Minutes
Faculty Alliance
August 19, 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
Andrea Dewees, President, UAS Faculty Senate
Jennifer Ward, President-Elect, UAS Faculty Senate
Glenn Wright, To be seated in August, UAS Faculty Senate

Staff:

Possible Guests: VP Paul Layer, Dawn Humenik (Chair, Staff Alliance)

I. Call to Order - Gökhan Karahan
A. Approve Agenda
Andrea approves. Ian seconds.
B. Approve Meeting Minutes: 27 May 2022 Meeting
Meeting Minutes amended. Gokhan did not volunteer for the HR customer service subcommittee. Andrea approves. Jennifer seconds.
II. New Business

A. Future meetings: Frequency? Timing? (Proposed)
Sept 9th and Sept 23rd are approved. Glenn Wright cannot attend Sept 9th.
B. Information requests from President Pitney
The request for data from David Bishko has been unfulfilled. Faculty Alliance has been asking these questions for a year or two and haven't gotten the requested information. The request for data from Paul Layer and Gwen Gruenig (Data Analysis and Institutional Research) has been

great. It is beneficial to continue asking for the data and to be specific about the particular data request. President Pitney has said that her goal is to be transparent. We are supposed to be participating in shared governance. We aren't able to do that without all the information. The Board of Regents should want to know the information, as the major seismic changes that have taken place in the past four years through the University. Ian motions to move this list to a formalized Memo to the recipients addressed. Jennifer seconds. None opposed. The motion passes.

C. 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 (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. [Work by Jennifer](#)

Gokhan motions to postpone deciding on this topic until September 9. A poll will be dispersed and information will be gathered. Faculty Alliance will revisit this topic September 9 after more input from the Faculty Senates.

D. *How to improve shared governance? What is SG at the university level and system level?*

President Pitney instructed Paul Layer to work with the governance groups on improved shared governance. Paul Layer sent a memo to Governance leaders to form a working group that works on facilitating conversations that would come forward with a recommendation to the Board at the November meeting to discuss how that might work. President Pitney is genuine in wanting a mutual understanding of shared governance. There was some discussion of a facilitator that might guide the conversation. It would be a collaborative process to come to an agreement of how we best communicate and how we understand the roles and responsibilities in the scope of shared governance for the Board, the Administration, and the Faculty.

E. *Expectations on SG and what are the boundaries? A small working group inclusive of FA Chair, Vice Chair, Another faculty?, Staff Alliance, etc.*

F. *How to communicate with the President, BOR, and Admin?*

G. FA Retreat Planning. Potential Guest Speaker, Henry Reichman?

One retreat in Juneau in the spring, strategically timed to have greater access to the legislature. A minimum of 6 weeks or more for planning and making arrangements. Administrative support in Juneau would be helpful. Chad, the lobbyist for UA, can advise the best time in the spring for the legislative sessions.

H. 2022-2023 Faculty Initiative Funds ([Previous Years RFP](#), [21-22 RFP](#), [21-22 RUBRIC](#), [Summary of Summer Communique with VP Layer](#))

Natural Resources allocated $300,000 this year to the Faculty Initiative Fund. VP

Layer is encouraging the process to start sooner to distribute the funds to faculty for their projects. Last year there were several requests to continue into this fiscal year. Kelly James compiled all the Faculty Initiative Funds and there were final reports which were posted. We want to make sure that as requests come forward this year, the appropriate dean or other administrators are approving the workloads in advance and opposed to seeing them show up afterwards. 2019 has a couple of projects that are still being extended to be able to complete their projects due to Covid.

Guests Dawn Humenik and Lauren Hartman, Chair and Vice Chair from Staff Alliance:

Over the last few years the University has endured challenges, relationships have deteriorated. The proposal of a Common Table is another avenue for us to come together and collaborate to advance initiatives as a group. It stands to reason that there is movement when more people are behind an issue. We want to learn about what is important to faculty, staff and students to ultimately make the university a better place to learn and work. Everyone wants to enjoy where they are and to feel that they are working toward something positive. The more understanding we have of each other's groups and need's is a small step in the right direction.

