

Minutes  
**Faculty Alliance Fall Retreat**

November 19, 2021

3:30 - 5:30 pm

November 20, 2021

10:00 am - 3:00 pm

Zoom Link: <https://alaska.zoom.us/j/89324470770>

ID: **893 2447 0770**

Passcode: **nYN87kHg**

One tap mobile +13462487799,,81453446816# US (Houston)

+16699006833,,81453446816# US (San Jose)

Members: **Bold** in attendance

**Julie A.K. Maier**, Past-President, UAF Faculty Senate; Chair, Faculty Alliance

**Gökhan Karahan**, President, UAA Faculty Senate; Vice Chair, Faculty Alliance

**Kelly Smith**, Past-President, UAA Faculty Senate

**Ian Hartman**, 1st Vice President, UAA Faculty Senate

**Sandra Wildfeuer**, President, UAF Faculty Senate

**Ataur Chowdhury**, President-Elect, UAF Faculty Senate

**David Noon**, Past-President, UAS Faculty Senate

**Andrea Dewees**, President, UAS Faculty Senate

**Jennifer Ward**, President-Elect, UAS Faculty Senate

Staff: Kelly James

Noel Romanovsky

**Nov. 19:**

Guests: Regents **Anderson, Davies, Hargrave, Parker**

- |     |   |             |
|-----|---|-------------|
| I.  | Call to Order - Jak Maier                                     | 3:30 - 4:00 |
| 1.  | Approve Agenda  |             |
|     | Motion to approve. Kelly approves. Jennifer seconds.          |             |
| 2.  | Approve Meeting Minutes from <a href="#">12 November 2021</a> |             |
|     | Kelly approves. No one opposed.                               |             |
| II. | Conversation with the Regents                                 | 4:00 - 5:30 |
|     | A. Introductions  |             |

The Faculty Alliance is made up of the three leaders of each of the Faculty Senates. Hence, there are three members on the Alliance from each university including the past President, the current president, and the future president of each of those Senates. Each of the universities takes turns in terms of the chairmanship of the alliance. Next year the Chair of the Alliance will be Gokhan Karahan from UAA. The following year it will be Jennifer Ward from UAS and then it will cycle back to UAF. We bring issues that are of concern for all three senates and help facilitate discussion among the senates.

B. Q&A

Question from the Alliance: What could we do to better communicate the positive work we do to Alaskans who may not have a connection to the university?

**John Davies**: There are a lot of opportunities that take an intentional effort. Research or teaching experiences that show up in the local newspaper is a good way to reach out. UAF, through the Geophysical Institute, has a science lecture series that goes on in the fall once a month that are well attended. UW also had a lecture series that was marketed to the public. That type of outreach can help people get a direct connection with professors and research. As a community, we can't do enough of that type of outreach.

**Lisa Parker**: At the Regents meeting we have been doing the Do You Know Series, which has been extremely helpful with a lot of information. One of the things I'd like to see is more engagement at the Community College level. There could be more outreach to the middle schools and high schools.

**Dale Anderson**: Marketing is a vital tool in attracting students to UA universities. He is concerned about the transition from village life to an urban lifestyle attending the university. Outreach during high school seems vital to the success of this transition. Wants to hear from Pearl Brower.

**Pearl Brower**: There is so much opportunity to connect with our rural communities throughout Alaska. We are excited about the ANSI strategic plan that was passed on Thursday. We are looking forward to jumpstarting the program.

**Lisa Parker**: It would be great for us to have a middle college that could work in conjunction with the school district. The empty dorm in Kenai is next to a river, which would be an inviting area to transition from village life to university life. There have been conversations about how to get that empty space used constructively. It would be wonderful to have a creative program to develop rural Alaskans further their education.

Ian - Alaska History Day is part of the National History Day competition. UAA has been able to secure an anonymous donor to send students to Washington DC. We are trying hard to find students to present Alaskan History topics. We want to get high school students interested in History and also, promote the University. It would be advantageous to have prominent University advertisements in the Ted Stevens International airport.

