarding Alaska Native hires. Implement an effective hiring process that expands recruitment beyond traditional sites to include advertising in Alaska Native organizations, including tribes and corporations. Also, consider hiring an outside Human Resources expert to find high quality AK Native candidates for tenure-track positions.

The UA Faculty Alliance approved this resolution unanimously on 27 April 2022



Julie A.K. Maier, Ph.D.
Chair, Faculty Alliance
University of Alaska
AY 2021-2022