



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Minutes

Faculty Alliance

Friday, October 26, 2018

3:00 p.m. - 4:30 p.m.

[Zoom](#)

Audio: 1-646-876-9923; Meeting ID 415 227 680

Members

Sine Anahita, President-Elect, UAF Faculty Senate

Heather Batchelder, President-Elect, UAS Faculty Senate

Donie Bret-Harte, President, UAF Faculty Senate

Megan Buzby, Past-President, UAS Faculty Senate

Sharon Chamard, Past-President, UAA Faculty Senate

Scott Downing, 1st Vice President, UAA Faculty Senate

Chris Fallen, Past-President, UAF Faculty Senate; Chair, Faculty Alliance

Robin Gilcrist, President, UAS Faculty Senate

Maria Williams, President, UAA Faculty Senate; Vice Chair, Faculty Alliance

Staff

Morgan Dufseth, Executive Officer, System Governance

Guest

Tara Ferguson, Compensation Director, UA

Keli Hite McGee, Chief Human Resources Officer, UA

1. Roll and Call to Order
Meeting came to order at 3:02 p.m.
2. Review of Agenda
Agenda was approved with amendments.
3. Approve October 12 Minutes
Sharon moved to approve the minutes. No objections.

4. Public and Guest Comments

5. Chair's Report

- a. Update: [Response from CFO Dosch](#) to Faculty Alliance Travel regulation and process change feedback memo
- b. Completed: Faculty Alliance [Governance Report](#) for November BOR meeting
- c. Update: Proposed changes to FIF presented to Academic Council and discussed in Summit Team
- d. Service workloads: considerable variation across the three universities; typically 20% at UAA but UAF varies but often between 10 and 15%; UAA is putting together an ad hoc committee to look into how service is measured and develop different examples of how service plays out; concern that service components will be reduced to 5%
- e. Title IX Training - opportunity to provide input on how to improve training
- f. Academic Council - regulations on GERs - essentially approved; faculty and staff emeritus - noted concern regarding revoking status