Question from the Regents: What are some of your (the faculty) concerns? A hope that technical programs will not be left out of assessment. A desire to attract more international students. International students have decreased from at UAS 542 to 200 .UAA 242 80 or 90. A desperate need to attract the highest qualified, talented, passionate professors to Alaska to make a profound difference in the lives of students. A deep concern of faculty attrition. Faculty has the greatest influence on student success. A concern that there's not enough funding to support teacher assistants and graduate students who do most of the research with the advice and leadership of professors. We desperately need more faculty to do our job efficiently. We have had faculty leave employment at UA because they lack the confidence in the University's commitment to the academic mission of the universities. A discussion of student concerns. Affordable tuition and doing everything we can do to reduce the barriers in students' paths. It's really important that we don't lose sight of what we can deliver as a university with a broad base of classical liberal arts education. This kind of education teaches critical thinking and enables students to excel in any path that they choose.

**John Davies:** We need a more holistic approach to help students be able to afford college. The Board is forming an ad hoc tuition committee. "Stability" is the current keyword.

**Darroll Hargraves:** Since 2014, it has been a nationwide trend that fewer students are coming to university. Related to tuition costs. Better to go to trade school because it is cheaper and pays more than a college degree. Grandparents are advising their grandchildren to not go to UA.

**Nov. 20:**

Guests: **Tony Rickard, Abel Bult-ito, Melanie Arthur, Kate Quick, Nelta Edwards, Dr. Amy Pason, Juella Sparks, Heather Batchelder, Maria Williams, Sean Asiqluq Topkok, X'unei Twitchell, Shonda Shaginoff-Stuart**

- |     |                                       |                     |
|-----|---------------------------------------|---------------------|
| I.  | Conversation with UNAC                | 10:00 - 11:00 am    |
| II. | Alternative administrative structures | 11:00 am - 12:00 pm |

- Alternative Administrative Structures - Amy Pason, University of Nevada-Reno; Heather Batchelder

In September we instituted a vaccine policy for all of our University employees. We have a COVID task force with members from across the system including faculty representatives. The members of the task force include medical experts, crisis experts, legal officers, etc. The chair was in support of a vaccine mandate. The Chancellor (which in the UA system would be the president) took the system-wide request for a vaccine mandate to the Board of Regents and the Board approved it. They crafted the actual policy afterward following listening sessions across the system, including all constituents. The policy then went to the Board for approval. The Board does listen to faculty and students. There is a lot of open conversation. Our legislature has an adversarial relationship with our regents since they are also elected officials, which we need to address every two years. We have a Nevada Faculty Alliance which is the State AUP Chapter, which works separately from the Senate. On some campuses the Nevada Faculty Alliance is their collective bargaining representation. In community colleges we have collective bargaining agreements, so the Senate and Nevada Faculty Alliance are working in coordination on those collective bargaining agreements. Since we are a right to work state, those collective bargaining agreements aren't recognised in the same way. There are pros and cons in terms of elected regents. We do have some elected regents who have been involved in higher education, many of which have PhDs, many have gone out of their way to continue their education as regents so they can understand our institution from the inside out. We have some state legislators who would argue that we pay administrators too much. Our university systems are structured similarly. We work together to get funding. We have a complicated funding formula that the State legislature uses in terms of how we get funded from the state allocation side. Student fees, registration, tuition go straight to those individual campuses. Individual campuses have control over the money that students are directly paying through their institutions as well as self supporting grants or endowments that go to each institution. What we receive from state allocation from the legislature is based on student credit hours that each of our campuses generates. There is a formula that distinguishes between our research institutions versus our community colleges. They are weighted differently so a senior level engineering class is more than basic English or one at the community college level. Our shared governance is ok, it could be worse and there could be better ways of doing things.

