

Academic Council Agenda
December 15, 2022; 2:00 p.m. – 4:00 p.m.

Zoom: ID: [87218495102](#)

Audio: 1-301-715-8592

Password: 523476

Action/Business:

1. Approve [October 13, 2022 Meeting Notes](#)
 - a. Recording: https://media.uaf.edu/media/t/1_6xfzi7hq (no passcode required)
 - b. No meeting in November. If there are any questions or comments, contact Kelly.
2. Program Action Request
 - a. Narratives and program action requests are due by January 20th. The board is meeting in Anchorage on 2/4/2023. There was an intention to submit a PAR for a College of Business and Security Management program that was already suspended and would move to delete, but the information wasn't ready in time for this meeting and will be put on the January agenda.
 - b. UAS will be bringing two deletions to clean up programs that have no students in them.
 - c. UAA does not have any program action items at this time, but plans to have some in time for the June meeting.
3. Approve of the Academic Council Charter:
 - a. [AC Charter - DRAFT](#)
 - b. [AC Charter - Clean copy](#)
 - c. Since there is not full representation of this committee today, Paul prefers to wait until the next meeting to do the enactment of it. There are a few minor corrections and grammar changes. The role and responsibilities were updated to remove oversight of academic programming. References to past councils that are no longer in service have also been removed.

Agenda Items:

1. Faculty Governance Reports - Gokhan, Jennifer, Jennifer/Andrea
 - a. The Faculty Alliance has almost finalized their retreat and has sent an invitation to Hank Reichmann of Cal-State East Bay to be the keynote speaker in a session for shared governance.
 - b. The Faculty Initiative Fund has gone through the review process and will have a final meeting on Monday to discuss the proposals. The ones without Dean signatures have been eliminated. There should be an announcement next week on which ones will be awarded.
 - c. UAA Faculty Senate will meet on Monday and discussed the new Institutional and Unit Leadership Review Committee with the guidance from Provost Runge. The committee was finally activated and will include deans. It is for administration review or review of the administrators. It is an opportunity for faculty members to weigh in on the performance of

deans and provosts. There is no current plan to include other areas of administration, such as vice chancellors, etc. The focus is on administrators that directly impact faculty in their day to day work.

2. Weather Closures - UAA - There are finals going on, but some were pushed to after the break due to the weather closures. Where possible, the finals were switched to an online option. The Monday following commencement is the makeup day for finals based on feedback from faculty and the registrar's office providing a grace period for the final grade deadline. It is difficult to go beyond the grade deadline in terms of financial aid awards and BA and some other processes. Going through COVID years prepared everyone to be ready for these situations and did a great job communicating with their students.
3. Workforce development updates - Teri
 - a. We're in year two of the industry sector reports, which is currently being revised and updated. There are continuous improvements and a lot of hard work across the colleges and programs that helped to update the list. There is great data developing from these. We are able to show 10 years worth of wage growth versus 5 years. People are obviously advancing in their careers. There is wage growth over time in three areas that are provided as highlights. The data now also shows graduates from 2 year and below programs and separated out from 2 years and above. It is evident that the more education you have, the more wages increase. The report shows the trends from industry in the key areas they are hiring in and the percentages around the state of where the graduates are working from those programs. Next steps are to clean up and comb through the data to make sure it is captured correctly. It will then be sent out to the provosts, deans, and directors associated with these programs to review it for anything that may have been missed before finalizing the report. There are other reports in the queue and the target is to complete these in advance of the legislative session, by the end of January.
 - i. Gökhan - Keywords like accounting, finance, etc, were not included in the report. Is there a reason for it? - Teri - accounting and finance cross almost every industry, so pulling them into their own report and showing how they support each of the programs would create a very big report. They've really tried to represent as many programs across the system as possible. A consideration would be to look at it from a program lens instead of an industry lens.
 - ii. Paul - We haven't had a Did You Know with a community campus focus, so the president wanted to use that as an opportunity to talk about workforce reports and then also highlight through a video.
 1. Paul attended the National Association of System Heads Annual Meeting (NASH) and their message was to look at social mobility and how does higher education enable social mobility? How are we moving people eligible for the Perkins grant into higher economic brackets? Not everyone wants to work on

the North Slope, even though it is a high paying job. An accounting certificate could move someone up the wage scale as well.

