



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Faculty Alliance

Resolution 2017-02 Regarding Strategic Pathways at the University of Alaska

WHEREAS, the central mission of the University of Alaska System is to advance and disseminate knowledge through teaching, research, and public service, emphasizing the North and its diverse peoples; and

WHEREAS, for Strategic Pathways to be successful and credible in supporting that mission, it needs to be fair, deliberate, transparent, and reflect the diversity of existing viewpoints, collect necessary information, and demonstrate careful examination of the impacts of the options being considered; and

WHEREAS, [Regents Policy P03.01.010](#) specifies that faculty participation in university governance be an integral part of the university community's culture whose purpose is to provide an effective opportunity to play a meaningful role in matters affecting their welfare; and

WHEREAS, any restructuring of the university, whether academic or administrative, has a direct impact on faculty work environment, productivity and student learning outcomes; and

WHEREAS, faculty are in the best position to assess and evaluate any impact due to academic and administrative restructuring of the university; and

WHEREAS, faculty being the core of the university should be active participants, be engaged, be adequately represented and be the core of any group or body that develops options or implementation of both academic and administrative restructuring of the university; and

WHEREAS, [University Regulation Chapter 03.01.E.01](#) specifies that it is the responsibility of Faculty Alliance to represent the faculty in areas that 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; degree requirements; grading policy; course coordination and transfer; student probation and suspension; standards of admission and scholastic standards; and other matters affecting the faculty, and/or the general welfare of the university and its educational purposes and effectiveness; and

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WHEREAS, the American Association of University Professors (AAUP) specifies in its [Statement on Government of Colleges and Universities, Item 5](#), “The faculty has primary responsibility for such fundamental areas as curriculum, subject matter and methods of instruction, research, faculty status, and those aspects of student life which relate to the educational process. On these matters the power of review or final decision lodged in the governing board or delegated by it to the president should be exercised adversely only in exceptional circumstances, and for reasons communicated to the faculty. It is desirable that the faculty should, following such communication, have opportunity for further consideration and further transmittal of its views to the president or board”; and

WHEREAS, the number of faculty appointed to participate in all phases of Strategic Pathways has been low; and

WHEREAS, faculty have not been given an opportunity to choose their own representation, and those faculty who are involved have been given instructions, in certain groups, that limit their capacity to freely discuss the work of these committees with their colleagues and community; and

WHEREAS, faculty provide the necessary understanding of the impacts of changes currently being proposed on students the community, and the university; and

WHEREAS, options currently being considered and implemented have a significant impact on curriculum, faculty work environment, faculty productivity and as an extension to student learning outcome; and

WHEREAS, accrediting agencies stipulate the role of faculty in developing curriculum, for example the Northwest Commission on Colleges and Universities [Accreditation Standard 2.C.5](#) states, “Faculty, through well-defined structures and processes with clearly defined authority and responsibilities, exercise a major role in the design, approval, implementation, and revision of the curriculum...” and the Association to Advance Collegiate Schools of Business (AACSB) [Eligibility Procedures and Accreditation Standards for Business Accreditation, Section 2, page 23](#) specifies, “Faculty resources develop and manage Curricula...”; and

WHEREAS, the Strategic Pathways process contradicts the established structures, processes, authority, responsibility of faculty in program design and curriculum revision at each university; and

WHEREAS, there have been no baseline costs or reductions in costs identified in any of the Strategic Pathways recommendations; and

WHEREAS, the recent Employee Engagement Survey conducted at UAF and the Faculty Morale Survey conducted at UAA indicates a significant amount of dissatisfaction that is leading to losses of the university’s most valuable faculty assets.

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THEREFORE, BE IT RESOLVED, the UA Faculty Alliance strongly recommends President Johnsen and the Board of Regents not proceed with Strategic Pathways implementation until the following issues are addressed:

- Membership on Strategic Pathways Committees affecting academic programs have a plurality of representation from faculty in those programs, and
- Faculty members on Strategic Pathways Committees be selected by faculty from the programs under consideration; and
- Faculty members be allowed and encouraged to discuss the contents of Strategic Pathways options and implementation plans within the community so that they can collect the necessary feedback to ensure that the conclusions reached by these committees and those of the Summit team be well informed and educated; and
- The University of Alaska Statewide Offices complete and publish cost benefit analysis of Strategic Pathways options being considered prior to the consideration of any option for implementation; and
- Strategic Pathways options be discussed by the Faculty Senates of the respective affected universities and by Faculty Alliance prior to the development of implementation plans.

Adopted by the Faculty Alliance the 31st day of October 2016.

DocuSigned by:

Tara Smith

Tara Smith, Chair