The Nevada Regents are elected to 6-year terms. The background of the current regents is varied. There are a couple of lawyers who are good at assessing contracts, a couple with PhDs, one with a Masters in Social work, a politician, and a postal worker. Regents have quarterly meetings and are paid per diem and a stipend during meetings. The quarterly meetings are 2 day meetings, 10 hours each day. Standing committees meet before the full Board meetings. There may be 2 or 3 special meetings in addition to the quarterly meetings. There is a public testimony period at every meeting, before and after the meeting. Testifiers are given 2 minutes to make a statement and public testimony continues until everyone has a chance to speak.

There are eight faculty Senates in the University of Nevada system and each Faculty Senate president has a seat at the table in the Board of Regents meetings and is allowed to participate fully in all discussions throughout all of the meetings.

Break

12:00 - 12:10 pm

III. [Alaska Native Success Initiative](#) efforts - ANSC

12:10 - 1:10 pm

There seems to be a conflict of interest having Vice Chancellor Stern lead the UAF action team, but she is doing a good job to make sure all voices are heard and everything is faculty staff and student centric at UAF for the ANSI program. UAA the two co chairs are Jennifer Bose and Michelle Yasminoff. It has been a bumpy ride because Michelle and Jennifer operate in a very closed framework. UAA is not complicated in that we don't have the myriad of programs and degrees that UAF has. There was a great meeting chaired by Dr. Asiqaluk of the Alaska Native Studies Council. We created breakout groups that address a variety of issues. The conversation about racism was fascinating because it evolved into conversations and challenges that new Alaskan Native faculty have that are either term or tenure track. We discussed doing a **cluster hire of Alaska Natives** to get the % of Alaska Native faculty and staff to reflect the % of Alaska Native students. Pearl is the statewide representative of ANSI and attended the Alaska Native Council meeting. They were looking at the first Alaskans truth reconciliation and healing. Their approach is not geared for higher education or to the unique issues the three universities are dealing with. It is hopeful that they could do something very thoughtful and deliberate. It needs to have more involvement of the Alaska native faculty at each of the universities. Native faculty field questions about Native studies, they mentor native students, with the tenure and promotion guidelines. Mentoring faculty through that process should happen. In the Native student services there are 1500 - 1700 native students that need support which were not mentioned in ANSI or presented to the board in June.

IV. Future role of the Collaboration & Sustainability committee

1:10 - end

- [C&S Request to Faculty Alliance](#)
- Conversation about the budget
  - Exec admin reports
 

We will have a meeting with a data analyst about the executive pay data. Data points would be a request to the President. The job descriptions they develop turn into the rationale for keeping them. The administrators are experts at portraying themselves as indispensable for running the university. Pat Pitney has discussed title creep as a problem. Administration has been taking over faculty roles in one way or another. A lot of what associate deans are doing could be done with effective Chairing departments. ANSI hasn't spent any funds on their activities. Pearl Brower is willing to give reports on spending. Dr. Williams has great faith in Pearl Brower. The concern is to not grow statewide administrative costs. The training should happen across the system for all faculty and staff.
  - Data on contractors
 

We need to watch outside contractors with inflated salaries as well as administrators who are employed at UA but live out of state.
  - Budget proposed to BoR
- How best to support students (tuition, fees, etc.)
 

Faculty has declined 40% and enrollment has declined 40%. High school counselors are advising their high school students to go to University out of state citing that the quality of education would be better. In Fairbanks high schools they constantly advise students into lower quality classes for high graduation rates. It would be great to give faculty workload points, credits for volunteering to speak to high school students.
- Faculty Alliance should promote a **Faculty Task Force** to recruit students to attend one of the UA universities. Select faculty for the task force who find it rewarding to speak to students and explain the benefits of attending UA universities. Give the faculty on the task force a course release or overload.

December 17, meeting is cancelled.

Discussion of Spring Retreat - The thought is that the retreat should be face-to-face in Juneau and be focused on AAUP shared governance training. There is a good positive reason for the universities to have a good shared governance structure. It strengthens the university and results in better decision making. What are the metrics for quantifying good shared governance?

Motion to adjourn. Ian moved. Kelly seconded.