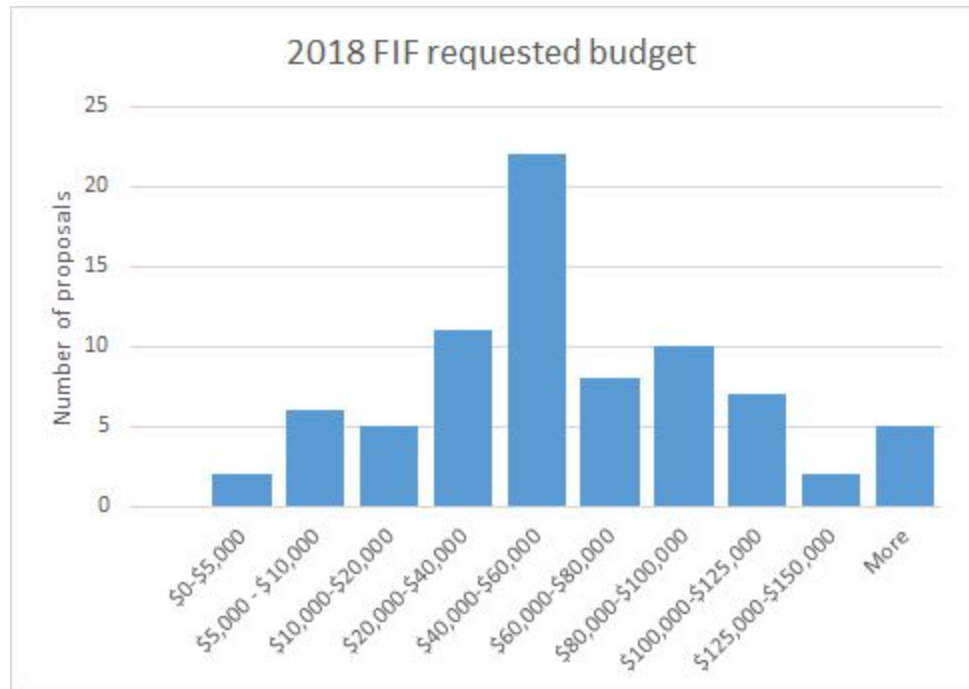
6. Senate Reports

- a. UAA
 - i. Senate Retreat Report [Faculty Senate Retreat Report](#)
 - ii. Memo to Chancellor Sandeen RE retreat and interim provost [FS Eboard memo to Sandeen](#) - Maria will meet with Chancellor Sandeen next week to discuss further; plan to also discuss faculty representation on the Chancellor's Cabinet
 - iii. Motion to establish an ad hoc committee on service
- b. UAF: Has not met since Oct. 12; AdComm met today; a number of issues are being reviewed including looking for creative ways to encourage course sharing, revising the Blue Book to match other policies and the CBA (expect to vote in it in January), discussion on the program used for student evaluation and instruction - two different groups are looking at this - Committee on Women looking at gender bias and the Academic Development is looking at XXX; setting up ad hoc committees - Student Bereavement and Emergency Leave
- c. UAS: Has not met since Oct. 12; movement toward dual enrollment with high schools (result of the Promise Neighborhoods Grant working to establish classes in high schools rather than having HS students attend classes on campus), tenure files in e-format,

7. New Business

- a. Discussion with Keli Hite McGee, Statewide Chief Human Resources Officer
 Compensation Review: First review of faculty compensation since 2007;
 currently looking at CIP codes and will review where employees are in those
 areas; UA Pension - not competitive with state so starting to look at other options
 (e.g. pet insurance) to find ways to enhance faculty experience at UA; cost of
 labor v. cost of living - national trend toward using cost of labor to benchmark
 salary and market competitiveness; greater effects on lower income faculty v.
 higher income faculty when maintaining 10% of market; labels of competitive
 and highly competitive when aiming for median ranges; SW HR will start to look
 at cost of living for the different regions in Alaska; if the vendor won't release the
 data and analysis used for the review then faculty cannot validate the results
 Low cost morale boosters - recognition from leaders for new roles, life changes,
 additional service; luncheons for faculty who had published books in the last year;
 more timely intervention on performance issues - e.g. early mentoring; encourage
 more frequent use of merit-based bonuses and a faculty driven selection process;
 open department meetings that allow for two-way interaction with deans and
 directors; transparency; honest and effective remediation for toxic leaders;
 - b. GERM Committee planning discussion (See worksheet in the [Scorecard](#))
 - c. FA/UAA nomination of Nate Hicks as the UAA faculty representative on the
 systemwide Research Council
 - i. [UAA Memo to VP Layer](#)
 - ii. [Faculty Alliance Memo](#) recommending approval of UAA nomination
**Sharon moved to approve the above memo, seconded by Sine. No
 objections to sending the memo to VP Layer.**
 - d. Alaska College of Education
 Due to time constraints, the chair requested members to solicit questions from
 education faculty at their university.
 - i. Meaning and effects of the name
 - ii. Review dates for Dean Atwater invitation
 - e. Chancellor's Cabinet participation
8. Ongoing Business
- a. Progress on Regent Outreach (Coffee Homework) - [Scorecard](#)
 - b. AC update of suggested changes to FIF process for AY19
 The chair asked for continued review of the proposed tiers.
 - i. [Summary of suggested changes presented to the 9/21 Academic Council](#)
 - ii. [Working FIF RFP document with suggested changes](#)
 - iii. [Changes to the FIF RFP](#) suggested by Provost Carey

iv. Distribution of previous awards



- c. Faculty Morale Survey - Sharon
- d. Feedback on Proposed New Policy - [Administrative Response to Reports of Misconduct](#)
- e. Review of faculty nominees for system councils - nominations for three faculty representatives for each council.
 - i. [current faculty reps](#)
 - ii. [full council membership](#)
 - iii. See council worksheet in the [Scorecard](#)
- f. [Motion to amend](#): Faculty Alliance [Constitution and Bylaws Constitution and Bylaws with suggested revisions](#)
- g. Faculty Overload Benefit Rates - AC update
- h. Title IX Faculty Committees: volunteers needed from each university
- i. Faculty Regent - Sharon
- j. Op-ed: Three Universities or One University? - Maria
 - i. [Draft letter](#)
 - ii. Morgan will look into distribution options
 - iii. Members will vote on the letter via email next week
- k. [Proposed revision to University Regulation](#) on staff and faculty emeritus -
- l. [Memo from FA](#) re: [proposed revision to delayed misconduct reports](#)

9. Adjourn

The meeting adjourned at 4:52 p.m.