I. Common Calendar Question

The common calendar committee meets every year to discuss issues with the Common Calendar. Megan Buzby is the Chair of that committee. They request a person from HR to be involved in the committee. It is beneficial for HR to know what is going on with the Common Calendar, though they are not a voting member. The committee is an appointment of the Faculty Alliance. VP Paul Layer would like permission from Faculty Alliance to inform Megan Buzby that someone from HR can be on the committee as an ex officio member. There was a change in the calendar this year where we gained an extra week before the start of the semester every six years. It caught HR off guard, as to when do adjuncts, faculty and contracts start with the calendar change.

The Faculty Alliance will look at the bylaws of that committee and see what changes need to be made.

J. ANSI resolution and President's (and BOR's) Response

Moved to postpone until Sept 9th meeting. Jennifer approves. Ian seconds.

K. Review of the Academic Council Charter and Changes in the AC Membership:

https://docs.google.com/document/d/1yXa7YZa5BMLEpj4MucVhrqDr_FlDc5C r/edit?usp=sharing&ouid=11292001299178555472&rtpof=true&sd=true

The Council has a charter which was established by President Johnsen, composed of the Provost and governance leaders which now has been augmented with others on the committee. VP Layer has requested the accreditation liaison officers come forward since accreditation is heavily discussed. The Academic Council makes recommendations to VP Paul Layer for the Board of Regents. VP Layer

invites Faculty Alliance to provide feedback through the Chair of Faculty Alliance, Gokhan Karahan, or through other members of the Academic Council.

- L. FA C&S Subcommittee Meeting(s) Update
- M. BOR Tuition Ad Hoc Committee update
- N. Other

III. Old Business

IV. Informational
- A. Summer exchanges

V. Senate Reports
- A. UAA – The first Faculty Senate session is September 2. We have been planning a retreat in a different format by setting up work groups with facilitators leading a discussion for groups of Faculty Senators to rotate in and out and to report at the end of the session. We are hoping it will go well with rich discussions and a meaningful experience.
- B. UAF – The first meeting will be August 26. No updates yet to report.
- C. UAS (I'm filling in a bit for Jennifer Ward this week due to unexpected circumstances): One thing that's different at UAS: universal masking in classes/instructional spaces–I do expect reconsideration of this if our CDC levels drop. During the Faculty Assembly this week we celebrated the work we've done including strengthening faculty governance by having representation on committees, the addition of a land acknowledgment to the faculty handbook, and UAS' new Indigenous B.A, certificates, and joint Marine Policy Master's. Faculty also expressed concerns about remuneration for work on shared governance while off contract (search committees, namely), the 1st/5Y program review templates and responses, desires for a strategic plan beyond "increased enrollment," and concerns for ANSI implementation given Dr. Brower's departure. Glenn Wright, please add anything I missed :).

  I also have a request for information about the transferability of the ANKGR (Alaska-Native Themed GER at UAA). UAS catalog states that it will accept ANKGR completed at other campuses "Coursework completed at UAA, UAF, and their affiliate campuses that fulfills the **Alaska Native Knowledge Graduation Requirement** at those institutions is transferable", but UAA catalog does not explicitly state that. I'm asking for clarification, so maybe UAA and UAF Presidents could quickly send that

question to their respective registrars? And/or [Paul Layer](#) might already know the answer?

VI.   Adjourn

    Gokhan motions to adjourn. Ian moves to approve. Sandra seconds.

Motion was approved to move these request for information items into a memo that the Alliance Chair will send to Kelly James to distribute to the appropriate recipients by next Friday (8/26/22)

Each batch of requests that would go out would be presented with a brief formal memo from the FA Chair and that would "start the clock" for each memo to include the requests in that memo.

ALL–I have referenced Paul's comments in the meeting about the information about the teach outs in Board Docs, and his request that we explain why we want the information.

