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UNIVERSITY
of ALASKA
Many Traditions One Alaska

Date: February 13, 2018
To: University of Alaska Board of Regents
Cc: James R. Johnsen, President, University of Alaska
From: UA Faculty Alliance
Re: President's Contract Renewal

On January 10, 2018, UAA Professor David Fitzgerald communicated with Board of Regents (BOR) Chair Gloria O'Neill his concerns regarding the process by which University of Alaska (UA) President James R. Johnsen's annual contract was renewed, and how the compensation package provided to him was determined. Professor Fitzgerald points out, and the Faculty Alliance (FA) agrees, that the basis for the BOR's exceptionally positive review and generous compensation package was not articulated in documents made available to the public, nor was it included in public BOR discussions. While a document that included quantitative and qualitative measures by which to judge presidential performance ([Presidential Compensation Performance Goal Methodology Notes](#)) was made publicly available, no evidence of performance on those measures was provided.

Furthermore, there is no indication that the numerous concerns that have been brought to the attention of the BOR by individuals affected by President Johnsen's actions were considered during deliberations. Of particular concern are the votes of no confidence in President Johnsen that were passed by the faculty senates at two of the three universities regarding his handling of the Strategic Pathways Phase I process. The FA agrees with Professor Fitzgerald's tenet that silence from the BOR regarding the express dissatisfaction voiced by those directly affected by President Johnsen's actions is not conducive to a positive work environment, and leaves the impression that the University of Alaska does not value the opinions of its faculty and students. From the FA perspective, publicizing the evaluative criteria used in assessing presidential performance, and more importantly the measurable outcomes of efforts to meet those criteria,

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especially initiatives that generate significant stakeholder pushback, would be a clear demonstration that the BOR uses a responsive and impartial review mechanism, listens to the entire university, and is truly committed to shared governance.

The FA recognizes the difficulties of the job undertaken by President Johnsen and applauds his efforts to solicit information from the UA faculty. It appears, however, that while faculty opinion is often gathered, it is infrequently considered in many of the decisions put forth by President Johnsen, or is only considered in hindsight. The FA urges faculty to develop input with the greatest benefit to the University in mind and believes strongly that the system will benefit from two-way dialog rooted in that input. Faculty have important, relevant, and deep institutional knowledge that is crucial to understanding and solving the challenging financial problems that the UA system is currently facing. The FA asks the BOR to identify cooperative problem-solving criteria among President Johnsen, his staff, and the faculty, as an evaluative metric in future reviews of presidential performance.

Respectfully,

DocuSigned by:



Lisa Hoferkamp
2017-2018 Chair
Faculty Alliance