2. Additional NASH meeting discussions - There were three areas of focus, completions, which for us means we need to change that narrative and not simply look at first time freshmen full time and freshmen completion rates is the only measure of success. Another is debt or the perception that investment in higher education is bad debt. How do we reduce debt? How do we promote the narrative to come on in and get a 2 year degree? The messaging is nationwide and not unique to Alaska. How do we work with faculty to promote these measures and to engage students in those kinds of conversations? The faculty have a big impact on our students' lives every day so we want to make sure that we work with Alliance and faculty on a common goal.
 - b. The Department of Education is going to be hosting a spring Perkins workshop in Anchorage February 8th through the 10th. The primary focus will be on partnerships, which would include postsecondary. In the past they have funded representatives from across the university system to attend. They have opted not to do that this round, but still encourage you to invest in sending people from each university if possible. It is a good collaborating opportunity. There are about 70 people from across the state and other post-secondary partners. It is being held at the VP Energy Center or Conference Center.
4. Roundtable and future agenda items - All
 - a. Denise - Something for the Academic Council to look at in the future are the struggles with Banner. How can we work better with UAA partners? Something on the horizon for Academic Council is UAA is the lead health campus for the system and they're really working hard to help the system and do a better job of telling the story of what the three universities are doing to meet the health workforce needs of the state. The Council can talk through strategies once they have some draft data, documents and information to form the basis of such a conversation. The big issues for meeting the workforce needs and health are the same ones plaguing the entire nation, which is it's extremely hard to find clinicals and extremely hard to compete with industry for qualified faculty and programs, such as nursing and dental hygiene.
 - b. Maren - Staffing at all levels is still a huge issue for UAS. Everyone working at the universities are covering so much that it is not sustainable. It is difficult to position ourselves better in the marketplace. They have units that are cracking under the pressure because they just don't have enough people to do the work. Everyone has to be reactive and cannot move forward.
 - c. Alex - Anupma is out until the first week in January. She agrees with Maren in that people are moving positions within the university, but we aren't bringing in any new people. Salaries aren't rising as fast as inflation and needs are so the only way to improve their salary is to look for a

new position, so everyone bumps up a tiny bit and then someone else moves into their position and bumps up a tiny bit, but everyone is still under staffed.

- d. Jennifer Ward - Was in another interview for the UAS Chancellor position. Tomorrow is the last interview. They're already starting to plan the campus visits, which will start in mid-January. Does not have anything to report otherwise.
- e. Gökhan - He is trying to understand the mechanics of the labor market movements. Staff are moving from one position to another within the university in a way to kind of complement their salaries to avoid the difficulties from inflation.
 - i. Denise - In a meeting in Washington early this fall, there was talk about the sort of overall implement situation for all universities. It was put on by an aspect of the EAB company as part of what we're seeing is the lack of clear career ladders that causes a lot of internal churn. If you're an academic advisor, historically there is no real obvious place to go from academic advising. There is no career ladder or trajectory, so your only choice if you want to remain with your university is to switch to another job on campus, typically with a higher salary, but also hopefully one that has some increased responsibilities. A lot of the work UAA is doing is to think about career ladders, using some of the best practices that were shared from EAB. It's partly financial and it's a very important financial piece from inflation.
 - ii. Alex - It is sort of self perpetuating because we're understaffed and people are getting really burned out and tired from the workload in their position and think it might be better somewhere else. When they leave, it leaves a void in their position.
 - iii. Maren - This was made worse with COVID. Ten years ago we knew we were headed for an employee shortage with baby boomers starting to retire and not a sufficient workforce coming along behind. We hadn't planned appropriately for that and then COVID coincided with it. There are a lot more compliance issues than she remembers when she started. Also, how much gatekeeping do we need to do for courses? They're realizing that all they're doing is just approving everybody into the course, how important is the gatekeeping? We need to figure out what we can stop doing and still have the rigor and quality we need.
 - iv. Gökhan - The labor market has been extremely tight. Can we think of these staff increases as a strategic move on the part of the administration to retain, let alone promote some of the staff members that have been at the university for a long time in order to preserve some?
 - v. Paul - This is an area that the Compensation Committee is focusing on and it's a good point, but not sure where we will go with it at this point. It has always been a struggle looking at career ladders and promoting other educational opportunities and going

forward for your staff. In the last 10 years or so, we have frozen people into position as opposed to moving last least salary wise forward on an annual basis, and that's an issue.

- vi. Maren - Two important things she learned at supervisory training to retain staff is creating room for advancement and the quality of supervision. There is supervisory training available. If you have an overworked supervisor, it's hard to be a good supervisor. Lots of people are motivated by money, but it's not always the only motivation. The quality of the workplace and quality of supervision are important.
- vii. Teri - In Alaska, we don't have access to leadership/professional development opportunities. One is being put together here and is scheduled for the end of January. There's actually some discounted rates and is valid whether your in the public or private sector. For supervisors that might need training or up and coming leaders, it's a reasonable cost and investment. It's also a great way to network and meet other leaders from around the state.
- f. Paul - We've made it through the semester and will start looking at the spring numbers. It is still early yet, but it looks like there has been a lot of effort going on getting students to enroll before the break. There has been a discussion with the vice chancellor for students this morning and one of the things that was brought up was the schedule and the spring schedule is available November 1st, but we don't open registration until the 15th of November, and then you're into Thanksgiving and then Christmas. It shortens the window and whether or not you could have registration start earlier on a common calendar situation.

Action items from previous meetings:

- Develop regulation associated with Policy [P10.02.070 Accreditation](#) - Working Draft Doc - [Regulation](#)

Future Meeting Agenda Items:

Next Meeting: Thursday, January 12th, 2:00 pm - 4:00 pm