UA Goals

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

Contribute to Alaska's economic development, skilled workforce and engaged citizenship

Foster academic excellence for student success

UNIVERSITY of ALASKA
Many Traditions One Alaska

Promote diversity, equity and inclusion in students, faculty and staff

Grow our world-class research

Operate cost effectively

Request #1:

From: Faculty Alliance
To: President Pitney, Chancellors of UAA, UAF, and UAS
CC: Board of Regents
Date: ASAP
Subject: Executive Administration costs at the University of Alaska as they relate to the goal
"Operate cost effectively"

Faculty Alliance requests that UA Statewide, UAA, UAF, and UAS report on outcomes of the
expedited administrative reviews including:

- a) efficiencies that have been realized since the administrative reviews, including the dollar amount saved,
- b) an accounting of any savings that were reallocated (in the event that savings exceeded any reduction to budget),
- c) any near-term plans to consolidate executive administration, including those positions in the Chancellors' replies that remarked "this position will be reevaluated when it becomes vacant" (or similar),
- d) an explanation of any recent additions to executive administration in AY21, AY22 and AY23, including but not limited to any added EX/FR positions,
- e) A list of of contracts with individual consultants or groups in AY 21, AY 22, and AY 23 for the units covered in the expedited administrative reviews,
- f) In the event that any of the individual consultants' duties partially duplicate the job description of a current administrator please include an explanation for why the additional expenditure is necessary,
- g) A list of any salary or benefits increases for those positions in AY 21 or AY 22,
- h) A list of any travel increases for those positions in AY 21 or AY 22,
- i) an AY 22 update to the Administrative Costs data presented in the Goals and Measures worksheet (https://docs.google.com/spreadsheets/d/16g9qO7hnfLeR-saZwFDXtabbBryo6Nid/edit#gid=1261177567) including 1) any update to the percentages in lines 80-84 [Administrative cost (Institutional support personnel expenditures) as a proportion of total expenditures−see 8/19/22 screenshot] and 2) the target goal.

Administrative cost (Institutional support personnel expenditures) as a proportion of total expenditures	
UAA	7.7%
UAF	4.7%
UAS	11.3%
UA Total (including system office)	9.2%

We request that this follow up information from the Expedited Administrative Reviews be
provided to us as it is available, with the understanding that not all data may be available at
once, and no later than November 15, 2022. This information will inform our recommendations
to the President, Chancellors, and BOR as part of shared governance.

Request #2:

From: Faculty Alliance
To: President Pitney, Chancellors of UAA, UAF, and UAS
CC: Board of Regents
Date: ASAP
Subject: Analysis of Program eliminations AY18-22

Faculty Alliance requests an analysis of the effects of previous program cuts, broken down by each discontinued program, including:

a) Please include the race and gender status for students affected by the 2020 teachouts, in particular for the 12-15% of those program students who withdrew from the University of Alaska or are inactive. [Source: https://go.boarddocs.com/ak/alaska/Board.nsf/files/CBQSKT7319A0/$file/UAA%26UAF%20Teach%20Out%20Summary%20Combined%20v2%201.21.pdf]
b) a calculation of any savings incurred as a result of those program cuts,
c) an attempt to account for losses relating to those cuts, including 1) tuition revenue, 2) decreases in student enrollment, and 3) the loss of public confidence in the University of Alaska System overall, or at any given campus. This measure should include data from students, as well as data related to faculty morale (climate surveys, for example).

We request that this information be provided to us as it is available, with the understanding that not all data may be available at once, and no later than November 15, 2022. Faculty Alliance would like a better understanding of the savings resulting from program cuts, and what relation, if any, these may have to student enrollment and faculty attrition, in order to make recommendations to the Chancellors, President and the BOR as part of shared governance.