Important Dates

2018

October

- 26 - Faculty Alliance meeting, 2:30-4:30 via Meet/audio
- 29 - BOR Public Testimony, 4:00-6:00 via audio

November

- 1 - BOR Academic & Student Affairs Committee meeting, 8:30-11:30 via video
- 2 - UAA Faculty Senate meeting, 2:30-4:30
- 2 - UAS Faculty Senate meeting
- 5 - UAF Faculty Senate meeting (1-3 pm via A/V)
- 8 - BOR Public Gathering, 4:30-6:00 location tbd
- 8-9 - BOR - Fairbanks
- 9 - Faculty Alliance meeting, 2:30-4:30 Meet/audio
- 15 - UA Summit Team; 1-4:30 via video
- 16 - Academic Council meeting (3-5 via audio)
- 20 - Chair meets w/President Johnsen; 9-10am
- 30 - Faculty Alliance meeting, 2:30-4:30 Meet/audio - VP Layer confirmed to attend

December

- 3 - UAF Faculty Senate meeting (1-3 pm via A/V)
- 7 - UAA Faculty Senate meeting, 2:30-4:30
- 7 - UAS Faculty Senate meeting
- 8 - Last Day of Instruction
- 11 - Chair meets w/President Johnsen; 9-10am
- 13 - UA Summit Team; 1-4:30 via video
- 14 - Faculty Alliance meeting, 2:30-4:30 via Meet/audio - VP Layer & President Johnsen invited
- 21 - Academic Council meeting (3-5 via audio)

2019

January

- 10 - UA Summit Team; 1-4:30 via video
- 11 - Faculty Alliance meeting, 2:30-4:30 via Meet/audio
- 14 - First Day of Instruction
- 15 - Chair meets w/President Johnsen; 9-10am
- 10 - BOR Academic & Student Affairs Committee meeting, 8:30-11:30 via video
- 17 - BOR Public Gathering, 4:30-6:00 location tbd

- 17-18 - BOR meeting - Anchorage
- 18 - Academic Council; 3:00 – 5:00
- 25 - Faculty Alliance meeting, 2:30-4:30 via Meet/audio

February

- 1 - UAA Faculty Senate meeting, 2:30-4:30
- 1 - UAS Faculty Senate meeting
- 4 - UAF Faculty Senate meeting (1-3 pm via A/V)
- 7- UA Summit Team; 1-4:30 via video
- 8 - Faculty Alliance meeting, 2:30-4:30 via Meet/audio
- 12 - Chair meets w/President Johnsen; 9-10am
- 15 - Academic Council; 3:00 – 5:00
- 21 - BOR Academic & Student Affairs Committee meeting, 8:30-11:30 via video
- 22 - Faculty Alliance meeting, 2:30-4:30 via Meet/audio
- 28 - BOR meeting - Anchorage

March

- 1 - BOR meeting - Anchorage
- 1 - UAA Faculty Senate meeting. 2:30-4:30
- 1 - UAS Faculty Senate meeting
- 4 - UAF Faculty Senate meeting (1-3 pm via A/V)
- 7 - UA Summit Team; 1-4:30 via video
- 8 - Faculty Alliance meeting, 2:30-4:30 via Meet/audio
- 12 - Chair meets w/President Johnsen; 9-10am
- 12-15 - SPRING BREAK
- 15 - Academic Council, 3:00 – 5:00
- 22 - Faculty Alliance meeting, 2:30-4:30 via Meet/audio

April

- 4- UA Summit Team; 1-4:30 via video
- 5 - UAA Faculty Senate meeting, 2:30-4:30
- 5 - UAS Faculty Senate meeting
- 8 - UAF Faculty Senate meeting (1-3 pm via A/V)
- 16 - Chair meets w/President Johnsen; 9-10am
- 19 - Academic Council, 3:00 – 5:00
- 26 - Faculty Alliance meeting, 2:30-4:30 via Meet/audio
- 29 - Last Day of Instruction

May

- 2 - UA Summit Team; 1-4:30 via video
- 3 - UAA Faculty Senate meeting, 2:30-4:30
- 3 - UAS Faculty Senate meeting
- 6 - UAF Faculty Senate meeting (1-3 pm via A/V)

- 10 - Faculty Alliance meeting, 2:30-4:30 via Meet/audio
- 11 - Faculty Contracts End
- 14 - Chair meets w/President Johnsen; 9-10am
- 17 - Academic Council, 3:00 – 5:00
- 30 - BOR Academic & Student Affairs Committee meeting, 8:30-11:30 via video

June

- 6-7 - BOR - Fairbanks
- 13 - UA Summit Team; 1-4:30 via video
- 21 - Academic Council meeting; 3:00 - 5:00