Request #3

From: Faculty Alliance
To: President Pitney, Individual Chancellors
CC: Board of Regents
Date: ASAP
Subject: Full-time faculty losses AY 21, AY 22, and AY 23

Faculty Alliance requests AY 21, AY 22, and AY23 reports detailing:

a) The number of faculty members leaving the University as a result of 1) resignation or 2) position elimination. We request this data be sorted by term faculty positions, tenure track (but not yet tenured) positions, and tenured positions.

b) Of the number in item a, how many positions were re-hired? We request this data be sorted by term faculty positions, tenure track (but not yet tenured) positions, and tenured positions.

c) How many additional faculty positions were hired (in addition to the number in item b)? We request this data be sorted by term faculty positions, tenure track (but not yet tenured) positions, and tenured positions.

Faculty Alliance also requests:

1) A list of exit interview questions or surveys collected from departing faculty (we understand that the actual data is confidential). Please include surveys done at the University level (UAA, UAF, & UAS) as well as those done by UA HR.

2) A list of grant funding and amounts lost with the departure of those faculty.

3) an analysis of the loss incurred by the University of Alaska System overall, or at any given campus, as a result of faculty departures (a 2017 Center for Alaska Education Policy study, for example, that the average cost of instructor turnover in K-12 is approximately $20,431 per teacher https://pubs.iseralaska.org/media/64ffaa41-b5e2-48d7-bdb1-89703ea310ff/2017-CostTeacher.pdf)

We request that this information be provided to us as it is available, with the understanding that not all data may be available at once, and no later than November 15, 2022. Our purpose is to better understand the impacts of faculty attrition and the reasons why faculty (particularly tenured and tenure-track faculty who provide much of the stability for academic programs and the research mission) are leaving the University of Alaska system. Faculty Alliance will use this information to make recommendations to foster greater faculty and student retention and grow our world-class research.

Request #4

From: Faculty Alliance
To: BOR, President Pitney
Date: ASAP
Subject: Severance or change of control clauses for executive administrators

The 2020 Schedule of Compensation for Executive Positions for the University of Alaska listed $551,666 total compensation for the former President of the University (who held the position for the first six months of 2020), with a footnote that contractual compensation was required upon separation. What was the amount of this contractual compensation and when was it paid?

Faculty Alliance requests general details about severance or change of control clauses in other executive administration positions, in particular any limits to the amounts of such compensation.

We request this financial transparency information be provided no later than November 15, 2022 so that Faculty Alliance can make recommendations regarding such clauses in support of the goal "operate cost effectively."

Request #5

To: President Pitney, BOR, Chancellors of UAA, UAF, and UAS
Date: ASAP
Subject: Annual reviews and salary surveys for executive administration

Faculty Alliance requests information about the process, content, and timeline for annual performance reviews of executive level administrators in the Statewide Office, and at each individual campus. This should include all administrators reported on the annual report to the legislature (President, Vice-Presidents and Chancellors), as well as academic administrators (vice-chancellors, provosts, vice-provosts, directors, & deans) at UAA, UAF, and UAS:

How is executive level administrator performance assessed?

Who assesses them?

How often do assessments occur?

Are salary surveys conducted to determine compensation? If so, please describe the method used, including how comparator salaries are identified.

We request this information be provided no later than November 15, 2022 so that we can review the assessment process and make recommendations as needed.

Request #6

To: President Pitney, BOR
Date: ASAP
Subject: David Bishko's report

In Fall of 2020 Mr. Bishko met with Faculty Alliance about an efficiency, "pain point," and/or system collaboration analysis he was conducting as a contractor with the University of Alaska system. Alliance was told that we would receive a copy of the report when complete. We understand his report was delayed after Mr. Bishko accepted a position as the interim Chief Human Resource Officer.

Please release the report by September 15, 2022. In the event that the report is not yet complete, or is no longer in-process, we request a copy of the draft report &/or any data collected.

Faculty Alliance
Constitution

Article 1. Intent

It is the intent of the University of Alaska Board of Regents: l) 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.

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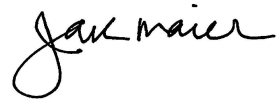
moves toward equity requires conscious systemic and structural shifts on the part of all faculty, staff, administrators, and students.

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